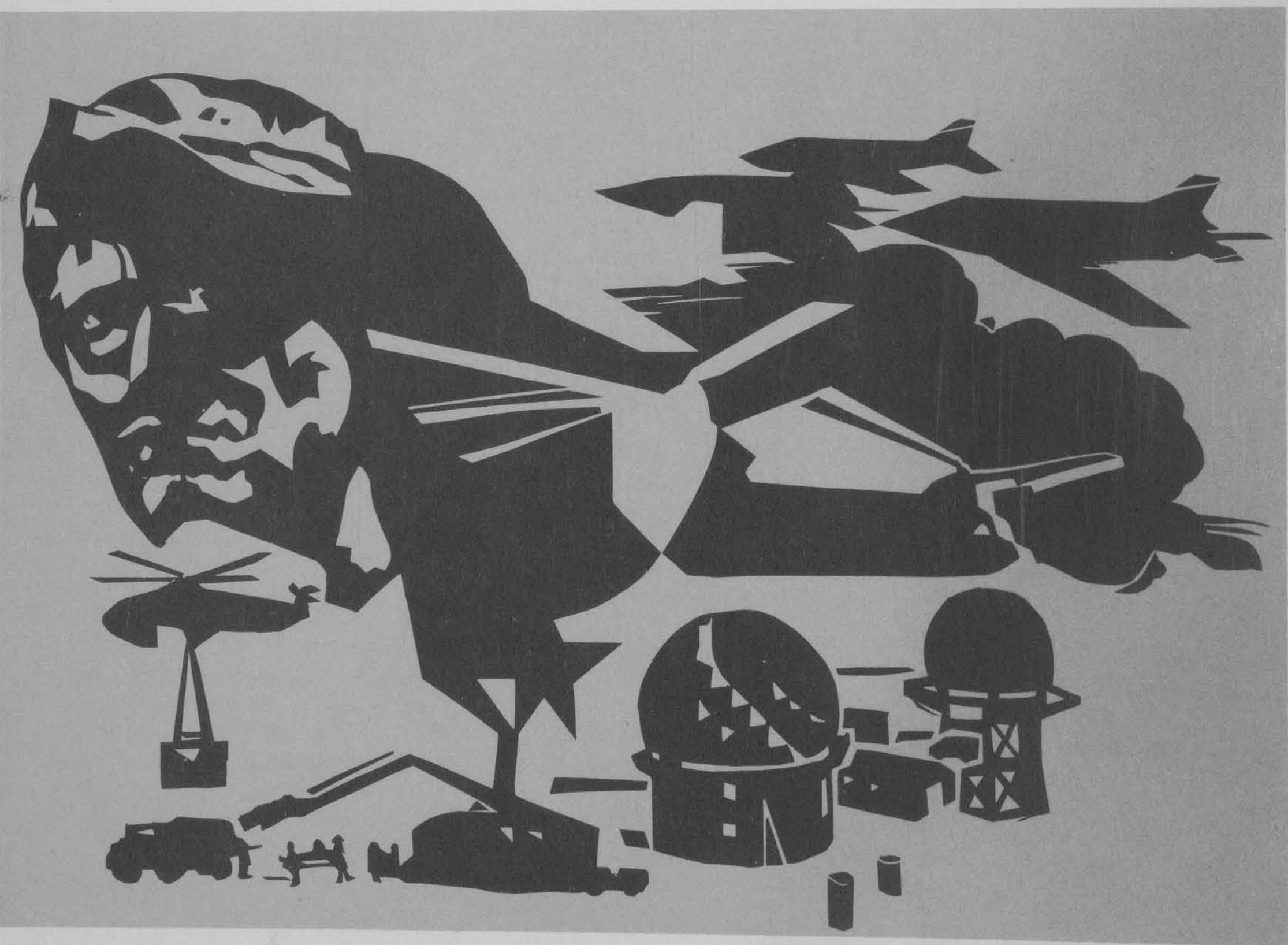


# 1980 ANNUAL REVIEW

Chief, National Guard  
Bureau Fiscal Year  
1980

343 Years of  
Dedicated Service to  
the Nation

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# To the Secretaries of the Army and the Air Force

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The 74th Annual Review of the Chief, National Guard Bureau, for the fiscal year ending 30 September 1980 is respectfully submitted.

The capability of the National Guard, to respond quickly and efficiently to assist civil authorities in the preservation of life, protection of property and maintenance of order, was again demonstrated during Fiscal Year 1980 (FY 80). Over a twelve month period, Guard personnel responded 305 times to emergency conditions in 42 states. This involved a total call up of more than 26,895 Guard personnel.

Considerable effort has been devoted to the evaluation activities of MOBEX 78 and implementing lessons learned in an effort to increase the capability for ARNG units to mobilize rapidly. As a result of increased emphasis on the State Area Commands (STARCs) NGB has initiated a STARC exercise during MOBEX 80. STARC organization and capabilities in each state will be evaluated as a prime objective in MOBEX 80.

The "One Army Policy" was reaffirmed during this period through the expansion and application of OCONUS, Affiliation, and Active Component Support to Annual Training (ACSAT) programs.

Over 54,782 officer and enlisted personnel participated in school training attending courses which ranged in length from two days to 52 weeks covering all aspects of training from the basic skills

through the Senior Service Colleges. The first year ever for the ARNG to manage training ammunition was successfully completed with authorizations in excess of \$59 million authorized to the states.

The ARNG Aviation Program, although experiencing several instances of wind damage to aircraft, enjoyed a most successful year. During FY 80, the ARNG received the first six of 33 AH-1S Cobra aircraft scheduled for distribution to the ARNG and four U-21 aircraft were added to the inventory.

The ARNG is in the process of developing ARNG Aviation Training Sites. One training site will be located in the east and one in the western United States. The purpose of the training sites will be to conduct individual qualification training on aircraft systems unique to the ARNG.

The ARNG Regional Accident Prevention Survey (RAPS) Program was implemented during FY 80. This program is a self-reliance type program devised to provide meaningful annual safety surveys of all ARNG aviation facilities using an ARNG developed checklist. These surveys may have significantly contributed to the ARNG low aviation accident rate of 1.7 accidents per 100,000 flying hours.

Our goals are to institute and manage programs, policies and procedures which are designed to bring the ARNG to the established peacetime strength goals, improve the quality, and in general

establish and maintain a total force personnel profile which satisfies the requirements of either a state call up or federal mobilization.

The maintenance of strength has been the primary concern of the ARNG since the downward turn began in FY 74 when the year ended at 411K. FY 80 proved to be an extremely successful period in reversing the downward trend and setting a new strength increase trend toward meeting the peacetime objective strength level. With the increases supported by the incentive programs, assigned strength climbed in each month during FY 80 to end the fiscal year on a high of 368,254, a net gain of 21,280.

Fulltime military support in the ARNG became a separate accounting entity during the fiscal year further identifying the various categories of paid strength.

New policy was implemented which permits commanders to retain eligible personnel in the inactive National Guard in lieu of discharge.

In our analysis of the strength picture, past, present, and future, we studied data and trends that influence strength and found the highest priority is to develop and implement a series of interrelated programs to assist the states in manning the force and achieving and maintaining programmed strength.

During FY 80, the National Guard took significant steps to improve its equal opportunity posture.



While ARNG overall minority strength continued to reflect population parity, with 95,023 personnel or 25.8 percent of the force, strong emphasis was placed on the Minority Officer Recruiting Effort (MORE) program to increase minority officer representation. A new training program was developed at the Defense Equal Opportunity Management Institute (EOMI) that will allow Guard and Reserve Equal Opportunity Specialists to become trained in much higher numbers, thus providing significantly more EO expertise throughout the National Guard. In addition, NGB with assistance of Deputy Assistant Secretary of Defense (Equal Opportunity), developed new procedures for reviewing and enforcing Title VI of the Civil Rights Act of 1964.

In order to help improve the effectiveness of National Guard units, NGB established a Guard-wide Organizational Effectiveness (OE) program consisting of three regional centers. Each center is staffed by a team of six National Guard OE staff officers especially trained to assist commanders in addressing and resolving major organizational problems using state-of-the-art managerial and behavioral science techniques.

The total force policy is a way of life with the Air National Guard (ANG). This policy insures that ANG units are capable of smoothly merging operations with active duty forces in wartime. Modernization and readiness are the keys to total force. The modernization of Air National Guard units and increasingly realistic training has enabled the ANG to increase its total force posture in FY 80. A record 98 percent combat ready status at the end of FY 80 further testifies to that achievement.

Training is the primary peacetime objective of ANG units. As a byproduct of that training, ANG units participated in seven major Joint Chiefs of Staff/Major Command exercises during FY 80 through the participation of 45 units and 3,400 personnel.

Tactical deployments to locations from Norway, to Turkey, to Japan continue to provide realistic training and exercises for eight fighter and reconnaissance units. Additionally, portions of 51 ANG communications units deployed to Europe during FY 80 to support seven major exercises.

Day to day alert in support of active duty requirements remain a part of the ANG's contributions to national defense. Each of 13 ANG KC-135 units continuously maintain a crew and aircraft on 24 hour alert to support the Strategic Air Command's (SAC) wartime Single Integrated Operations Plan. Additionally, the ANG provides 60 percent of the dedicated air defense forces for the continental United States (CONUS) with units flying F-4, F-101, and F-106 aircraft. Ten units provide aircraft and associated crews on continuous alert for the peacetime air sovereignty of the continental United States.

Tactical airlifts units flying C-130 aircraft continued to support ARNG, ANG, and active forces by providing airlift as a byproduct of their training. Humanitarian support represented still another byproduct as certain C-130 units assisted in domestic forest fire fighting as well as search and rescue assistance. Utilizing HH-3E helicopters in addition to C-130s, Air Rescue and recovery units were credited with saving or rescuing 72 persons during FY 80.

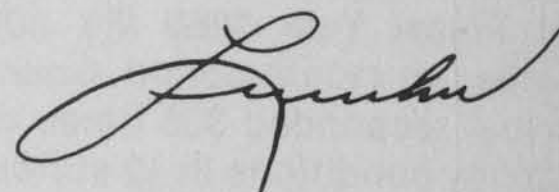
The ANG completed FY 80 with a Category "A" aircraft accident rate of 3.1 compared to 3.4 for FY 79.

FY 80 saw deployment of 109 ANG Civil Engineering units for training. The projects supported 35 deployments of 14 USAF bases, 55 deployments to 23 ANG bases, and 19 deployments to 5 ARNG installations, including Alaska, Hawaii, the Canal Zone, and Lajes AB, Azores. There were six deployments for Rapid Runway Repair Training at Eglin AFB, Florida, included in totals above.

The ANG exceeded the programmed end strength of 94,000 and

ended FY 80 with 96,283, the highest overall strength in the history of the ANG. The recruitment of minorities and women was again successful. The retention rate fell slightly from 64.8 percent in FY 79 to 61.4 percent in FY 80. Prior service gains were slightly below the FY 80 goal, however, the nonprior service goal was exceeded and the highest number of nonprior service individuals were recruited since FY 72.

ANG minority strength continued to increase, reflecting an FY end total of 13,511 or 14 percent of the ANG force. Special recruiting effort continued to be directed to increase minority officer representation.



LA VERN E. WEBER  
Lieutenant General, USA  
Chief, National Guard Bureau



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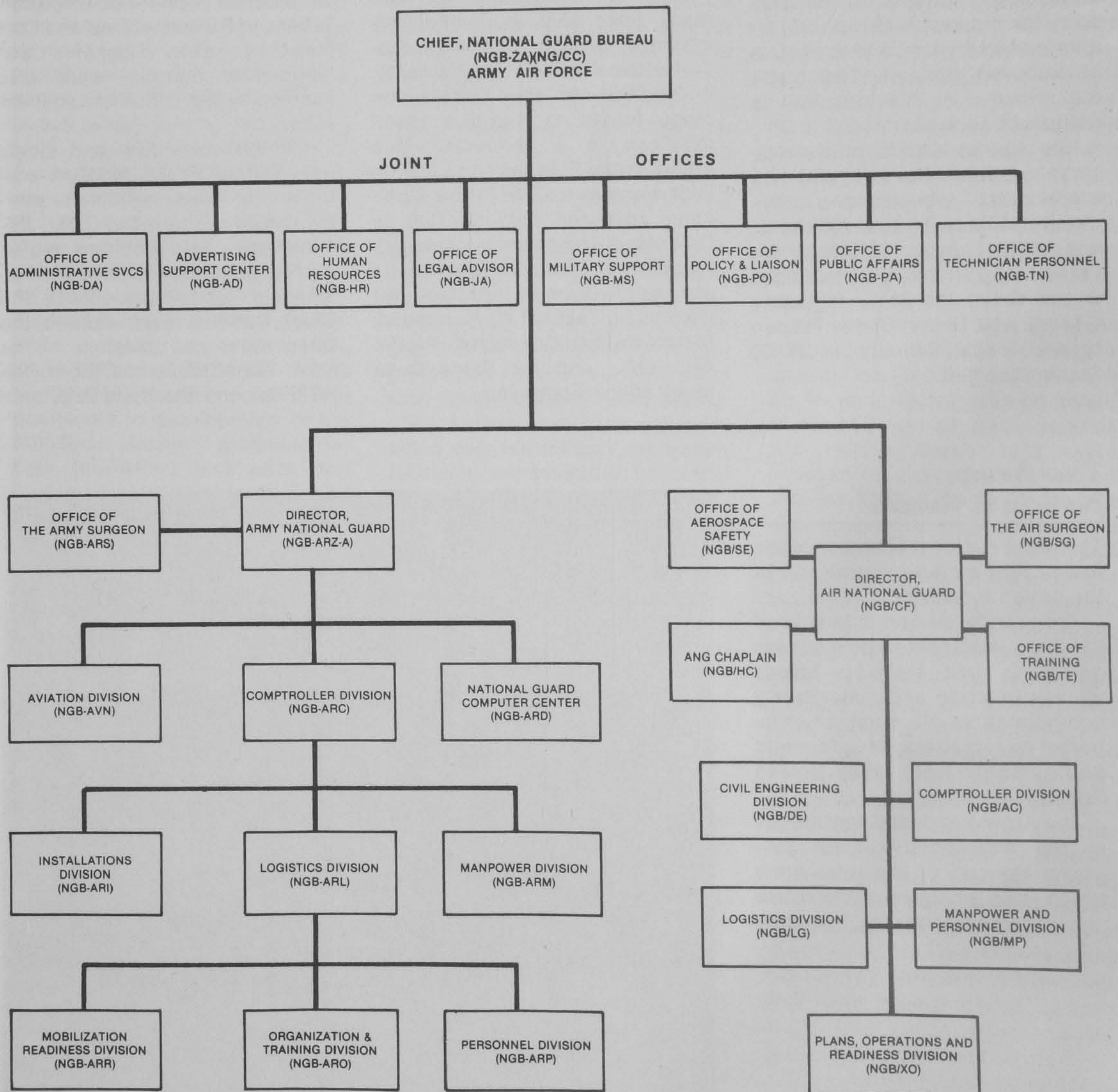
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# Organization





General. A number of projects which were ongoing in FY 79 were completed or continued: NGR 735-11 (an ARL project in which JA substantially participated) was revised twice, and remains under revision due to statutory changes; the process of final coordination was begun on draft NGR 27-XX/ANGR 112-XX, Medical Malpractice Claims, and NGR 27-40/ANGR 110-24, Litigation, was drafted and coordination was begun. Considerable time was consumed by interpretations required by new legislation, particularly PL 96-328, revising property accountability in the National Guard; PL 96-343, which among other things made enlisted members of a Reserve component eligible for 20-year active duty retirement, and PL 96-357, which extended most active duty benefits to members of the National Guard serving under 32 U.S.C. 502f. NGB-JA also conducted Standards of Conduct compliance review for NGB staff, USFPOs and designated ARNG and ANG technicians, continued to participate in development of the Full-Time Manning programs for both the ARNG and ANG, and reviewed all National Guard Bureau publications for legal sufficiency.

A joint ARNG-ANG judge advocate conference was held at Maxwell AFB, Alabama, in December 1979, and planning was begun for another such conference to be held at the Army Judge Advocate General (JAG) School in Charlottesville, Virginia, in the spring of 1981.

NGB-JA continued to assist the Litigation Divisions of The Judge Advocates General of the Army and Air Force in defending lawsuits involving the Army and Air National Guard. In most of these cases, representation in court is provided by the U.S. Department of Justice. Approximately 50 cases could be considered "active" at any given time. Plaintiffs in the lawsuits challenged the National Guard on a wide variety of grounds, including race and sex discrimina-

tion, improper or illegal personnel actions, environmental matters, and tort (personal injury) claims. In some of the more significant cases:

A member of the Army National Guard is challenging his military transfer from a position which afforded him a waiver of mandatory retirement to a position which carried no such waiver. Plaintiff alleges that this military transfer, which would result in the loss of his Federal recognition, deprives him of a vested property interest without due process of law. Trial is pending.

An Army National Guard officer has brought suit to block his military discharge following two adverse promotion board decisions. The officer, claiming that he was not timely notified of his nonselections and therefore took steps to attend advance training courses, seeks an order prohibiting his discharge and directing that he be eligible for further promotion board consideration with timely notice. Trial is pending.

An Air National Guard officer is suing over his military separation following nonselection for retention by a vitalization board which, in turn, necessitated the termination of his civilian technician employment. Plaintiff alleges that the Adjutant General specifically directed the members of the vitalization board to recommend his non-retention as a military member in order to deprive him of his technician employment. He charges that this action was illegally based upon plaintiff's political affiliations and resulted in a violation of his constitutional rights to freedom of belief and association. Trial is pending.

A female member of the Air National Guard brought a class action alleging systematic sex discrimination in all facets of the technician program, as administered by the Air National Guard of a particular state. Specifically, plaintiff cited the use of subjective criteria in hiring, promotion, job assignments, and other personnel

decisions, which operate to deprive female persons of equal employment opportunities and otherwise adversely affect their status as employees because of their sex. Following a trial on the issues, the Court found that women, as a class, had never held positions higher than GS-07 while men occupied positions as high as GS-13. The Court held that the plaintiff was wrongfully denied a technician position for which she was clearly the best qualified applicant, and that females as a class were subject to systematic discriminatory policies which effectively denied them equal employment opportunities. As a result, the plaintiff was awarded back pay and attorneys' fees. The Court is currently considering relief for individual class members as well as affirmative relief designed to eradicate future sex discrimination.

In one of several Title VII class action suits currently pending or recently decided, a member of the Air National Guard sues on behalf of himself and all black persons who, since March 1972, were employed or sought employment with the ANG of the State and who were discriminated against on the basis of their race. This suit charges a failure and refusal by the State ANG to take affirmative steps to remedy past discrimination against blacks in recruitment, selection procedures, job assignment, training, promotion, and other employment policies and practices. Plaintiff, on behalf of the class, seeks back pay and reimbursement for loss of promotional opportunities and other benefits lost because of unlawful discrimination, as well as other relief as may be necessary to affirmatively remedy the alleged patterns of discrimination. This case is in the discovery phase at this time, with trial likely in early 1981.



over any unused portion of his military leave from one year to the next; and will permit part-time federal employees a pro-rata share of the regular military leave benefit for which full-time federal employees are eligible.

Public Law 96-343 primarily provides for several new/increased compensation benefits for active force members. However, this law also amended section 8914 of title 10, United States Code, to permit the retirement of any enlisted member of the Air Force, regardless of component, who otherwise would qualify for retirement upon completion of at least 20 years active service; i.e., at least an aggregate of 20 years active duty or active duty for training under title 10 and/or full-time duty under title 32. This form of retirement previously was available only to regular enlisted personnel. P.L. 96-343 also amended 37 U.S.C. 403, thereby creating the "Variable Housing Allowance." This allowance will be paid to any service member who is entitled to basic allowances for quarters (BAQ) and is assigned to a duty station located in a high cost housing area within the continental United States (CONUS).

Public Law 96-357 amended section 8686(2) of title 10, U.S.C., to credit full-time duty performed under section 502 of title 32, U.S.C., as the equivalent of active duty for training in federal service for the purpose of all benefits administered by the armed forces.

Public Law 96-328 provides for a revised property accountability system for property issued to the National Guard. P.L. 96-328 allows the Secretary of the Air Force to prescribe uniform property accountability provisions for all active and reserve components of the Air Force and also allows the Secretary to remit report of survey liability for Air National Guard personnel. A major feature of this law radically alters the conditions under which a state may be held liable for loss, damage, or destruction of National Guard property; ef-

fective on or after 1 October 1980 (which is also the effective date for all other provisions of the law), only property losses occurring as a result of the performance of state missions can be charged to the states.

On 9 October 1980, the President signed into law the Uniformed Services Survivor Benefits Amendments of 1980. These make several favorable changes in the Survivor Benefit Plan (SBP). The first major change revises the social security offset provision to ensure that no SBP annuity is reduced by more than 40 percent when the beneficiary reaches age 62 (current offset is 100 percent in all cases). For example, assume the SBP annuity is \$1,200 and the social security annuity is \$300; the offset would be the full \$300 since the amount is less than 40 percent (\$480) of the SBP annuity. On the other hand, assume the SBP annuity is \$600 and the social security is still \$300; the offset would be limited to \$240 (40 percent of \$600); thus, the survivor, at age 62, would receive approximately \$660 in combined social security and SBP annuity (\$300 and \$360, respectively). Another major change requires that the formula used in the civilian survivor annuity program also be used in the military SBP for determining Consumer Price Index (CPI) - generated premium increases. This will result in lower premiums for military participants when future CPI adjustments are made to retired pay and consequently to SBP premiums.

Other changes include: (a) permitting certain individuals who are totally disabled as a result of a service-connected disability to withdraw from the SBP program (the next-of-kin of such individuals would be eligible for Dependency and Indemnity Compensation (DIC) benefits in lieu of an SBP annuity); (b) eliminating the social security offset for reserve component members if the military service performed is for periods of less than 30 days; and (c) a technical change to apply the cost-of-living increase

to the SBP annuity for survivors of members who die the day before a CPI increase goes into effect (corrects a loophole in the law that denied CPI increase (e.g., 1 September 1980 7.7 percent increase) to survivor if member dies on day before CPI adjustment occurs (currently 1 September and 1 March). Finally, a new provision was added to grant SBP annuities, equal to the difference between DIC and SBP, to widows of members who had more than 20 years of service, but who died on active duty prior to 21 September 1972 (the date that the SBP was originally enacted).

Included among the provisions of Public Law 96-466 was a section which amended section 2024(f), title 38, U.S.C., to now provide credit for certain National Guard training or duty as active for training. The effect of this amendment is to insure that full-time duty authorized by section 502(f) of title 32 is treated in the same manner for reemployment right purpose as other full-time title 32 duty.

S. 1858, a bill which would extend Federal Tort Claims Act coverage to members of the National Guard performing federally-funded training, has passed the Senate but passage by the House before the 96th Congress expires appears unlikely.

Labor and Personnel Law: The Office of Legal Advisor works closely with National Guard Bureau offices and State Adjutants General in carrying out its major responsibilities in labor-management relations and civilian personnel policies and procedures. 1980 was a significant year in federal sector labor relations and civilian personnel development because of continued changes brought about by the Civil Service Reform Act of 1978, Public Law 95-454, which became effective on 11 January 1979. Some portions of this statute will become effective over the next few years. Labor-management relations responsibilities of this office include reviewing labor-management agreements and providing



vice to Air National Guard contracting activities and USFPOs relative to the improvement and administration of their contracting program. In addition, this office assists in the development of procedures to implement contracting policies, procedures and directives to assure compliance by all contracting activities. It is currently staffed with a procurement qualified major and captain, and a GS-12 contracting analyst, along with a GS-2 clerk.

Our records indicate that, for FY 80, 96 Federal Invitations for Bids and 455 federal contracts were reviewed by both NGB-JA and the contracting office at Andrews Air Force Base, Maryland. Also, NGB-JA reviewed 428 state contracts,

171 federal-state agreements, 44 certificates of title, and 569 federal-state service, operations and maintenance funding agreements.

The procurement training program established in 1977 was continued in FY 80. Our records indicate that a majority of the contracting personnel has been trained. We anticipate that all contracting personnel will be fully trained by the completion of FY 81.

There are approximately 225 contracting officers and procurement agents at our contracting activities. Each contract appointment (warrant) is periodically reviewed to assure compliance of personnel concerned with Defense Acquisition Regulation, Army Defense Acquisition Regulation Supplement, and NGB-JA training policies. As of 30 August 1980, a total of 258,755 separate contract actions were initiated by our contracting officers and procurement agents. These actions resulted in expenditures of \$97,682,000. NGB-JA emphasis resulted in 78.7 percent or \$76,878,000 being set aside for small business. The National Guard Small and Disadvantaged Business Utilization (SADBU) program continued to make great strides in FY 80. In FY 78, National Guard contracting offices awarded contracts in the total amount of \$225,000 pursuant to the 8(a) programs, in FY 79 this increased to \$2,116,000, and in FY 80 jumped to \$6,947,242. A total in excess of \$10 million was awarded to Small and Disadvantaged Businesses, thereby exceeding the \$7 million goal by more than \$3 million.

The SADBU program is a consolidation of the 8(a) program awards, direct awards and subcontract awards.

NGB-JA continued a viable working relationship with the Directorates of the Air Force and Air Major Commands' contracting staffs. NGB-JA continued to implement the changes in the Defense Acquisition Regulation and the Army Defense Acquisition Regulation Supplement by establishing

uniform contracting procedures.

NGB-JA continued the use of NGB Contracting Information Letters which were formerly known as Procurement Information Letters. They provide for the immediate implementation of changes in the Defense Acquisition Regulation and Army Defense Acquisition Regulation Supplement. NGB-JA continued to develop National Guard policy in contract administration by giving specific guidance in areas of progress schedules, progress reports, payroll checks, change orders, etc. Procedures were further refined for official Federal contract files, thus providing a uniform filing system throughout the entire National Guard system.

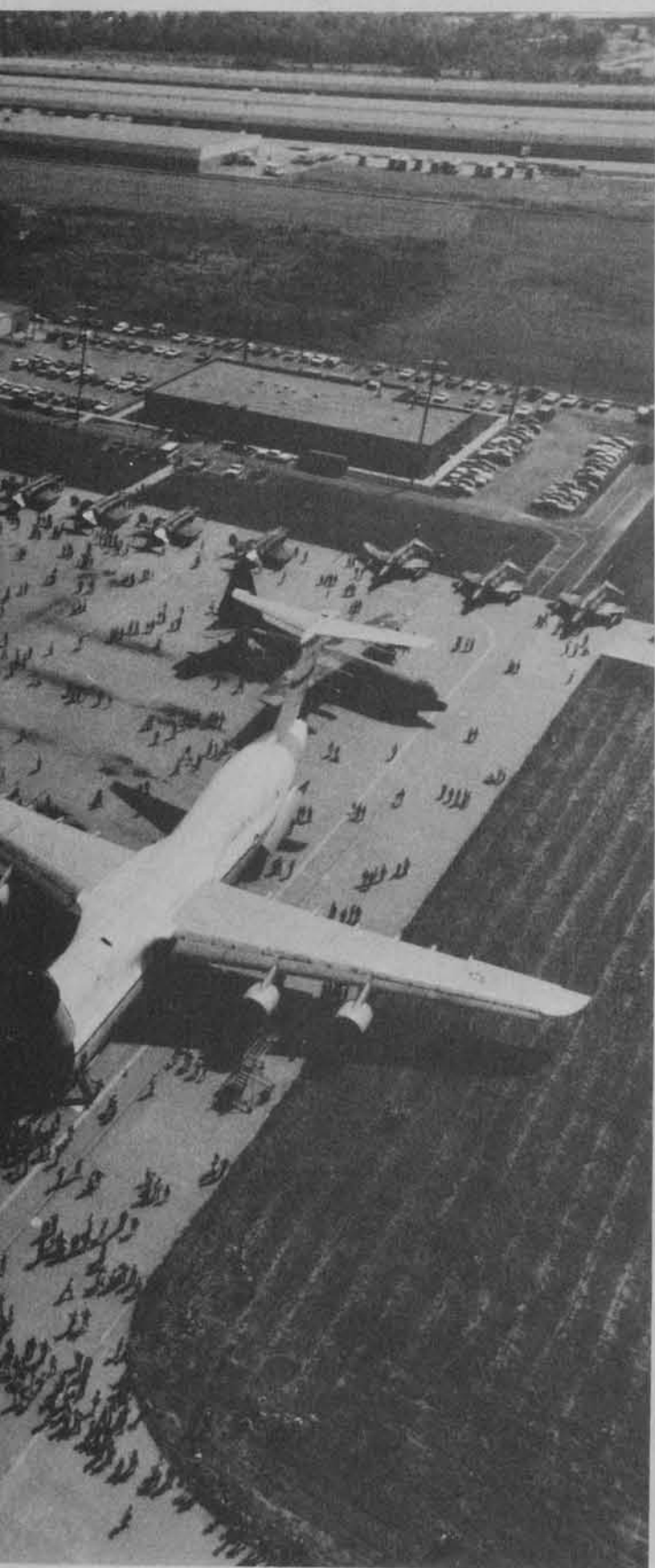
## Public Affairs

The office of public Affairs is charged with the responsibility for all matters relating to the public, internal, and community relations for the National Guard.

The Command/Internal program continued to use electronic and print media to support the states command/internal program. "Push Pin Post," the bulletin board publication was renamed "On Guard" and continued to be the principle vehicle by which significant activities were featured. The "Energy Advisor," a monthly feature of "On Guard" was used to emphasize the continuing concern for energy conservation.

Two Profile films, a magazine format film, were produced to feature interesting people and significant activities of Army and Air Guard units. A state mission film, "Equal to the Challenge," was written and produced to emphasize the significant role Guard members play during natural and civil emergencies.

Distribution of the Commander's Briefing series, designed for commanders to present to their units, continued. The briefings are comprised of a manuscript with 20





# Human Resources

During Fiscal year 1980 (FY 80) the Office of Human Resources continued to strengthen the Equal Opportunity (EO) Programs for military and technician personnel in the National Guard, to institu-

tionalize the Organizational Effectiveness Program, and to increase emphasis on other aspects to Human Relations Management as well.

One of the eight joint offices responsible to the Chief, National Guard Bureau (CNGB), the Office of Human Resources consists of

three major sections.

The Compliance review Section provides assistance, investigation, and review of all matters pertaining to equal opportunity for military members of the National Guard, under the auspices of Title VI of the Civil Rights Act of 1964. The Equal Employment Opportunity Section is responsible for the Equal Employment Opportunity Program pertaining to National Guard technicians, in accordance with Title VII of the Civil Rights Act. Both of these branches work toward the goals of military and technician work forces reflective of the racial/ethnic composition of the population served by the Guard at the local, state, and national levels.

The Organizational Effectiveness (OE) Section is responsible for planning, implementing, and monitoring a program for improving organizational effectiveness at all levels throughout the Guard system. The OE Program involves the systematic application of advanced management principles and applied behavioral science techniques to the National Guard system and is based on similar successful programs in the Army and the Air Force.

3



4



- 1 Competitors in the National Guard Bureau's 6th Annual Biathlon Championship display rifle marksmanship and cross-country skiing skills during a 10-kilometer race at Camp Ripley, Minnesota.
- 2 In a military style maneuver, demonstrators probed this fence armed with bolt cutters, wire snippers, poles and ropes. Many wore gas masks and protective clothing.
- 3 Sgt. Nestor Concepcion of the 480th Military Police Company & HHD of the 124th Military Police Battalion at Fort Indiantown Gap, PA., listens as the Cuban refugees describe the horrors of living in Castro's Cuba.
- 4 Cuban refugees, housed in white boarded World War II barracks at Fort Indiantown Gap, PA., wait in line for their noon meal.



spondence Course (RCCC) was developed at EOMI as an alternative to the 16-week resident course. The new course is a year long resident/correspondence program which consists of three phases: Phase I was a two-week resident course at EOMI during the summer; Phase II consists of 10 months of correspondence courses (111 hours) supplemented by a regional weekend seminar midway during the period; Phase III is a second two-week resident course the following summer. At the successful completion of this course, the student will become fully Military Occupational Specialist (MOS) qualified. The program will allow participation of reserve component (RC) personnel to a far greater extent than the regular 16-week resident training program of EOMI. The pilot course, which was limited to ARNG and United States Army Reserve (USAR) personnel, graduated in July 1980 with 71 ARNG graduates. The second course also limited to Army RC personnel began in August 1980 with 70 ARNG students. Based on the success of the pilot program plans have been finalized to extend the course to the Air National Guard and Air Force Reserve in the summer of 1981.

Overall minority strength in the ARNG and ANG continued to increase in FY 79. However, due to greater increases in majority strength, ARNG overall minority percentage decreased by .4 percent. Nevertheless it remains reflective of population parity. Most significant was the increase of ARNG minority officers of .65 percent to 8.31 percent due to the emphasis of the MORE program. At the close of the fiscal year the ARNG was 25.8 percent minorities and the ANG was 14.05 percent minorities. Detailed statistics are shown at Tables 1 and 2, Appendix H.

A major effort has continued during FY 80 to increase minority officer membership in the ARNG. Originally fielded in March 1978,

the program is known as the Minority Officer Recruiting Effort (MORE). The MORE Program has the strong personal backing of the Chief, NGB and the Army Directorate. A special NGB task force of key personnel meets bimonthly to review progress and develop new actions. The program is geared to increase minority officer accessions through Reserve Officer Training Course (ROTC), State Officers Candidate School (OCS) and direct commissions, with specific programs in each area. Other aspects of the program include increased national advertising geared toward minority officers, and increased contact with national minority organizations. There has been a dramatic upturn in minority officer accessions since the inception of the MORE Program and continued significant change is anticipated in the future.

A minority officer recruiting program has similarly been developed for the ANG. The highlight of the program has been a minority officer recruiting team which provides specialized assistance to the states in minority officer recruiting geared to the specific problems of the state. While certain requirements make the ANG problem more challenging, the past year of the minority officer accessions.

Women in the ARNG and ANG continue to increase in numbers and to be utilized in more nontraditional job specialties. In spite of policies on the use of women in combat units, NGB is reviewing its authorities and policies to insure maximum recruitment and utilization of women in the Guard.

In order to help improve the effectiveness of National Guard units, NGB established a Guard-wide Organizational Effectiveness (OE) program consisting of three regional centers located at Edgewood, Maryland; Little Rock, Arkansas; and Portland, Oregon. Each center is staffed by a team of six National Guard OE staff officers especially trained to assist commanders in addressing and

resolving major organizational problems using state-of-the-art managerial and behavioral science techniques. The OE officers provide OE consultant support on an invitational basis to states within their region.

During FY 80, the Equal Employment Opportunity Section worked with the federal Equal Employment Opportunity Commission (EEOC) to develop a new technician Affirmative Action Plan. EEOC assumed responsibility in FY 80 for the EEO programs of all federal employees including National Guard technicians.

During FY 80, 16 formal complaints of discrimination were filed by National Guard technicians and applicants for employment. This was an increase of 60 percent over FY 79 when 10 complaints were filed. Ten of the FY 80 complaints were ARNG in origin, six were ANG. The bases of the complaints were: 10 on race; 3 on sex, 2 on age, and one charged of reprisal was filed.

An analysis of the complaints reflects a finding of discrimination in 5 cases and appropriate corrective action was taken to correct the discrimination. Five cases are presently being investigated as of the end of the fiscal year and one case is pending proposed disposition by the respective state Adjutant General.

During the past fiscal year, the Chief, National Guard Bureau, Deputy Director, ARNG, Deputy Director, ANG, and other representatives of NGB and various state staffs participated in major national minority and women's organizations, conventions or conferences. The objective was to elicit support of minority and women's organizations in improving the image of the National Guard and in increasing minority and female membership in the Guard.

While the Conversion to Full Time Manning (CFTM) Program has impacted upon the increase in numbers of minorities and women in full time military positions. Most





1  
New Mexico Army National Guard troops line up at the front of the Penitentiary of New Mexico after they stormed the prison and regained control from rioting inmates.

2  
Aerial View of Mt. St. Helens shows ash and rock being thrown into the atmosphere for approximately 60,000 feet.

3  
The eruption of Mt. St. Helens levels 185 square miles of forest land.

4  
Members of the Nebraska Army National Guard called up after the Grand Island, Nebraska tornado.



centrally taught. All other supervisory courses were sponsored by the states and conducted by the regional Office of Personnel Management. Technicians also attended personnel courses conducted by the Army throughout the country, and the Air Force school at Gunter Air Station in Alabama. Many personnel courses, including labor relations and Equal Employment Opportunity are attended by technicians as conducted by the Office of Personnel Management. A Performance Appraisal/Merit Pay course was conducted at the NGPEC for sixty instructors. These instructors upon completing their training returned to their home state and conducted Performance Appraisal/Merit Pay workshops for GS-13's and above.

Since 1 October 1979, the Staffing Branch conducted a one week Personnel Staffing Course at the NGPEC North Little Rock, Arkansas, for sixty-one participants. The course date, 30 October — 1 November 1979, was designed to coincide with the issuance of our newly revised merit placement guidance (TPR 300(335)) which was the cornerstone of the course material. The course received positive feedback and has been scheduled again during FY 81.

In a continuing effort to be responsive to the needs of the states, we have initiated efforts to automate the technician compatibility criteria which is now being manually prepared. This will enable us to disseminate more up-to-date information to the states on a regular basis. We hope to complete this project during FY 81.

Preliminary work has been completed toward developing comprehensive qualifications standards for the National Guard technician program. These standards will be indexed and published by job series during FY 81-82.

We have also completed initial efforts towards completing the first extensive revision, in eight years, of TPR 300, which is the section of technician regulations dealing with employment, promotions,

transfers, etc. This revision contains several delegations of authority and other programs necessitated by the Civil Service Reform Act.

The staffing program continues to be dynamic in meeting the needs of the states and in meeting the various changes in federal personnel practices brought on by the implementation of the Civil Service Reform Act. The Civil Service Reform Act (CSRA) of 1978 requires the establishment of a new performance appraisal system that provides for the identification of major and critical job elements, the establishment of written performance standards, and the use of appraisal results in determining other personnel actions.

1

"It's simple. Just put seven choppers in that plane." Maj. Ronald Stewart, Company B commander gives a pre-exercise briefing to his men.

2

Seven choppers all in a row. The Delaware Army Guard's Company B, 150th Aviation Battalion, awaits the go-ahead signal to begin the record-setting load aboard a C-5.





negotiations and advice concerning contract administration after approval. This assistance is given on-site, at the National Guard Bureau or via telephone. In this particular area of labor relations, much progress has been achieved as evidenced by more sophisticated contracts, fewer contract administration problems and fewer military related issues appearing in the contract.

NGB conducted a contract negotiations course in January 1980 at the NGPEC for 110 National Guard representatives who are responsible for the negotiations of technician labor contracts. Additionally, a supervisor-union relationship course was conducted in May 1980 for state labor relations officers and instructors which provided them with the materials needed to train their supervisors in this important and controversial relationship.

## **Compensation and Classification**

The Compensation and Classification Division provides policy guidance in position classification, position management, and compensation matters. The division adjudicates classification appeals, issues standardized position descriptions, and coordinates with the Office of Personnel Management, Department of Defense components, and the National Guard classification activities on classification actions having widespread impact.

The classification activities have continued to improve the effectiveness of their working relationships with management officials and technician personnel representatives in their assigned areas, as well as the effectiveness of their administration of classification policies and related matters. A major step in the effectiveness of their position management efforts was made with the issuance of a position management plan, which outlined responsibilities, considerations, and pro-

cedures for an effective position management program. A Merit Pay Plan was developed for technicians serving as managers and/or supervisors in grades GS-13 through GS-15. This plan, consistent with the provisions of the Civil Service Reform Act of 1978, provides for salary increases based on quality performance. It, along with the new technician performance appraisal system, requires that performance standards be developed for each merit pay position. This office published performance standard guidelines for each position. These guides were comprehensive and will require little alteration for local use.

Major position reviews included plans, operations and training, division logistics system (DLOGS), examiners, secretaries, recruiting and retention manager, division and brigade headquarters, combat communications, and ANG air operations positions. An extensive number of classification appeals were adjudicated resulting primarily from downgrading of small shop chief positions.

## **Technician Data Management**

Two one-week training courses were conducted at the NGPEC this year on the preparation and reporting of data for the Technician Personnel Management Information System (TPMIS). In addition to this formal training which was provided by National Guard Bureau personnel, approximately twelve newly assigned state TPMIS clerks performed two-three day temporary duty (TDY) tours at NGB throughout the year for initial orientation and training. The TPMIS training program, as well as the quality of assigned personnel, are the key factors contributing to the overall success in maintaining a low error rate which falls below national averages of similar systems.

The Annual Review submitted for FY 79 reflected that some 500 reports and output products had

been produced from the TPMIS system during that reporting cycle. This year a 1 percent increase in reports and products was recognized due to the freeze imposed on technician employment thus requiring additional and more frequent reports and also further changes brought about by the Civil Service Reform Act. The TPMIS system will continue to expand during next year and will require still more reports due to the implementation of the new performance appraisal system and the merit pay provisions required by the Civil Service Reform Act.

The TPMIS system is designed primarily to reduce and/or eliminate reporting requirements at state level. As evidenced above, all required reports are being produced at the National Guard Bureau level. Through the TPMIS system, however, other equally important products such as compatibility listings are being furnished to all states monthly so that they can monitor ARNG and ANG technician assignments, and position description listings to aid states in having a sound position management program. It is expected that the on-going changes to command level computer programs effected by the National Guard Computer Center will further allow more useful information to be provided to the states once the programs are identified and established.

## **Advertising**

NGB Advertising attained a new level of maturity in Fiscal Year 1980 (FY 80), as comprehensive campaigns were implemented and provided to the field for both the Army and Air National Guards. The long standing goal of building enduring organizational identities was reached.

THE GUARD IS AMERICA AT ITS BEST theme communicates the Army Guard's distinct military service identity at a level that transcends all target audiences. Focusing on service to the com-



# Army National Guard

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Changes in the Army National Guard (ARNG) force structure continued during Fiscal Year 1980 (FY 80). Modernization of the Total Army was the primary reason for these changes. The signal changes begun in FY 79 were completed. Thereby implementing the Integrated Tactical Communications Systems (INTACTS) in the ARNG. A renewed emphasis on nuclear and chemical preparedness in the Army was evidenced by the activation of seven nuclear, biological and chemical defense companies in the Army Guard. Approval was received to activate an additional separate armor brigade in FY 81. TOW light anti-armor battalion was activated and two additional battalions are planned for activation in FY 81 bringing the total for these ARNG-unique organizations to four. During the same period two airborne infantry battalions were inactivated.

Actions have been initiated within the Aviation program to develop regional training facilities; one in the east and one in the western United States. These facilities will provide individual qualification training and standardization on systems unique to the ARNG; namely, U3, T-42, U8, OH-6, OH-58, CH-54, UH-1M aircraft; AH-1 and UH-1 flight simulators. The eastern Aviation Training Site should become operational in FY 81.

The 1059th Medical Detachment (Air Ambulance), Westover, Massachusetts, was the second MAST unit to be designated within the ARNG.

To support the "One Army" and to increase the readiness of Army National Guard units, considerable effort has gone into the conduct of Rapid Mobilization for Direct Deployment to POMCUS (RAMDEP) exercises. The exercises are a two-year study due for completion in December 1980 designed to evaluate State Area Commands (STARCs) and selected units' capability to be alerted, mobilized and directly deployed from home station to POMCUS. The concept offers great promise for significant reduction in time necessary to deploy certain units overseas and to further enhance our mobilization, readiness and response times. Early results of the evaluation are positive.

As a result of the RAMDEP exercises, a follow-on exercise is being developed which will improve mobilization and deployment awareness of RC deployment units reporting OCONUS and better prepare the unit for its annual training (AT) OCONUS. Fifteen ARNG units will be selected as a test program for participation in FY 81.

During FY 80, several new officer procurement programs have been initiated while existing programs have been expanded. A new program was initiated whereby junior officers and warrant officers leaving active duty will be contacted in an effort to encourage them to join the ARNG. Implementation of the College Student Officer Program (CSOP), which authorizes state adjutants general to enlist college sophomores attending non-ROTC colleges, provides additional input

into the state OCS program to meet ARNG unit requirements for junior officers. It interfaces with the Minority Officer Recruiting Effort (MORE) in opening up an untapped resource of minority colleges that are not associated with the Army ROTC program. The ARNG has fielded a Chaplain Candidate Program. This program is established for recruitment of seminary and theological students and will assist in alleviating chaplain shortages. The expanded programs include unlimited overstrength for certain AMEDD personnel, direct appointment, 25 percent company-grade overstrength and reserve of the Army medical/dental student commissioning.

Overall minority strength in the ARNG continued to reflect population parity with a year-end total of 95.023 or 25.8 percent of the force. Of this the ARNG has 16.7 percent blacks, 7.1 percent hispanics, 2.0 percent other ethnic minorities. Women constitute 4.5 percent of the ARNG force. The Minority Officer Recruiting Effort (MORE) program continued to receive strong emphasis at NGB and in many states. As a result, minority officer representation grew to 8.3 percent by fiscal year end. CNGB is emphasizing close working relationships with Black colleges as one of many efforts to enhance the recruitment of Black officers.

In order to train EO specialists to provide a greater degree of EO expertise throughout the states, a new training program was developed at the Defense Equal



Opportunity Management Institute (EOMI). The program, entitled the Reserve Components Correspondence Course (RCCC) combines resident and non-resident instructions over a one year period. The pilot class graduated in July 1980 and provided 71 new ARNG EO specialists to the states.

During FY 80, NGB also developed new plans and policies to increase minority representation in the National Guard technician workforce. Although minority progress among technicians has been relatively slow, new approaches are being developed under Equal Employment Opportunity Commission (EEOC) auspices. At FY end, ARNG technicians were 7.3 percent minorities and 7.8 percent women.

Under the new Conversion to Full Time Manning (CFTM) program, new opportunities are being created to hire minorities and women on a full time military basis. With local goals being sought in FTM appointments, most states have made positive initial progress. At FY end 12.5 percent of CFTM appointments were minorities and 12 percent were women.

Execution of the ARNG construction program was excellent. The backlog of the military construction program exceeded previous years records, and continues to increase.

## Comptroller

### Appropriations

The Congress appropriated \$1,688,100 for the support of the Army National Guard (ARNG) for Fiscal Year 1980 (FY 80). The initial amounts for each appropriation were as follows: (dollars in millions)

Appropriation	Appropriated FY 80
National Guard Personnel	\$867.2
Operation and Maintenance	797.2
Military Construction	23.7

*See Table 1, Appendix F*

### Funding

The ARNG budgets, submitted to congress in January 1979, supporting a beginning strength of 348,777 an average strength of 355,735 and an ending strength of 364,744 for over 3,300 ARNG units. the Budget submissions were as follows:

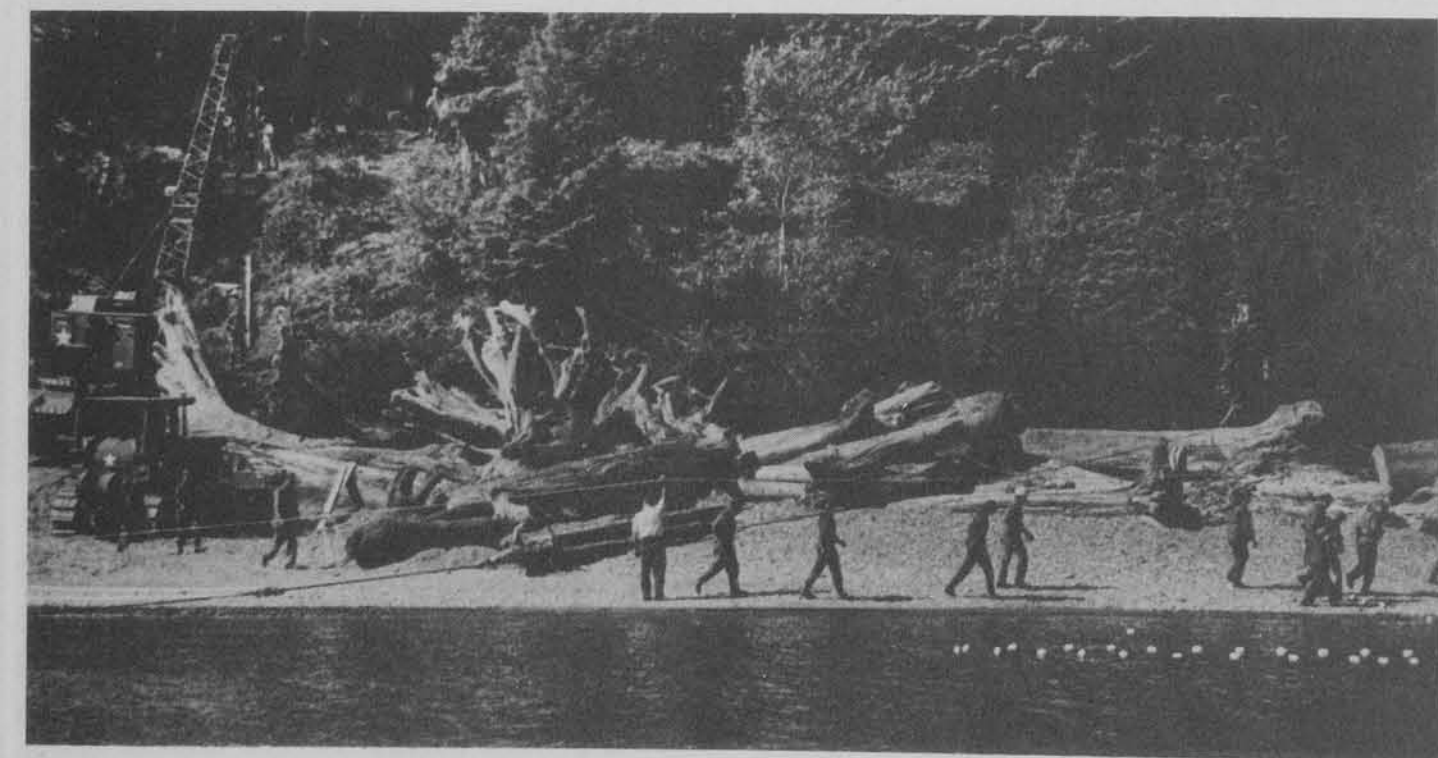
Appropriation	Submission
NGPA	874,200,000
OMARNG	791,400,000
MCARNG	20,000,000

## National Guard Personnel, Army (NGPA)

The Congress appropriated (Title 1, PL 96-154) \$867,250,000 for the NGPA appropriation to support an average strength of 355,735 with an end strength of 364,744 and to train 46,925 nonprior service accessions under the REP 63 program. A supplemental appropriation (PL 96-304) of \$52,800,000 was enacted for military pay increases. A supplemental appropriation request of \$3,850,000 was requested for subsistence price increases but this was not approved. A FY 80 reprogramming action transferred \$2,000,000 to the Military Personnel, Army appropriation. After the FY 80 appropriation was amended and the funded reimbursements were totaled, the FY 80 NGPA funding availability was \$921,100,000.

## Operation and Maintenance Army National Guard (OMARNG)

The Congress appropriated (Title III, PL 96-154) \$797,150,000 for FY 80 OMARNG. Two supplemental appropriations (PL 96-304) were enacted, \$25,300,000 to provide for civilian pay increases and 13,483,000 for fuel price increases. Additional funds were transferred by a reprogramming action to provide \$1,373,000 for recruiting support and \$7,200,000 for fuel was



*Members of the 286th Engineer Co, 144th Trans Bn D Co, 181st Spt Bn and the 1st Bn, 803d Armor helped Orinault Indian Tribe to relocate and ancient Indian burial site which was in danger of being washed away. Guardsmen work on removing the crypts and maintaining the position on a pontoon bridge which is held against the river current by ropes.*



provided from RS 3732 obligation authority. With automatic reimbursable orders of \$19,769,000 and the above adjustments the overall fund availability was \$864,275,000.

### **Military Construction, Army National Guard (MCARNG)**

The Congress appropriated (PL 96-130) \$23,700,000 for the Military Construction Army National Guard appropriation. This was to accomplish 23 armory and 11 nonarmory projects.

### **Accounting and Reporting**

The ARNG has moved another step closer to implementation of the accounting system, STANFINS REDESIGN, with the receipt of draft copies of the General System Design package. Copies of the Design package have been placed in the hands of selected ARNG personnel for review and comments. The results of the survey will be discussed at several STANFINS REDESIGN conferences scheduled during FY 81.

Progress is being made on the conversion from the current 1401 Computer to the new mini-computer, with the initial delivery to be made to the National Guard Bureau (NGB) during October 1980. The process of rewriting the current computer programs to be utilized with the mini-computer is approximately 50-75 percent complete.

### **Financial Services**

Further refinements of the National Guard Bureau Active Duty Pay System (ADAPS) were made during the year. ADAPS is used by the United States Property and Fiscal Office (USPFO's) to prepare payrolls for annual training (AT) and full time training duty (FTTD). The system saves the unit the work of typing the payroll voucher and further serves the active Army Finance and Accounting officer the work of computing the

vouchers, tax information etc., since this is done by the computer in the USPFO's office.

Payments for the Selective Reserve Incentive Program (SRIP) continued throughout the year, over \$14,000,000 was spent in support of the program. The United States Army Finance and Accounting Center (USAFAC) hopes to have the payment procedures automated in calendar year 1981. When this happens, units will be released of the need to type manual military pay vouchers.

The ARNG Financial Management Quality Assistance Program has been somewhat delayed but is now expected to start in January 1981. Under this program, states will be visited every other fiscal year. Assistance (not an inspection) will be provided in accounting, budgeting, civilian and military pay and all travel entitlement functions.

During the fiscal year, a new program called the Drill Attendance Monitoring Procedure and Report (DAMPRE) was developed. While the system is a personnel management tool, the information available is derived from an interface with the Joint Uniformed Military Pay System-Reserve Components-Army JUMPS-RC-ARMY, DAMPRE provides for the first time, an automated management tool that provides easy to understand attendance data to all levels from ARNG unit to the Chief, National Guard Bureau.

The cost of incapacitation pay increased by \$640,000 during FY 80. The 7.02 percent military pay raise effective 1 October 1979 accounted for \$480,000 of the increase. Twenty-four states were successful in reducing their incapacitation pay costs during FY 80.

### **Management Improvements**

The Composite Performance Profile (CPP) was further refined during FY 80. Many of these refinements, such as reporting obligation and expenditure rates

annually versus quarterly, were based on recommendations received from various states. In addition, the system was expanded from 35 to 50 indices, this includes classified readiness indices, though reported, are not used in the ranking process. A feasibility study is being conducted to computerize the system. This should provide increased data evaluation and more timely distribution to the states.

The Army Comptroller Division was assigned the overall responsibility for the Internal Review Program. This program provides the key resources for external audit compliance of all areas of management. The Financial Managers Audit Course conducted at the National Guard Professional Education Center (NGPEC), for examiners and other management personnel has been further refined. This course is now being used by other Department of the Army agencies for training personnel in internal review procedures.

The Army National Guard Directorate established a control system governing the authorization process for an element of the Directorate to sponsor a conference, or to issue authorization for state personnel to attend conferences sponsored by agencies other than the Army National Guard. Also instituted were procedures governing the administration and control of temporary duty (TDY) travel for all National Guard activities using ARNG funds. The objective of these programs is to realize maximum benefits for National Guard, while reducing overall cost. In the cost avoidance program, states were invited to submit initiatives that either have or can be expected to achieve cost savings. Inputs from states were reviewed, consolidated, and made available to all states for their information and use where appropriate.

The Army National Guard's Review and Analysis Program focused on ways to clarify the Directorate's mission, goals and objectives. To identify leadership



and management practices, improve staff coordination, and to refine the plan for periodic review.

The Army Comptroller Division identified a need to offer external audit support to the USPFO's. In January 1980, these Management Surveys were commenced. The purpose of these surveys was to provide the USPFO's an independent assessment of their operations in areas of budgeting, accounting, management analysis, fiscal policies, financial management, internal review, military and civilian pay, and performance measurements (Composite Performance Profile).

The Army National Guard has participated as a member of a task force headed by the Department of the Army Adjutant General in an effort to reduce Administrative Workload on Reserve Component Commanders. The purpose of the task force has been twofold: First, to determine the extent and nature of the administrative workload at unit level, and second, to provide recommendations to reduce the workload on the unit.

## **Audits and Audit Compliance**

The audit activity involving the Army National Guard continued at a high level in FY 80. Audits were conducted by the Army Audit Agency (USAAA), the General Accounting Office (GAO), and the Defense Audit Service (DAS). Consistent with current policies regarding detection of fraud and waste, considerable effort was devoted to the examination of drill attendance and to pay certification. All instances where the possibility of fraud or waste was identified were examined but no fraud or waste was found. Actions taken by the National Guard Bureau as a result of the audit findings corrected the deficiencies.

Action continues toward implementing accepted recommendations contained in the audit of USPFO activities, conducted in FY 79, continues. Corrective action on some of the findings has been



completed or will be completed in FY 81. However, actions on the remainder are expected to extend over a longer period of time because of the comprehensive nature and complexity of the issues involved.

Audit compliance follow-up visits by NGB were instituted during FY 80. In each of the nine states visited, a review was made of the subject areas in which audit deficiencies were previously noted to insure that corrective action taken was adequate. Also, information regarding audit findings in other states was provided in order that the need for corrective action could be determined without waiting for an audit. It is expected that these visits will, in time, result in a substantial reduction of audit deficiencies.

## **Management Information Control Program**

During FY 80 action was taken to revitalize and expand the ARNG Management Information Control System. A National Guard Regulation now being prepared will extend the Bureau system to the states. The system will require each state to establish control over internal management information requirements and related automated data processing (ADP)

*Specialist Four Anthony Shorey of Kendusdeag drives the truck dumping 12 cubic yards of gravel as Sergeant Steve Bragdon of Belfast rides "Shotgun" to monitor required safety procedures. Doing the grading is Specialist Four Brain Thurston of Old Town. The engineers were building an access road to the National Guard Babe Ruth ball field in Augusta during the 262 Engineer Battalion, Maine Army National Guard, annual training period.*  
MeARNG Photo

products. It is expected that establishing an information control system in the states will assist in the reduction of administrative workload.

## **Personnel**

### **Military Strength**

Manning the force become the top priority within the Army National Guard (ARNG) because of the downward strength trend experienced since Fiscal Year (FY 74). Continuation of the trend prevailed until mid-year FY 79 before a leveling off was experienced. This stabilization was attributed to implementation of the incentive package, split training options, and establishment of a full time recruiting force. In FY 80 a total reversal of the downward trend took place and significant



achievements in manning the Guard resulted.

The federally recognized assigned strength of the Army National Guard was 368,254 or 87.5 percent of the authorized strength as of end FY 80 which included 37,287 officers and warrant officers, and 330,967 enlisted personnel. Average year end strength figures for selected years are shown in Table 2, Appendix F.

The new policy of retaining eligible personnel in the Inactive National Guard (ING) in lieu of discharge increased this Ready Reserve resource substantially. Fiscal Year 1980 ended with an ING strength of 5,534. These individuals were attached to units and are available in the event of mobilization.

## Officer Personnel

### Procurement

The ARNG commissioned and warrant officer strengths for FY 80 continue to show upward trends. The assigned officer strength as of 30 September 1980 was 29,616 officers and 7,671 warrant officers. These strengths equate to 92 percent and 91 percent of the authorized strengths respectively. Compared to the end of FY 79 strength, a net gain of 1,148 officers and 290 warrant officers was realized. This increase in strength is attributed to improved personnel management of the officer and warrant officer programs in the ARNG.

The Officer Candidate School (OCS) program is the largest source of commissioned officers for the ARNG. During FY 80, 1,467 officers were commissioned into the ARNG, from the state OCS program. A total of 252 officers were commissioned from other OCS programs during FY 80. See Table 3, Appendix F for statistics.

Reserve Officer Training Corps (ROTC) is receiving increased emphasis as a source of procurement for ARNG officers. The Simultaneous Membership Pro-

1



1

Three District of Columbia Army National Guard units were honored with a visit from Undersecretary of the Army Robert H. Spiro just after returning from annual training. The 273d Military Police Co (MP); its parent unit, the 163d Military Police Bn Hqs; and the 400th Medical Det were in line and ready for review.

2

SFC Tom Hilyer participates in helicasting during special water training exercise for units of Alabama Army Guard's 20th Special Forces Group.

3

Members of Troop L tank section of the 3rd Squadron, 163rd Arm Cav Reg Henderson, Nevada Army National Guard ford the Nacimiento River in a M-60 Main Battle Tank during Annual Training at Camp Roberts, CA.

2



3



gram (SMP) is becoming an increasingly popular program with ROTC cadets. Approximately 1,800 cadets were SMP participants in FY 80, and it is anticipated that this will increase to over 2,000 with the new fall enrollment period (Sep-Nov 80). The Cadet Troop Leader's Training continues to be a popular program with ROTC cadets. A total of 234 cadets spent two weeks training with ARNG units represen-

ting 23 states during the unit's annual training. Comments from both the ROTC cadets and the unit commanders indicated that the program was an outstanding success.

The total ARNG AMEDD officer strength at the beginning of FY 80 was 2,676 or 78 percent of authorization. A critical shortage existing in the Medical Corps, with 44 percent of authorized strength. Since the implementation of the



fiscal year and with improved recruiting and retention resources such as expanded enlistment and reenlistment incentives, additional recruiters, and the implementation of a Full-Time Attrition/Retention Force scheduled for next year, the ARNG looks forward to increasingly successful recruiting and retention programs that produce continued gains to the assigned strength.

## **Inactive National Guard**

In November 1979 guidance was disseminated to all States for the screening of certain first term potential attrition losses for transfer to the ING or Individual Ready Reserve (IRR) in lieu of discharge. This screening was to preclude the loss of individuals being considered for separation for dependency; inability to perform prescribed duties due to parenthood; pregnancy, hardship, sole surviving sons/daughters; or being separated under the "Expeditionary Discharge Program" or for "Other Good and Sufficient Reasons," or for "Unsuitability (Apathy)," provided the individual has completed basic training or at least eight weeks of one-station-unit-training (OSUT); has not completed their military service obligation (MSO); and are not serving on any type of active duty for training (ADT). The guidance given to State AG's required individuals with remaining statutory or contractual obligation to the ARNG to be transferred to the IRR or retained in the ING in lieu of discharge, using discharge only for cases where it was the only reasonable course of action in dealing with Guard members who were unwilling or unable to satisfactorily fulfill training requirements. Under the screening action 1,433 members were transferred to the IRR and 654 members were transferred to the ING. The overall effect of the policy guidance was to increase strength in the ING which reached a total of 5,534 by the end of FY 80.

## **Enlisted Incentives**

The Army National Guard continued the incentive programs commenced during FY 79, which were enlistment cash bonus, educational assistance, and reenlistment/extension cash bonus. The reenlistment/extension bonus was awarded in the highest priority units representing 15 percent of the enlisted Army National Guard structure, while enlistment incentives were awarded in high priority units representing 47 percent of the enlisted structure spaces.

The positive effect of the program was seen in those units which were authorized to award incentives as they increased in strength at a significantly higher rate than units not authorized incentives.

## **Military Service Verification**

During FY 80, 3,142 Letters of Eligibility for Retired Pay at age 60 were issued. This is approximately the same level as previous years. In addition, requests for verification of service performed in the Army National Guard and requests for statement of service for retired pay purposes were handled. Correspondence of this nature totaled 1,972 pieces.

## **Reserve Officer Personnel Act (ROPA)**

Table 5, Appendix E shows the results of selection boards reported during FY 79 and FY 80. These boards considered officers under the mandatory provisions of the Reserve Officer Personnel Act.

## **Officer and Enlisted Personnel Line of Duty Determinations**

The Chief, National Guard Bureau, continues to exercise responsibility for line of duty determinations for Army National Guard personnel not on active duty. Continued emphasis is being placed at all levels on timely and accurate processing

of all injury and disease incidents which require a Line of Duty determination. Statistics are reflected in Table 6, Appendix F.

## **Guardswomen**

Guardswomen strength for the fiscal year reflects a gain of 2,234 however, in relation to gains to total strength this gain was minimal. Effective with the beginning of the fiscal year, all female entrance requirements were aligned to equal the male. As of 30 September 1980, Guardswomen strength was 16,868 including 1,357 officers/warrant officers and 15,511 enlisted personnel and comprised 4.6 percent of ARNG assigned strength.

## **Minority Strength**

In conjunction with the increase in gains and overall total strength during FY 80, minority strength likewise reflected gains. The Minority Officer Recruiting Effort (MORE) program has been an incentive and boost in the officer area. During this fiscal year minority officer gains were 349 and total gains 4,089, however, in relation to total strength minority gains reflect a percentage decline. As of 30 September 1980, minority strength of 95,023 is 25.8 percent of assigned strength and includes 3,100 officers and warrant officers and 91,923 enlisted personnel.

Included in the minority strength total is Black strength of 61,524 which includes 1,443 officers/warrant officers and 60,081 enlisted personnel and represents 16.7 percent of ARNG assigned strength.

## **Officer Evaluation Report (OER) Section**

An Officer Evaluation Report (OER) Section, comprising of four personnel, was established in the ARNG Personnel Center in October 1979. A software package to support this section is currently underway in the National Guard Computer Center that will enable this section to perform machine edits,



compute and print senior rater profiles and track rating periods. Training by both personnel from the ARNG Personnel Center and the National Guard Computer Center is ongoing. Completion of the automation package is expected in February 1981.

### **Drill Attendance Monitoring Procedures Report (DAMPRE)**

The ARNG has instituted a reporting system to monitor drill attendance in response to Congressional inquiries on monthly drill attendance. The system provides states with management data to identify problem areas and provides the National Guard Bureau with a national average.

### **Microfiche**

The project to place official military personnel files of each Army National Guard Officer and Warrant Officer on microfiche is progressing. The equipment authorization document was returned favorably from The Adjutant General's Office in July 1980. Approval for a warrant officer position to serve as project officer was received in October 1980. Appropriate funding, procurement of equipment, contract preparation and completion, etc. will commence once Congress approves the FY 81 Defense Budget. Completion is anticipated during FY 82 or early FY 83.

## **Surgeon**

### **ARNG Medical Brigades**

All three medical brigades within the Army National Guard (ARNG) were involved in many activities within their respective Army areas during this past year. The brigades have become essentially the regional ARNG medical coordinators within their Army areas while the Army Surgeon's Office in the National Guard Bureau (NGB) has remained the central medical planner for the ARNG with each entity being mutually supportive of the other primary function.

The medical brigades put together a quarterly report from the states within their Army areas which they consolidate and sent to the Army Surgeon, NGB. This report has proven to be invaluable information at Department of Army (DA) level.

Each medical brigade commander is a member of the Advisory Council to the Surgeon General, DA, which meets twice annually on the subject of Reserve Component Medical Affairs. This forum enables these commanders

to establish a direct relationship with the Surgeon General, DA, and other key members to his staff, and in this manner help medical policy pertaining to the reserve components of the United States Army.

In an historic first in the medical area for the ARNG, the Surgeon General, DA, in May 1980, appointed the 175th Medical Brigade Commander, to be the Chairman of this Advisory Council.

The 213th Medical Brigade had a change in command on 1 January 1980. The new Commander, is the fourth ever federally recognized Medical Corps brigadier general to serve in the ARNG.

Another historic first for the ARNG and one of their medical units, occurred in September 1980 when the 112th Medical Brigade had the opportunity to go outside continental United States (OCONUS) for two weeks of annual training. It was both a memorable and invaluable experience for the 112th to have the opportunity to participate in the type of training which simulates an effort of mobilization and deployment.

The second ever medical brigade planning conference was held at the National Guard Profes-



*Members of 104th Infantry, 26th "Yankee" Division, Massachusetts Army National Guard, practice firing on the TOW missile system.*



sional Education Center (NGPEC) in Little Rock, Arkansas, in August 1980. There, it was decided to modify slightly the medical brigade mission statement and to publish periodically, special implementing instructions regarding the ARNG medical brigades and their role within the ARNG.

### **ARNG 91C Civilian Education Program**

This federally funded program completed its fourth full year of operation at the end of FY 80. In this program, individuals receive their 91C equivalent training at a local Licensed Practical Nurse (LPN) school within 50 miles of their home. They are placed on full time training duty (FTTD) from the day they enter the program. Graduates are then awarded the 91C MOS and assume a four-year obligation to the ARNG. This program, with less than a 10 percent attrition rate, is the major reason for the steady gain of qualified 91C's within the ARNG during the past four years whose numbers have increased about two and one-half fold during this time. The 30 September 1980 strengths of MOS 91C are listed at Table 7, Appendix F. During FY 80, 195 individuals were placed in the program, which compared favorably with the former years of 171 in FY 79, 180 in FY 78, and 112 in FY 77. This program is funded in the NGPA appropriation in BP 3140.42 (Special Medical Training).

### **ARNG Physician Assistant Program with the United States Air Force (USAF)**

Since the first four physician assistants graduated on 20 June 1979, this program has continued with an input of from five to eight individuals every four months. At the end of FY 80, 18 individuals had graduated from the program, 36 remained in the program, and only six were lost by attrition. This pro-

gram continues to be the most outstanding individual training program ever offered to anyone in the entire history of ARNG. These individuals, upon graduation, are appointed as warrant officer physician assistants, receive a Bachelor of Medicine Degree from the University of Oklahoma, and assume a six-year obligation with the ARNG. For this reason, only outstanding ARNG medical personnel are accepted in this program.

### **ARNG Army Medical Department (AMEDD) Officer CME Program**

The ARNG continued to support their Continuing Medical Education (CME) Program for their AMEDD officers in FY 80, as 265 individual officers were approved for continuing medical education experiences during this time. This compared favorably with the 141 individuals approved for this training in FY 79. Funds for this officer refresher and proficiency training come from the BP 3130 schools account available to each state.

## **Organization and Training**

### **Force Structure**

The Army National Guard (ARNG) and the Army Reserve have not undergone a major reorganization since 1967-1968, but each year their structures have been adjusted to reflect total Army needs. In recent years, changes have accommodated the 24 division force and the annual Total Army Analysis. Modifications have also been made to improve command and control, training opportunities, and logistics management.

Major changes in the Army National Guards force structure took place during Fiscal Year 1980 (FY 80). Authorization was received to activate an additional separate armor brigade from existing assets. This brigade will be activated in 1981. The renewed emphasis on

chemical defense preparedness in the Army was evidenced by the authority to activate several NBC Defense Companies. Also activated this year were two Guard-unique tube launched optically tracked wire guided missile (TOW) light anti-tank battalions with an additional battalion to be activated in FY 81. The reorganization of signal and aviation units begun in 1979 was completed and four military history detachments were activated.

As of 30 September 1980 the ARNG contained 3,379 company-sized or smaller units dispersed throughout the country in over 2,600 communities. Major units in the structure are listed in Table 9, Appendix F.

### **Training**

During annual training (AT) 1980, all divisions and brigade-sized combat units of the Army National Guard (ARNG) trained with active Army "partner" units. The active component/reserve component (AC/RC) partnership program pairs the major infantry, armor, and armored cavalry units of the ARNG with similar active Army units for training support, evaluation, and assistance. Partnership differs from earlier AC training support programs in two ways. First, it is a long-term relationship between the units. Second, partnership is being expanded to provide year-round AC support for ARNG training. In comparison, the two programs being replaced by partnership, the active component support to annual training (ACSAT), and the AT Evaluation Programs, were operated only during the two-week AT period, and the AC/RC unit alignment changed each year. The partnership program also complements ongoing programs, such as the affiliation program and the Army CAPSTONE program.

The affiliation program continued to improve the operational readiness of selected ARNG units through a formal relationship with their AC sponsors. Under this program, 9 complete ARNG brigades,



37 battalions, and 17 separate companies/detachments are utilized to round-out active units, augment active units, or receive deployment capability improvement assistance from active units.

The Army CAPSTONE program was initiated in late FY 80 to support Joint Chiefs of Staff (JCS) contingency plans. CNGB signed memorandums of agreement with Forces Command and the Chief, Army Reserve to align ARNG units in support of these contingency plans.

Participation of ARNG units in the RC deployment training program expanded by 52 percent during FY 80. Most of the units came under the operational control of their wartime overseas gaining commands. For the first time a complete ARNG combat arms battalion, the 3rd Battalion, 178th Field Artillery, South Carolina Army National Guard directly deployed to Germany during the Joint Readiness Exercise (JRX) Return of Forces to Germany (REFORGER). Thirteen other units also participated in the REFORGER Exercise. The ability of ARNG units to participate in Joint Training Exercises (JTX)/JRX resulted in increased opportunities to exercise their chain-of-command, standard operating procedures, and mobilization plans, all under realistic and stressful conditions.

The NGB conducted an operations security (OPSEC) workshop for over 100 state and operational unit OPSEC officers to indicate command emphasis for OPSEC. The officers were trained to plan and implement OPSEC programs for their respective units.

Emerging energy and training ammunition shortages prompted the NGB to initiate a training sites requirement study to ascertain how to enhance the training environment and conserve resources by upgrading local training facilities. The ARNG marksmanship teams continued to dominate the all Army national championships.

1



2



### Schools Program

The FY 80 schools program called for an estimated 41,089 officer and enlisted personnel of the Army National Guard to participate in school training. School training courses range in length from two days to 52 weeks, covering all aspects of training from the basic skills through proficiency training, career development and the senior service colleges.

In addition to the projected number of individuals who would participate in school training iden-

tified above, it was estimated that 70,000 individuals would be enrolled in correspondence programs.

The actual participation in the schools program for FY 80 was 54,782 officers and enlisted and 74,328 enrolled in correspondence courses.

The State Officer Candidate Program stated the FY 79-80 school year with 2,899 participants enrolling. The total graduated from the State Military Academies was 1,532.

The Noncommissioned Officer Program, using the Army National



Guard Standardized Program of Instruction, has been accredited in all states, the District of Columbia, Puerto Rico and the Virgin Islands. In FY 80, 55 basic courses, 57 advanced courses, 41 senior courses and four primary courses were conducted. Number of graduates were: basic 2,909, advanced 3,559, senior, 1,710 and primary 242.

The Army National Guard continued the civilian education program for medical specialists and continuing medical education for medical personnel. There were 192

individuals enrolled in the 91C medical specialist training in FY 80, and 265 individuals participated in the continuing medical education programs.

The FY 80 ARNG output pertaining to Initial Flight Training (IFT), Officer/Warrant Officer Rotary Wing Aviator Course (OFF/WORWAC) and the Warrant Officer Candidate Military Development Course/Warrant Officer Candidate Rotary Wing Aviator Course (WOCMDC/WOCRWAC) are as follows:

Course	FY 79 Input	FY 80 Grad	FY 80 Input	FY 80 Grad
OFF/WORWAC	62	59	61	10
WOCMDC/ WOCRWAC	31	30	39	2

1  
*Oregon cavalymen check maps carefully during field training in desert.*

2  
*Infantrymen from Oregon's 82d Cavalry move out on attack during their annual training.*

3  
*Guardsmen are dropped on the landing zone of the U.S. Military Academy reservation to participate in an interservice field exercise. Air support was supplied by a detachment of the 136th Aviation Company from the Pennsylvania Army Guard and the Combat Support Aviation Company of the 150th Aviation Company from Delaware.*





In FY 80, new equipment training (NET) continued on the following items; TOW missile system, Dragon missile system, test set guided missile, scoop loader, heavy equipment transporter, fuel injection system, nuclear soil density and moisture tester, the GOER family of vehicles, the roller, vibratory, Rexnord Model SP848, road equipment, and the medical unit, self-contained, transportable (MUST). The new items introduced in FY 80 were the M915 series vehicles, fuel tanker series M967, M969, M970, JD-410 tractor and the improved float ribbon bridge.

### **Ammunition Management**

Ammunition Management in the ARNG has undergone development in three major areas in FY 80. These areas are:

An Automated System of Management for Training Ammunition has progressed to the point

where the NGB level portion is operational. Continuing developments call for transferring the basic structure for the Bureau portion to state level in FY 81 with implementation as the mini-computers are installed.

A Handbook for Ammunition Managers was developed during FY 80 and is undergoing Bureau staffing. State level staffing is projected for early 1981 with publication targeted for June 1981. The document provides comprehensive guidance and uniform procedures to ammunition managers at all levels.

A training program for state level managers was developed and implemented during FY 80. The program consists of Training Ammunition Managers Seminar/Workshops at the National Guard Professional Education Center. During the first year, 115 managers attended the workshop/seminars. The training will take 60 managers per year for the foreseeable future.

## **Aviation**

### **Logistics**

Table 10 Appendix F displays the Fiscal Year 1980 (FY 80) monthly aircraft inventory. Year end totals were 2,400 rotary wing and 137 fixed wing aircraft.

In FY 80, the Army National Guard (ARNG) received six AH-1S "Cobra" aircraft into the inventory while retaining the seven each TH-1G "Cobras" received during FY 79. In compliance with Department of the Army (DA) directives, the last four U-8D aircraft were removed from the inventory in accordance with schedules developed by the United States Army Troop Support and Aviation Materiel Readiness Command (TSARCOM). In addition, one each T-42 and U-3 were removed from the inventory as the result of storm damage. Replacements for these aircraft consist of U-8F, T-42, and U-21 aircraft. The ARNG's allocation plan for distribution of the replacement aircraft to fill in-



*An Alabama Army Guard CH-54B "Skycrane" drops water from a 2,000 gallon water bucket to extinguish fire below. The new fire supporting effort is the result of a cooperative effort between the Alabama Guard and the State Forestry Commission to extinguish otherwise inaccessible fires in the state forests.*



direct and combat support requirements is based upon safety, operational requirements, geographic area of support and climatic factors. Four each U-21 aircraft were added to the ARNG inventory while five additional T-42 and U-3 aircraft were upgraded with larger engines, three-bladed propellers, and oversized brakes. This modification to selected T-42/U-3 aircraft was to meet safety and operational requirements resulting from geographic areas of operation.

Storm damages to ARNG aircraft during FY 80 resulted in 28 UH-1H's, 10 CH-54's, as well as two each CH-54 pods and one OH-58 accumulating damage requiring induction into depot/contractor facilities for repair. One CH-54 was destroyed in addition to the T-42 and U-3 aircraft mentioned above. Costs to date to repair storm damaged aircraft and aircraft systems (CH-54 pods) are \$5.0 million.

The Mission Capable (MC) rate of the ARNG fleet remained above DA standards for nine of the 12 months in FY 80. Table 11, Appendix E displays the monthly operational readiness rate for the ARNG aircraft inventory.

The ARNG aviation repair parts Direct Exchange (DX) Program continued to increase in transactions during FY 80. As displayed in Table 12, Appendix F, this program experienced a 5.9 percent growth while simultaneously contributing significantly to the sustainability of aircraft mission capable rates due to rapid turnaround times of DX items and components.

The ARNG Consolidated Aviation Intensive Management Items (AIMI) Program, which is managed by the four Aviation Classification Repair Activity Depots (AVCRAD's) in support of all ARNG requirements for AIMI assets, again produced significant cost savings as well as enhancing the availability of intensively managed aviation repair parts, which also contributed to the aircraft mission capable rates during FY 80.

The ARNG received six of the eight authorized divisional aviation intermediate maintenance (AVIM) tool sets during FY 80 in accordance with distribution schedules developed by TSARCOM.

In addition, the ARNG continued the conversion of obsolete tool sets into the Army Aviation Support Facility (AASF) tool set. This set is designed to fill the maintenance capability gap between the new aviation unit maintenance (AVUM) tool set and the capability required at the AASF's to provide for a stabilized premobilization aviation maintenance capability.

## Operations

During FY 80, the Operations Branch continued to manage a comprehensive aviation program which represents approximately one third of the Army's aviation assets. Aviator authorizations increased during FY 80 from 4,716 to 4,903. The increase was primarily the result of the activation of a medical detachment (air ambulance) in South Carolina, a CH-54 detachment in Nevada, a Mobilization Aviation Classification Repair Activity Depot Control Element in Maryland and table of organization and equipment (TOE) revisions. While the ARNG continues its dedicated effort to recruit every available rated military aviator leaving the active forces and make maximum use of our Civilian Skills Program, facts bear out that the ARNG will experience a three percent net loss of aviator strength unless additional quotas from Initial Entry Flight Training can be obtained. NGB continues to provide justification for an increase in quotas; from the current 90 per year to 135 in FY 81, 170 in FY 82 and 205 per year thereafter. However, at the completion of FY 80, this request has not been approved due to the critical shortage of active Army aviators and the priority for quotas going to that component. While maintain-

ing the assigned aviator strength will be a major challenge during the coming years, the problem of providing young pilots in the event of mobilization will also be critical. Table 3, Appendix F indicates the aviator age objective and the projected ages in 1985, based on the current population. It should be realized that without increased input of younger aviators into the force, the average age of the force will be in excess of 40 by FY 85. Our present situation, age wise, is quite tolerable, with the assigned aviators in each age group corresponding rather closely to what we feel are the ideal age group objectives needed to perform the mission of aviation. As we go on, however, into 1981, and further into 1985, the picture changes dramatically. The source which we must rely on most heavily for young aviators is, of course, Initial Entry Flight Training. The Aviation Division is in the process of finalizing a program that will maintain an aviator force of 5,000 with an average age of 35. The program is based on an input of 205 aviators per year with the aviator being no older than 27½ when he or she enters flight training. Key to and an essential part of the program is to retain these aviators until they complete 20 years of aviator service.

The challenge of retention of aviators is to develop training programs that provide a feeling of accomplishment and self-satisfaction to each aviator. The publication of the final Aircrew Training Manual (ATM) in the first half of FY 81 is the culmination of a four-year process of developing the individual training part of this program. As the aviator and commander's guide to aircrew training, the ATM provides individual training requirements which when used in conjunction with the Army Training and Evaluation Program (ARTEP), provides a systematic training program directed towards the ARNG training objective of operational ready units capable of combat or other operations in ac-



cordance with assigned missions.

The status of training for individual aviators is determined by their classification into three Aviator Readiness Levels (ARL). In turn, the readiness status of ARNG aviation units is determined by the percent of aviators in each ARL. Overall status of assigned ARNG aviators indicates 72 percent are ARL 1 (combat ready), 16 percent are ARL 2 (qualifying in mission training) and 12 percent are ARL 3 (participating in aircraft qualification/refresher training).

The ARNG received six AH-1S (Cobra/Tow Attack Helicopters) during FY 80 and is programmed to receive 20 more during FY 81. This is the beginning of a program to fill the ARNG requirement for 369 AH-1S aircraft. With the assignment of these aircraft into the ARNG inventory, the ongoing transition to this more complex aircraft system is being accomplished through formal qualification training at the United States Army Aviation Center (USAAVNC) and local qualification training utilizing an ARNG developed program of instruction (POI). As states are programmed to receive the AH-1S, new equipment training will precede the arrival of the attack helicopters.

The ability of the ARNG to accomplish local category qualification and transition training in all supported aircraft, except the OV-1 Mohawk, emphasizes the increased importance of standardization. To this end, the Aviation Division continues its joint ARNG/USAAVNC Standardization Instructor Pilot/Instructor Pilot (SIP/IP) Refresher Training Courses conducted regionally at ARNG facilities to insure ARNG instructor pilots are kept abreast of the latest flying techniques, standardization and tactical doctrine. Over 300 ARNG IP's from all the states have participated in this program since FY 75.

The Aviation Division is in the process of developing ARNG Aviation Training Sites (AATS). One training site will be located in the

east and one in the western United States. The purpose of the AATS will be to conduct individual qualification training and standardization on systems unique to the ARNG. Combat readiness of units will be improved as the burden of individual training is reduced, thus allowing more time for unit/collective training. The AATS in the east will begin operation in FY 81 and be fully operational by FY 83. The AATS in the west is programmed to begin operation in FY 83.

During FY 80, the ARNG flew 293,375 hours performing support missions and training required to maintain combat readiness objectives. Over 25,000 hours were flown in the Synthetic Flight Trainer System (SFTS). The SFTS Program is now a vital part of the ARNG Aviation Program. The introduction of the CH-47 and AH-1 SFTS, both with visual displays, will add a new dimension to simulator training for the ARNG. The SFTS hones aviator skills in emergency condition maneuvers which most aviators have never been able to practice due to aircraft limitations, yet provides for standard maneuver training as well. Use of the SFTS by the ARNG resulted in a cost avoidance of approximately \$5,000,000 and 2,150,000 gallons of fuel during FY 80.

The ARNG had its second air ambulance unit designated as a Military Assistance to Safety and Traffic (MAST) Unit during FY 80. The ARNG now has the 841st Medical Detachment (Air Ambulance) of Spokane, Washington and the 1059th Medical Detachment (Air Ambulance) of Westover, Massachusetts in the program.

## Safety

The ARNG Safety Branch initiated a comprehensive Hearing Conservation Program during FY 80 with the assistance of the United States Army Environmental Hygiene Agency. Forty state safety specialists were certified to conduct hearing conservation measures in the several states.

This training complemented one of the main points developed in the ARNG's new 16mm film on Guard safety entitled, "The ARNG Safety Program". The film was programmed by the Guard to emphasize the responsibilities everyone has toward a successful safety program, both commanders and citizen soldiers. A copy of this 22-minute color film presentation was sent to each state for viewing.

One of the finest countermeasure programs designed to combat accidents and injuries within the ARNG during annual training (AT), "AT 80—15 Days to Success" was launched in April, 1980 with a targeted reduction in fatalities and injuries of 20 percent. See Table 14 Appendix F. The success of this program far exceeded this goal and additional areas for improvement in ARNG safety for the out years is being developed for FY 81-86 under the title, "Operation Safe-Guard".

The Guard's educational program for state safety specialists and commanders is continually gaining steam. Two technical and professionally taught courses have been programmed each year through 1985 in an effort to fulfill the requirements for training of these specialists. The educational effort directed toward collateral duty officers and noncommissioned officers (NCO's) with safety responsibilities, referred to as "Training Extension Courses" (TEC) is well underway with the completion of its 13-course instruction in FY 81.

The ARNG aviation accident rate for FY 80 is 1.7. This is based on five Class A mishaps occurring during the 293,375 hours flown. The ARNG aviation accident rate for FY 80 was computed using the new classification criteria, where only Class A mishaps are used to determine the rate. These five mishaps were due to equipment failure, combination of equipment and training involved training and weather and, one was undetermined. Two ARNG aviators were fatally injured and four others received



lesser injuries during FY 80.

The ARNG implemented their Regional Accident Prevention Survey (RAPS) Program in FY 80. Although additional funding was not available to support this program, a majority of the ARNG aviation facilities participated. This program should help to reduce and keep accidental manpower and equipment losses to a minimum. It is a self-reliance type program to provide meaningful annual safety surveys of all ARNG aviation facilities using an ARNG-developed checklist.

The ARNG Safety Branch, responsible for Aviation Life Support Equipment (ALSE) training during FY 80, conducted three ALSE courses at the National Guard Professional Education Center (NGPEC). These courses provided training in the procurement, storage, issue, inspection, maintenance, and use of ALSE. This course also introduced the ARNG technician to survival techniques and skills that could be taught in the classroom. Eighty-six ARNG Technicians from our aviation facilities received this training in FY 80. One additional class is scheduled for February 1981.

## Logistics

### ARNG Logistics

Fiscal year 1980 (FY 80) was another rewarding year in terms of logistics improvements, modernization and new initiatives. Some of the improvements realized included: completion of the upgrade programs for the M88 medium recovery vehicle and bridge erection boats, receipt of the first M915 series trucks and receipt of the first Decentralized Automated Service Support System (DAS<sup>3</sup>). During the fiscal year, the Congress passed and the President signed into law, PL 96-328, which removes the states from liability for property lost or damaged, except when the loss or damage occurs during state activities. Also during FY 80,

the National Guard Bureau gained approval for ten additional manpower spaces to support the Command Logistics Review Team (CLRT) program. When these personnel are hired and trained, the Army Logistics Division will be able to concentrate more on logistics readiness of high priority Army National Guard (ARNG) units.

An overview of some key ongoing logistics programs and their progress during FY 80 follows.

### Direct Support System (DDS)

DSS has been extended to ARNG Supply Activities (SSA) in 16 states. Extension to the total ARNG is scheduled for completion in FY 82. DDS eliminates backup stocks currently maintained by United States Property and Fiscal Officers (USPFOs) in support of SSA.

### Logistics System Automation

The remaining ARNG divisions (38th Infantry, Indiana and 47th Infantry, Minnesota) were converted to the standard Division Logistics System (DLOGS) during FY 80. One separate brigade (116th Infantry, Virginia) is scheduled to convert in December 1980; however, conver-



*Members of the 104th Engineer Bn troops went to West Point, NY to show the cadets how to set up an Armored Vehicle Launched Bridge (AVLB).*

sion of two other brigades planned for FY 80 could not be completed due to nonavailability of hardware. Minicomputers used with the Decentralized Automated Service Support (DAS<sup>3</sup>) System are scheduled to be phased into DS/GS units in FY 82. One DAS<sup>3</sup> set has been received for training and is operational using interim DS/GS procedures known as the "Phoenix" system.

### Deployment Training Program

Approximately 6,500 ARNG members representing 73 different ARNG units participated in the FY 80 deployment training program. To make this move more realistic, 19 ARNG units participating in exercise Return of Forces (REFORGER) were integrated into the REFORGER deployment and redeployment air flows. Valuable lessons learned were formulated by active Army and ARNG staff participants monitoring this "one Army" move.



## Communication Services

Expansion of commercial type communications services for the ARNG continued in FY 80. The replacement of outmoded, inefficient telephone systems at all state headquarters remained a high priority as did improved support to the recruiting and retention effort. Picture Phone Meeting Service, an offering of AT&T in certain cities, is now available to save time and reduce travel costs for meetings and conferences. Automated Voice Network (AUTOVON) access was extended to ARNG training sites in FY 80 to support the annual training (AT) effort.

## Product Improvement Program (PIP)

Modernization of Combat Equipment continued to be a high priority program within the ARNG. This year saw the completion of both the M88 medium recovery vehicle and 27 foot bridge erection boat upgrade programs. In October 1980, the last 14 M109 series howitzers were shipped to depot for modernization. The completion of these howitzers in early 1981 will mean that all ARNG M109 series howitzers will have been converted to the A1 model, and some have already been upgraded to the A3 model. January 1980 marked the start of the M113 conversion program. As of October 1980, 765 M113's had been shipped to depot. To date 20 percent of the fleet has been converted to the A2 version and returned to ARNG units. This represents approximately \$15.6 million in equipment upgrade and has resulted in improved readiness for deployable assets in the ARNG inventory.

*Spec. 5 Timothy Wedekind (right) of Baraboo and a city garbage truck driver tested tow cables stretching from one of the National Guard tow trucks sent to Milwaukee to aid in snow emergency operations. Staff Sgt. John Brown of Oregon manned the controls on the tow truck. The garbage truck was stuck in the snow in an alley at W. Hadley St. The two Guardsmen are assigned to Company D, 132nd Support Battalion, 32nd Infantry Brigade.*

## Tube Launched Optically Tracked Wire Guided Missile / Dragon (TOW / Dragon)

Additional issues during FY 80 have increased fill of the TOW system to 84 percent of authorizations. Deployment of jeeps 1 and 2 will continue during FY 81 and will bring assets to 85 percent fill of authorizations. Deployment of the Dragon weapon system to ARNG infantry units was completed during FY 80. Engineer units, however, have received the 90MM recoilless rifle in lieu of the Dragon and no procurement is forecase to fill the engineer authorizations for the system.

## Radio Teletypewriter Sets

As of 15 June 1980, 98 percent of all types of radio teletypewriters authorized Mobilization Table of Organization and Equipment/Tables of Distribution and Allowances (MTOE/TDA) units are on hand compared with 36 percent fill two years ago. However, current assets of standard models of the wheeled vehicle configurations represent a low eight percent for AN/GRC-42; 10 percent for AN/GRC-122; and 23 percent for VSC-3 which is mounted in M577 CCP. Substitutes are classified mission essential contingency

items (MECI) for reserve components only. Significant quantities of the preferred models (AN/GRC-122 and 142) utilized on wheeled vehicles are programmed for issue in FY 81. However, depot issues of AN/VSC-3 to the ARNG to replace assets of AN/VRC-29 are not in programs extending to FY 86.

## Property Accountability

Three major events highlighted the past year in property accountability. First, a property accountability workshop was conducted at the National Guard Professional Education Center (NGPEC). Second, a specially convened study group examined property accountability in the National Guard and recommended several changes to Army and National Guard regulations. The last event was the signing into law of PL 969-328, The Emery Bill which redefined states liability and allows members of the ARNG to request for remissions or cancellation of debts imposed by reports of survey. Current actions are centered around making required changes to Army and National Guard regulation governing property accountability. The next year will consist of another property accountability workshop and other actions designed to implement the required changes to the system.





**Command Logistics  
Review Team (CLRT)**

CLRT is an intensive logistics review/assistance oriented program. Nineteen states received assistance visits during the past year. The CLRT teams assessed ARNG logistical operations, provided onsite technical assistance, and identified systemic issues adversely impacting ARNG logistic readiness and sustainability. The CLRT program contributed to the overall improvement of materiel management at user and state levels while providing information, educational, and productive assistance to the ARNG units visited.

**Logistics Readiness**

Logistics readiness of the ARNG continued to show improvement even though the National Guard experienced some equipment withdrawals to support prepositioning of material configured to unit sets (POMCUS) fill. An additional 11.6 percent of ARNG units attained readiness condition C-3 or better for equipment on hand.

**Installations**

**Military Construction  
Program**

The National Defense Act of 1950 (PL 81-783) provides for federal support of Army National Guard (ARNG) facilities construction. Each year since Fiscal Year 1952 (FY 52), with the exception of FY 67, funds have been appropriated for purchase, construction, expansion, rehabilitation, and conversion of existing facilities. The states are required to furnish suitable construction sites for armories 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 nonarmory construction.

**FY 80**

Congress approved for construction during FY 80, 23 armories for \$13.9 million and 11 nonarmory projects for \$4.7 million. During FY 80, the following breakout of projects were awarded:

Type Project	FY 80 Projects	
	No. Proj	\$000
Armory	22	12,252
Nonarmory	10	3,348
<b>Total</b>	<b>32</b>	<b>15,600</b>

The nonarmory projects consisted of 4 organizational maintenance shops, 2 training facilities, 1 aviation facility, 2 motor vehicle storage buildings, and 1 unit training equipment site. Two projects worth \$1.7 million, which were authorized and apportioned by Congress were not awarded during FY 80.

**Funding**

Carry-over funds from prior years for the military construction ARNG program amounted to \$1.1 million. An additional \$23.7 million appropriation was made by the Congress in PL 96-130 bringing the total available to \$24.8 million.

**Obligations**

In the execution the program, the total obligation for FY 80 was \$19.9 million, which represents 80 percent of the total funds available. The breakdown is as follows:

	\$000
Armory	\$12,294
Nonarmory	3,566
Advance planning and design (A&E)	1,350
Minor construction	2,686
	<hr/>
	\$19,896

The difference in the armory and nonarmory obligation figures and the awards noted above is due to construction contract change orders. With the \$24.8 million available and the \$19.9 million obligated, \$4.9 million will be carried over to FY 81.

**Future Requirements**

The ARNG operates and maintains facilities in all 50 states, the District of Columbia, the Commonwealth of Puerto Rico, and the Virgin Islands. There are 2,791 armories used for home station assembly, storage and training. Additionally, there are over 1,841 administrative and logistical support facilities located in individual communities. There are also 272 state operated training sites of various sizes and two semi-active Army installations at which the National Guard Bureau (NGB) supports the military construction requirements. Camp facilities are in accordance with approved master plans. A tabulation of facilities by general category is located in Table 17, Appendix F.

Approximately 20 percent of the facilities listed in Table 17, 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 72 was approximately \$300 million. As a result of increased amounts of equipment issued to ARNG 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 increased to \$740 million as of the end of FY 81.

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 ARNG units. Armories, which comprise 49.6 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 home station. The overcrowded, insecure, and makeshift facilities now used at 523 ARNG armories result in a waste of valuable training time, lower morale, loss or damage of supplies and equip-



ment, creation of a more difficult recruiting and retention problem, and an overall lowering of unit readiness. Nonarmory facilities constitute 38.4 percent of the construction backlog. These are of three general types: administrative/logistical facilities not in an armory, state-operated training sites and two 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 weeks 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.

### **Real Property**

The (NGB) provides all possible assistance to the states in licensing available federally-owned facilities and in leasing appropriate privately-owned facilities for the ARNG. During FY 80, the ARNG made use of 316 federally owned facilities and 142 privately-owned facilities under federal lease, including 11 aircraft facilities, 4 organizational maintenance shops, 2 United States Property and Fiscal Officer (USPFO) offices and warehouses, 1 mooring/docking space and 116 training area sites and ranges. Tables 18 and 19, Appendix F, contain lists of state-operated installations.

### **Support Facilities**

Federal funds in the amount of \$22.0 million for FY 80 were allotted under 54 separate service contracts with the states to operate, maintain, and repair the nonarmory support facilities of the ARNG.

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, aviation support facilities and aviation

classification repair activity depots, required for the care and safeguarding of federal equipment and property used in the various states to perform their federal missions. In FY 80, the Los Alamitos Armed Forces Reserve Center (AFRC) was funded by NGB and the host responsibilities for its operation performed by the California Army National Guard. In addition to funding under service contracts, \$440,000 for FY 80 in operations and maintenance (O&M) ARNG funds were allotted to support projects for minor new construction, alterations, extensions and relocations of nonarmory facilities.

### **Training Sites**

Training sites are designed to provide essential requirements for support of ARNG units during periods of both annual and weekend training. Generally, the following cantonment-type facilities are authorized for sites that are used both for annual and weekend training: mess halls and kitchens, latrines, company administration and supply buildings, battalion and brigade headquarters, dispensaries, enlisted barracks and officer's quarters. Construction at sites that are infrequently used primarily for weekend training is generally limited to more austere facilities required for the health and safety of troops as well as security of federal property. In addition, range facilities of all kinds and tactical maneuver areas are provided to enhance combat readiness.

A total of \$24.0 million for FY 80 in federal funds was allotted to support the year-round maintenance and operation of ARNG training sites. Federal funding reimbursement to the active Army for ARNG troops performing annual training at active Army locations amounted to \$3.5 million in FY 80. Training was conducted at 272 state operated training sites and 2 semi-active Army camps during the period of this report. Minor construction using OMARNG

funds at these sites during FY 79 totalled \$325,500.

## **Mobilization Readiness**

Fiscal Year 1980 (FY 80) saw continued growth and increased responsibility for the Mobilization Readiness Division within the Army National Guard (ARNG) Directorate. The Mobilization Readiness Division's motto is "Ready Units Win" and all division efforts are guided toward providing the most efficient and ready ARNG forces in time to support any contingency. The primary responsibility of the division is "Ready the Force for Mobilization".

Additional responsibilities of this division include the review and preparation of recommendations for plans, policies, and procedures pertaining to mobilization of the ARNG and to provide the Chief, National Guard Bureau (CNGB) and the Director, Army National Guard (DARNG) with continuous appraisals of ARNG mobilization readiness. The division also serves as the primary link between CNGB, DARNG, Office of the Secretary of Defense (OSD), senior commands, Adjutants General, and other officials to address matters involving the ARNG's mobilization role. Of equal importance is the responsibility to represent the ARNG in all readiness measuring actions at Department of the Army (DA) and Department of Defense (DOD) levels and to constantly monitor the readiness status and trends of ARNG units.

A significant portion of this latter responsibility is discharged through the division's use of the World Wide Military Command Control System (WWMCCS) classified computer terminal. WWMCCS provides a wide array of vital information on all ARNG units throughout the United States and its territories. The National Guard Bureau (NGB) is fully integrated into the WWMCCS Intercomputer Network which includes the ser-



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vice chiefs, the National Military Command Center, most DA staff agencies, Forces Command (FORSCOM), joint and specified commands, and will eventually include all overseas commands. The entire system was employed during exercise NIFTY NUGGET/MOBEX 78 and was employed during exercise PROUD SPIRIT/MOBEX 80 as a means to manage and account for the vast number of moving player units.

Inherent to the utility of the WWMCCS and Unit Identity and Status Report (UNITREP) System is AR 220-1, which is currently being revised to include pertinent input from the Mobilization Readiness Division. These changes will be implemented in FY 81. It is imperative that this AR provide a system of accurate reporting procedures in order to provide an increasing degree of credibility in the ARNG.

The data base within the UNITREP system is also used extensively in the planning processes associated with initiation of major readiness improvement programs such as full-time manning, educational benefits, and enlistment/reenlistment bonuses. In addition, the data is used to determine priorities for distribution of fiscal assets, manday allocations, logistical procurement and distribution, and force structure requirements of current and future years.

The full significance of the UNITREP system capabilities is recognized by NGB and the authorized Readiness Management Specialist technician positions initiated by this division have had a tremendous impact.

1 & 2

*Elements of the 45th Field Artillery Brigade, Oklahoma Army National Guard, move 8" SP Howitzers to Field Bivouac areas. Heavy rains made low water crossings more exciting than normal.*



All of the improvements of the past fiscal year are now beginning to mesh together in a manner which has greatly improved the NGB's ability to fulfill a professional management role as a contributing member of the total Army. The various information systems are used on a daily basis by the entire NGB staff in support of ongoing actions to provide the most capable and ready ARNG units for placement on the Post-Mobilization Deployment List in support of national contingency plans. In addition, the UNITREP system will include Prepositioned Material Configured to Unit Sets (POMCUS) status reporting for some ARNG units during FY 81.

For the second year, this division participated in the development of the Time Phased Force Deployment Data (TPFDD) for the European warplan. This allowed NGB to impact on unit selection for filling requirements. In addition, the division assisted in the development of the Intensive Management Force List (IMFL). Intensive management at all levels is the accomplishment of operational and logistical objectives that will increase the readiness of early deploying ARNG units in the Intensive Management Force. The division is assisting in the development and identification of units for participation of these units in the following relatively new programs.

**-CAPSTONE** - Army CAPSTONE program aligns active components (AC) and reserve components (RC) to meet United States Army Europe (USAREUR) wartime requirements and the needs of the Continental United States (CONUS) sustaining base. The program provides the basis for the development of training and planning associations in peacetime with the organization the unit will operate with in wartime.

**-Additive Full Time Manning (AFTM)**. This program provides additional full-time military personnel to selected roundout, minimum essential and support units. Approximately 1,100 personnel have

1



been assigned to ARNG units as of the end of FY 80.

**-Selected Reserve Incentives Program** has established policy, parameters, and priorities for various incentives and full-time manning for ARNG units. The program is currently under revision to incorporate experience gained and to permit expansion of the program as more resources become available.

**-POMCUS Units**. ARNG units identified to "fall-in" on POMCUS and are considered priority mission essential units and will begin preparing a separate unit status report in the January to April 1981 time-frame.

**-POMCUS Back-up Force**. Units with primary POMCUS missions and are those designated to fall in on POMCUS uncovered by deployment of Rapid Deployment Force (RDF) active forces to non-European contingencies.

**-Rapid Deployment Force (RDF)**  
**-The ARNG** has been asked to furnish combat service support units to the RDF to fill active component shortfalls. ARNG units will thus be required to deploy with the RDF.

The division constantly reviews and makes recommendations to joint strategic plans which impact on the future of the ARNG structure.

During FY 80, considerable effort was devoted to the evaluation activities of MOBEX 78. Of the issues of primary concern from the exercise to NGB, 60 percent have been resolved. Those not resolved are due primarily to defense funding limitations.

**PROUD SPIRIT/MOBEX 80** is a follow-on to **NIFTY NUGGET/MOBEX 78** to further evaluate the Army and the ARNG mobilization and deployment capabilities and improvements from MOBEX 78. Participation will include all states and approximately 665 units. This division is heavily involved with the preplanning for this exercise.

The State Area Command (STARC) has received increased emphasis from all levels of command this past year. Each state has this essential stand-by operational headquarters which will play a crucial role in mobilization. Each STARC is organized and will be staffed upon mobilization to assume operational control (OPCON) over and provide increased levels of support to federalized ARNG units as they are moved from home stations to mobilization stations or ports of embarkation. This concept was evaluated as a part of MOBEX 78. The STARCs will also exercise OPCON over units engag-





ed in Land Special Security Force (LSSF) and Military Support of Civil Defense (MSCD) missions. STARC organization and capabilities in each state will be evaluated as a prime objective in MOBEX 80. As an adjunct to the exercise all states will conduct a three day STARC exercise.

This division has completed a new National Guard Regulation (NGR) 10-3 to provide STARC guidance and responsibilities. This NGR will be tested in PROUD SPIRIT/MOBEX 80.

The Mobilization Readiness Division continues to be involved with an evaluation of the direct deployment concept. This is an exercise directed by DA as a result of NGB's self-initiated Preparation for Overseas Movement/Preparation for Overseas Replacement (POM/POR) exercise in 1978. The exercise is titled Rapid Mobilization for Direct Deployment to POMCUS (RAMDEP) and is a two year study to be completed in December 1980. The exercise was designed to evaluate State Area Commands (STARCs) and selected units capability to be alerted, mobilized, and directly deployed from home station to POMCUS. Five units were selected and evaluated in FY 79 and eight were evaluated in FY 80. The concept of-

fers great promise for significant reduction in time necessary to deploy certain units overseas and to further enhance our mobilization readiness and response times. Early results of the evaluation of this exercise are positive.

As a result of the RAMDEP exercises, NGB is developing RC deployment exercises as a follow-on to RAMDEP. Problems associated with RC deployment units reporting OCONUS have surfaced a need to conduct an exercise for units selected to participate in RC deployment training. The exercise will improve mobilization and deployment awareness and better prepare the unit for its Annual Training (AT) OCONUS. Fifteen ARNG units will be selected as a test program for participation in FY 81. If the program is successful and funding support is provided, all ARNG units selected for RC deployment training will participate beginning in FY 82.

Additionally, NGB is presently developing a new mobilization exercise concept for the ARNG. The exercise is titled Readiness for Mobilization Evaluation (REMOBE). The concept is for a state to conduct an unannounced alert/mobilization exercise to evaluate a unit's capability to accomplish those actions required at home

*Gun jeep of the 870th MP's CA ARNG, rushes to head off a battalion convoy which has been ambushed by aggressor forces. Convoy had left bivouac area in Sherwood Forest for main garrison Camp Roberts under strict tactical security.*

*Members of Alabama Army Guard's 1st Bn, 131st Armor detruck and move to tanks to conclude Rapid Mobilization and Direct Deployment (RAMDEP) exercise at Camp Shelby, Mississippi.*

station prior to reporting to the mobilization station.

The Mobilization Readiness Division is also responsible for monitoring the conduct and results of all general inspections performed in ARNG units. CON-USA (the numbered armies in the Continental United States) inspection reports are reviewed and analyzed in an effort to detect trends and program areas as well as to assist in the evaluation of many programs designed to enhance readiness. Inspector General regulations, bulletins, and inspection policies at all levels are also reviewed for applicability to and impact upon ARNG units.

During 1980, the division completed the development of an automated system for maintaining General Inspection reports. The system is currently being implemented within NGB.

## Computer Center

The National Guard Computer Center (NGCC) is responsible for the automation management, AMO, functions and policy for the ARNG to include the fifty states, Puerto Rico, the Virgin Islands, and the District of Columbia. NGCC is responsible for providing data processing services to the Chief, Na-



tional Guard Bureau, the Director, Army National Guard, and for establishing a standard ADP system for implementation by the National Guard field data processing installations. During FY 80, the ARNG initiated action to replace existing data processing equipment and systems at 54 data processing activities. A contract for 54 Burroughs 1955 mini computers was awarded to Computer Systems Analysts, Incorporated in August of 1980. The contract includes hardware, software, and training for the National Guard Computer Center and state personnel. Hardware installation is

scheduled for completion by June of 1981.

### **NGCC Hardware Upgrade**

During Fiscal Year 1980 (FY 80), the NGCC upgraded the Center's hardware by replacing the IBM 360/65 with a CDC OMEGA 480-3/IBM 370 plug compatible computer system. In addition, an IBM 4331 processor was installed in the National Guard Bureau. These upgrading actions provide the NGB with state of the art computer systems which will be utilized to provide on-line interaction and batch support to all NGB users.

### **Manpower**

During the latter part of Fiscal Year 1979 (FY 79), an Army Directorate task force conducted an extensive study on how to best manage the full time manpower resources within the ARNG. At that time, various manpower functions were scattered throughout the Directorate. Based on their recommendations, the Manpower Division was established on 1 October 1979 to assume the overall management of the full time manpower programs less the personnel management aspects of those programs. These included ARNG technicians, Department of the Army civilians





(DAC), additive full time manning (AFTM), conversion to full time military (CFTM), recruiting and retention, statutory and long active Guard/Reserve tours, short tours, and various other individual programs that had full time manpower, e.g., Standard Installation/Division Personnel System (SIDPERS).

Organizationally, the Manpower Division is divided into three branches. The Plans, Allocation and Documentation Branch develops full time manpower management policies, procedures and guidelines. It is responsible for determining full time manpower requirements, staffing criteria, and manning documents, as well as program management of the AFTM and CFTM programs. It also operates the ARNG tour programs. The Manpower Programs Branch is responsible for resource management of the various programs. It insures that adequate full time resources are programmed for future years and these resources are translated into sufficient funding during the budget year. It distributes the manpower authorization and associated funding to the 53 states and territories and monitors their use to assure that maximum benefit to ARNG is obtained. The Validation Branch is the field operations arm of the Manpower Division. Through the use of management engineering

disciplines and onsite surveys, it is responsible for functional standardization and validation of all full time manpower requirements. It also conducts internal and external studies of organizational structures, procedures, work methods, supervision and other similar matters to improve utilization of full time resources.

The tour programs continue to provide a vital link between the ARNG and the active Army. The terminology, active Guard/Reserve (AGR) has replaced active duty for training (ADT); thereby more accurately reflecting the status of the tour personnel. These Guardmembers, who all possess ARNG command and staff experience, are especially well qualified to interface with the active Army in the management of reserve programs. Continuing manpower constraints reduced the number of tours in FY 80, thus severely taxing the ARNG ability to provide the required support. Fortunately, the downward trend has been reversed and support will be able to be increased in future years. Lesser known, but equally important is the Short Tour Program. By bringing Guard personnel on active duty for up to 179 days for special projects, the ARNG can tap into its vast resources of Guard expertise to contribute to a critical facet of the One Army concept, the joint effort necessary to resolve important issues impac-

ting on the Guard.

The additive full time manning (AFTM) program was initiated in December 1979 to improve the readiness of high priority units through the employment of full time military personnel at the unit level. The program, which includes both Guard and active Army personnel was designed to provide needed support to the unit commander in the areas of training, administration, supply and maintenance. The individuals, while assigned to Command and Control tables of distribution and allowance (TDA) to preclude blocking promotion opportunity for unit personnel, are assets of, and under the direct control of the unit commander. During FY 80, resource availability (1,108 Guard and 624 active Army personnel) limited the program to only the highest priority units; however, it will be expanded in future years.

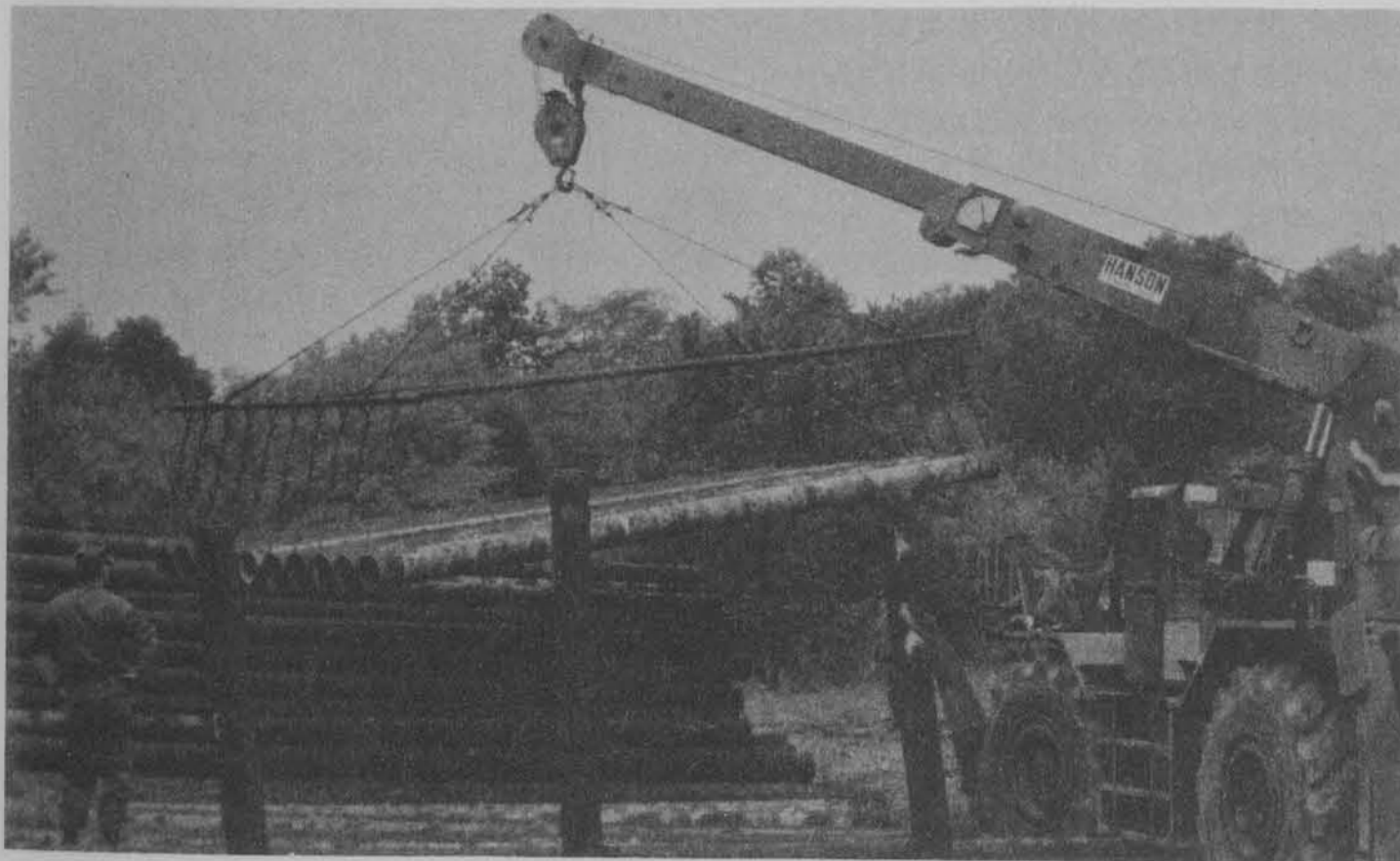
On 30 June 1980, the ARNG completed the second year of an abbreviated two year test of the conversion to full time military (CFTM) program. The test, directed by Congress, was designed to ascertain the ability of the other reserve components to attract personnel in a full time military status to fill vacant technician positions in a full time status. During the test period, the ARNG converted 3,218 technician positions. At the end of FY 80, personnel in full time military status represented approximately 11 percent of the technician force. A detailed evaluation of the test program has been conducted, the results of which will be combined with those of the other reserve components and provided by the office of the Secretary of Defense (OSD) to Congress by 31 December 1980.

1

CH-47 "Chinook" of the Army National Guard.

2

Members of Kentucky's 201st Engineer Battalion loaded and transported pipes to avert a serious water shortage in three Kentucky communities.





# Air National Guard

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The Air National Guard (ANG) flying units closed FY 80 with an unprecedented 98 percent combat ready status. Modernization of the ANG aircraft inventory was further enhanced during the year with the acquisition of 30 F-4Ds and 72 new A-10 aircraft, bringing the ANG aircraft inventory to more than 1,500.

Total Force policy has had a dramatic impact on the ANG. That policy directs that the ANG be manned, trained, and equipped comparable to the active duty forces. This plus emphasis on realistic exercises and training enable ANG units to obtain and maintain a level of combat readiness that provides credibility to the total force concept.

Missions of ANG units are multifaceted. Tactical fighter units provide close air support of ground units in the front area and interdiction behind enemy lines. Recent conversions of many units to the F-4 is further expanding the ANG TACAIR capability. Tasking ranges from Rapid Reactors to participation in the newly formed Rapid Deployment Force (RDF).

ANG C-130 units provide a much needed boost to the worldwide airlift forces. Air Defense F-101, F-106, and F-4 units support 24-hours alert commitments. The ANG KC-135 units are an active component of the Strategic Air Command's (SAC) Single Task Force commitments and all 13 ANG units support SAC's Single Integrated Operational Plan (SIOP) with a continuous alert line.

Communications, electronics, and meteorology units continued to upgrade their combat readiness capability through effective recruiting, training, organizational efficiencies, and equipment modernization. Outstanding communications unit support of seven major European exercises during FY 80 furnished further proof of the professionalism and importance of their contribution.

The ANG completed FY 80 with a Category "A" aircraft accident rate of 3.1 while flying 393,252 hours compared to 3.4 while flying 380,102 hours.

The ANG exceeded the programmed end strength of 94,000 and ended FY 80 with 96,283, the highest overall strength in the history of the ANG. The recruitment of minorities and women was again successful. The retention rate fell slightly from 64.8 percent in FY 79 to 61.4 percent in FY 80. Prior service gains were slightly below the FY 80 goal, however, the nonprior service goal was exceeded and the highest number of nonprior service individuals were recruited since FY 72.

Minority strength in the ANG continued to increase in FY 80 reflecting a year end total of 13,511 of 14 percent of the ANG force. Of this 6.98 percent are blacks, 4.09 percent hispanics, and 2.99 percent are other ethnic minorities. Guard women continued to increase in number and at year end made up 8.54 percent of the ANG.

In an effort to increase minority officer representation, emphasis continued to be placed on the recruitment of minority officers. The special minority officer team at NGB provided specific assistance to a number of states during the year. Minority officer strength increased during FY 80 to 6.16 percent of the ANG officer corps.

ANG technician representation reflects 6.3 percent minorities and 8.16 percent women. NGB, with the recent assistance of the EEOC, is developing new plans and policies to increase the representation.

During FY 80 the ANG conversion program from technician manning to military full-time active duty provided additional opportunities for minorities and women in full-time positions.



# Comptroller

## Budget

### ANG Financial Overview

The Major federal sources of Air National Guard (ANG) funding are the Operation and Maintenance (O&M), Military Personnel (MILPERS), and Military Construction (MILCON) appropriations. The O&M account is the largest appropriation and is used to finance the day-to-day operating and maintenance costs of ANG activities. These funds include amounts for the pay of civilians and air technicians, contract services for maintenance of equipment and facilities, fuel, supplies, and repair parts for weapon systems and equipment. Fiscal Year 1980 (FY 80) obligations amounted to \$1,282,611,593. The MILPERS account finances ANG pay and allowances including clothing, subsistence, and travel expenses, as well as active and inactive duty training costs. MILPERS obligations in FY 80 were \$299,467,697 and supported an average strength of 94,351 Air Guard members. The MILCON account supports major and minor construction of ANG facilities. Over 80 percent of FY 80 MILCON obligations of \$18,152,916 were devoted to major construction projects. Fiscal Year 80 obligations for these three federal appropriations totaled \$1,600,232,206.

Other sources of ANG funding are the Other Procurement, Air Force Appropriation and substantive contributions by each of the 50 States, District of Columbia, The Virgin Islands, and Puerto Rico. The amounts of these state contributions are not available but all obligations of Federal funds are shown in Table 1, Appendix G. The total FY 80 obligations for Other Procurement were \$1,326,806. This account finances miscellaneous items of equipment costing more than \$1,000.

### Budget Highlights

The President's Budget for FY 80 totaled \$1,343,000,000. This included requirements for Military Personnel, Operation and Maintenance, and Military Construction. The budget was based on approved force structure of 91 flying units and contained funding for 92,583 military average strength and 397,991 flying hours.

Supplemental appropriations were approved by Congress as follows:

	1980
Military Pay Raise	\$19,760,000
General Schedule Pay Raise	12,600,000
Wage Board Pay Raise	11,100,000
Fuel Price Increases	127,000,000

In addition to the supplemental appropriations, the Air National Guard Operations and Maintenance appropriation was authorized an additional \$44,235,000 in R.S. 3732 (Food and Forage Act) authority for the purpose of accommodating increased fuel costs.

In other FY 80 actions, the Congress reduced O&M funds by \$7.1 million. This reduction was keyed to contractual purchases, stock funded supplies, administrative and overseas travel, indirect state costs, and overtime pay. Contractual purchases were reduced by \$3.8 million. Included were personal service contracts, custodial and maintenance contracts, engineering support, etc. Congress determined that the services' budget request would allow many of these contracts to increase by 10 to 30 percent at a time when "in-house" labor costs were being capped at seven percent. The Congress saw no reason to allow these "quasi-government" employees to have unlimited pay raises when government employees were being held to a

seven percent pay raise. Thus, their intention was to hold the lid on pay raises through the contract mechanism in the same manner as they capped other government pay raises.

Congress reduced stock funded supplies on the basis that cash balances from the stock fund would be adequate given the additional funding for fuel cost increases. Congress imposed a further reduction (\$550 thousand) in administrative travel over the FY 79 level as well as curtailing overseas travel by \$100 thousand. The reduction in overseas travel was made on the basis that more training should be performed in the United States. In the indirect state costs area, Congress deleted \$1.3 million in funding to cover expenses previously paid by the states. The reduction in overtime pay (\$63 thousand) followed congressional intent to further tighten the procedures on overtime payments.



A1C Robert W. Hinds is shown as he makes some adjustments on an RF-4C. A1C Hinds is a jet engine mechanic with the 117th CAM Squadron, Alabama Air National Guard.



In addition to the preceding reductions, the O&M account was further reduced by \$2,000,000. This was associated with a \$1.0 million reprogramming action linked to the Military Full-Time Training and Administration (MFTTA) test and a \$1 million Office of the Secretary of Defense (OSD) imposed reduction due to a congressional rescission on furniture procurement.

In the Military Personnel appropriation, Congress reduced funding by \$1.0 million. This was associated with congressional desire to reduce administrative travel by 20 percent. In a supplementary action, Congress approved an additional \$1.0 million for the MFTTA test as well as a \$6.6 million reprogramming action in recognition of strength gains.

In the Military Construction Program (MCP), the Congress appropriated \$36.0 million. Included in this amount was \$6.0 million added by the Congress for eight major construction projects.

Fiscal Year 1980 reimbursable obligations for the support of other agencies, and not included below, were \$9,443,000 in Operation and Maintenance and \$248,000 in the Military Personnel appropriation.

## Accounting and Finance

During FY 80 the ANG continued emphasis on improvements in management of financial data. Efforts were continued to standardize ANG financial data elements with those used by the Air Force. The ANG began replacing computer remote terminals used by Base Accounting and Finance activities with the more efficient TD832, Cathode Ray Terminal with printer. A revised financial reporting system called Data Base Transfer was implemented by the ANG at the same time Air Force implemented it.

## Data Automation

During the past year the Remote Job Entry Terminal System (RJETS) enhancement program, which allows unit supply to be in-line to the U1050 computer while other automated data processing (ADP) applications are processed, was completed and is working well. The Maintenance Management Information and Control System (MMICS) is one-third implemented and is expected to be completed as scheduled in 1982. At year end, five navigation simulators for air refueling units were in place, with the balance expected in ninety days. This micro

computer, located in Air Operations, will permit navigators to "fly" simulated missions.

Each of the above systems expanded our ADP capability at the Air National Guard (ANG) unit level. The following systems implemented at the Bureau were aimed at improving our overall command-level processing capability and providing better service to unit level management. An on-line funds issuance system operating between National Guard Bureau (NGB) Budget and the Air National Guard Comptroller Support Center (ANGSC/AC) in St. Louis is providing more timely documents to unit Comptrollers. The Air Operations Center (ANGSC/XOT) at Andrews AFB Maryland is undergoing conversion to a fully automated system. Expected to be completed in December 1980, it will provide both greater capability and an expanded capacity.

The computer destroyed in the 1979 fire at St. Louis will be replaced by a Honeywell Level 6. This new state-of-the art system will connect, via high speed telecomm lines, to the Regional Computer Center (RCC) at Peterson AFB, Colorado. When fully operational it will provide command level computing capability to the St. Louis operation.

## FY 80

	<i>National Guard Personnel</i>	<i>Operational and Maintenance</i>	<i>Military Construction</i>	<i>Total ANG Appropriation</i>
President's Budget	\$273,500,000	\$1,039,500,000	\$30,000,000	\$1,343,000,000
Initial Congressional Appropriation	272,500,000	1,089,687,000	36,000,000	1,398,187,000
Prior Year Carryover	-	-	14,118,702	14,118,702
Supplemental Appropriations	19,760,000	150,700,000	-	170,460,000
R.S. 3732 Authority	-	44,235,000	-	44,235,000
Other Congressional Actions	7,600,000	-2,000,000		5,600,000
<b>Total</b>	<b>\$299,860,000</b>	<b>\$1,282,622,000</b>	<b>\$50,118,702</b>	<b>\$1,632,600,702</b>



## **Programs**

During FY 80 the ANG maintained its 91 flying squadrons organized under 67 groups and 24 wings while converting five units to newer aircraft. The 235 independent non-flying ground support organizations were also maintained. See Tables 2, 3, 4, and 5, Appendix G.

## **Manpower and Personnel**

### **Personnel Strengths and Manning Levels**

During Fiscal Year 1980 (FY 80), the Air National Guard exceeded the programmed end strength of 94,000 and ended the fiscal year with 96,283 on board. The average strength achieved was 94,351 or 101.3 percent of the congressional average floor. See Table 6, Appendix G. Although overall strength exceeded levels, critical shortages continue to exist in certain career areas.

The recruiting of minorities and women was again successful. A net gain of 900 minorities and 1,010 women was achieved. Retention fell slightly from 64.8 percent in FY 79 to 61.4 percent in FY 80 with fewer numbers of individuals with expiration of term of service dates.

FY 80 yielded the highest number of non prior service individuals recruited since FY 72. Prior service gains were down slightly from FY 79 and fell short of the FY 80 goal. This can be attributed to the drying up of the Air Force early release Palace Chase program. Only 4.8 percent of our prior service gains came from Palace Chase as compared to 22.4 percent during FY 79. However, vigorous recruiting efforts has allowed the Air National Guard to attain the highest strength level in its history. See Tables 7 and 8, Appendix G.

## **Recruiting**

The Air National Guard ended FY 80 with 101.3 percent of the programmed end strength level. Although recruitment of enlisted blacks and women was very successful, total recruitment became more difficult as the market continued to diminish. During FY 80 the Palace Chase program has been reduced drastically adding an additional strain on the recruiting market. Recruiting efforts have been targeted toward our critical skills shortages. These types of precision recruiting tactics indicate a reversal in recruiting market trends. New programs which have been established, such as the Minority Officer Recruiting Team, have had a successful impact on the Air National Guard's officer strength levels. The retention rate for FY 80 has shown a slight decrease since FY 79. With the implementation of the Retention Noncommissioned Officer (NCO) program designed by NGB, we feel an upswing in retention can be expected.

### **Air Technician Program**

The assignment of additional complex modern aircraft and other new equipment has caused full-time manpower requirements to continue to increase in FY 80. However, due to the Presidential civilian hiring limitation imposed in February 1980, and the enlargement of the full-time military program in lieu of air technicians, the 30 September 1980 strength of 21,815 is 656 lower than end FY 79.

### **Military Full-Time Training and Administration Test Program (MFTTA)**

The Congressionally directed (House Report 95-1398 and 96-450) Military Full Time Training and Administration (MFTTA) test period ended 30 June 1980. At the completion of the test period, a total of 123 officers and 623 airmen were

participating, representing a wide range of Air Force Specialties, and all military grades of E-1 to O-5 inclusive. MFTTA participants were employed in all 50 states, the District of Columbia, Virgin Islands, and Puerto Rico. The final report with findings, conclusions, and recommendations was transmitted to USAF and OSD on 22 August 1980. Congress will evaluate the consolidated OSD report, and provide final guidance for using MFTTA personnel for Full Time Unit Support positions after 31 March 1981.

### **ANG Civilian Personnel Activity**

During FY 80, ANG Title 5 civilian personnel strength increased from 1,250 employees to approximately 1,670. The largest increase (355 civilian positions) resulted when ANG became the single manager of Rickenbacker AFB, Ohio. Absorption by the ANG of many of the residual housekeeping functions which had been performed by Tactical Air Command (TAC) at Otis AFB, Massachusetts, resulted in bringing an additional 59 civilian positions into the 102d Fighter Interceptor Wing (FIW) and the dissolution of the TAC organization at Otis. Six Title 5 civilian firefighter positions were also added at Cheyenne Municipal Airport, and arrangements were made for F.E. Warren AFB, Wyoming Central Civilian Personnel Office (CCPO) support for these positions.

With the addition of employees at Rickenbacker and Cheyenne, the number of field installations where ANG Title 5 positions are located increased from 9 to 11. As of the end of FY 80, ANG CCPO's provided civilian personnel support to approximately 700 Title 5 employees assigned to various major air commands (MAJCOMS). In turn, approximately 850 ANG Title 5 employees receive civilian personnel service from the nearest Air Force CCPO's.



The Air National Guard Civilian Personnel Activity (ANGSC/MPK) at Andrews AFB, Maryland, coordinated with the Directorate of Civilian Personnel at Headquarters, United States Air Force (HQ USAF) (AF/MPK) and Davis-Monthan AFB, Arizona, in arranging for a civilian personnel task force to conduct a mock reduction-in-force (RIF) at Rickenbacker. The mock RIF results will be used to estimate civilian personnel costs involved for employees in six major functions at Rickenbacker, and this estimate, with other comparative analyses will determine the economic feasibility of contracting out these functions.

Implementation of the Civil Service Reform Act (PL 95-454) resulted in significant changes in the merit system for higher level managerial and supervisory employees effective 1 October 1980. ANGSC/MPK staff attended Air Force seminars on merit pay changes and provided advice and guidance to ANG management officials in establishing a merit pay unit for the 54 participating employees involved throughout the ANG.

A Presidential freeze on hiring Title 5 employees was begun during FY 80 and it remains in force. The limitation on civilian hiring is closely monitored by HQ USAF and has adversely affected the ability of some ANG installations to hire Title 5 civilians into vacant positions. Numerous civilian positions were vacated in FY 80 by key personnelists in ANG who departed for improved career opportunities, including promotions. Many of these positions at ANGSC/MPK, Selfridge and Rickenbacker, remain unfilled and have resulted in reduced ability of the remaining CCPO staff to respond fully to meet managerial needs and administrative requirements.

The Title 5 classification program continues to be well accepted by Title 5 employees who did not file formal classification appeals during the fiscal year.

Monitoring of this program revealed that there was evidence of sound and effective classification and wage administration by ANG CCPO's, and Base Commanders certified that all position classification surveys were completed on schedule, and positions were accurately classified. A review of position management has indicated that the average grade has begun to move upward. To reduce grade creep, ANGSC/MPK plans to work with manpower to formulate a formal position management program designed to review organizational initiatives which tend to result in grade escalation.

Activity in the Labor Management Relations (LMR) function continued at Otis AFB, Massachusetts where the American Federation of Government Employees (AFGE) filed a petition questioning whether the newly assigned Precision Acquisition Vehicle Entry Phased Array Warning System (PAVE PAWS) tenant should be part of the existing bargaining unit. An election was conducted at the direction of the Federal Labor Relations Authority (FLRA) to determine whether a majority of the employees desired to be part of the existing bargaining unit, or to constitute a separate one under AFGE. The vote was in favor of a separate unit under AFGE, and the unit was designated Local 3004 with 86 members. Immediately after obtaining exclusive recognition, the local unit requested that a formal written agreement be negotiated. Negotiations are now proceeding and ANGSC/MPK is providing advice and guidance, and will review and approve or suggest changes to the proposed agreement.

Title 5 Stay-in-School Program spaces allocated by HQ USAF to ANG CCPO's were fully utilized this year, as they had been in the past years. Because of the continued full utilization by ANG of these spaces, HQ USAF has been requested to add 15 additional spaces to next year's allocation.

The ANG EEO Program for Title 5 civilians was characterized by increased activity stemming from a variety of factors: the addition of new programs such as the Federal Equal Opportunity Recruitment Program (FEORP), a two-phased Affirmative Action Plan, more frequent and varied reports, an additional category for discrimination complaints, and greater use of the complaint system by Title 5 employees in filing discrimination complaints. FY 80 was a transition year in that the Equal Employment Opportunity Commission began reviewing Federal Affirmative Action Programs and providing federal agencies with more detailed information regarding those areas upon which it would focus increased attention. This viewpoint was presented at an EEO seminar sponsored by HQ USAF, and attended by civilian personnel and EEO representation from ANGSC/MPK. The NGB Office of Human Resources and ANGSC/MPK also participated in a review of the Selfridge EEO Program and conducted an EEO workshop for top management and interested minority group leaders in the community.

The Training Program for Title 5 employees increased in activity during the year particularly in the civilian personnel area because of new employees entering on duty and changing programs brought about by implementation of Civil Service Reform Act. More than 160 employees requested Air Training Command (ATC) courses, however only half of these requirements were met due to continued reductions in ATC training quotas.

### **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. Seven officers and 296 airmen were screened out of the Air National Guard program during FY 80.



**Full Time Active  
Duty Program**

A full-time active duty program continued into FY 80. The Air National Guard employed 1,560 individuals under this program. These full-time activity duty tours are being utilized where necessary increases occur in full-time manpower requirements driven by modernization or new equipment. Additionally, USAF direct mission support requirements, such as security and detached alerts are supported from this account.

**Surgeon**

Training opportunities for Air National Guard (ANG) health professionals continue to grow. Both individual and unit training programs have provided new challenges and chances for training in active force facilities. During FY 80, three units were selected to participate in overseas training activities. Duty was performed at Lakenheath, England, Torrejon AB, Spain and Hahn AB, Germany. Two individual

1  
*A-7D "Corsair" from the 114th Tactical Fighter Group, South Dakota Air National Guard.*

2  
*A-10's from the 103d Tactical Fighter Group, Connecticut Air National Guard.*





training programs have also enhanced training opportunities. One began this year, the Individual Overseas Annual Training (LOSAT) program. This program allows individual health professionals to deploy to overseas locations with their parent air refueling Group/Wing during Tanker Task Force deployments to United States Air Force Europe (USAFE) and North Atlantic Treaty Organization (NATO) countries. Individuals are selected on the basis of the needs of the deployment location hospital.

Augmentation of active USAF medical facilities under the temporary tours of active duty program (TTAD) continues to be a valuable tool to the active force and the Air National Guard. Support and assistance provided by ANG professionals continue to allow active duty facilities to maintain their mission capability, provide continued care for eligible beneficiaries and invaluable training and experience for Air Guard members. During FY 80 a total of 1,783 mandays were utilized by ANG professionals in support of the program.

The Air National Guard supported the Cuban Refugee program. Medical support necessary for these people was provided at Eglin AFB, Florida. The problem was greatly reduced when the members of the 156th Tactical Clinic, Puerto Rico Air National Guard, volunteered its service to Eglin. The unit was cited for its exceptional performance of 30 days while on temporary duty (TDY) at Eglin. Their compassion for less fortunate people was evident in the outstanding manner in which they provided medical support. Many other units have continued to provide outstanding medical support to local communities, health screening projects of medical support for civil disturbances.

Recruiting and retention of physicians and medical professionals continues to be of major concern within the ANG medical service. Many new initiatives have

alleviated the physician shortage. Authority was granted for ANG medical units to recruit as many physicians as practicable. These authorizations would then be counted against total ANG mobilization needs. Another innovation during FY 80 is the Early Commissioning Program for Physicians. This program allows for recruitment of third and fourth year medical students as Medical Service Corps Officers (MSCs). Upon completion of requisite professional training, they are recommissioned as Medical Commissioned Officers. This provides the ANG a source of future physicians.

Retention of physicians continues to be a problem within the regular Air Force and the Air National Guard. In conjunction with the USAF, the ANG Medical Service is now participating in a new program instituted by the USAF Surgeon General, Project Keep Each Eligible Person (KEEP). The responsibility for retention of all health professionals is the duty of each and every health professional.

Efforts are currently underway to appoint a full-time ANG medical recruiter. This should greatly enhance the recruitment of physicians and medical personnel.

Medical materiel problems continue to plague the ANG medical service. The sometimes antiquated equipment in many facilities needs to be replaced. As a result of funding availability, many innovative and less costly ways of providing medical support had to be found. Utilization of active Air Force medical supply and equipment accounts has enabled the ANG hospitals and clinics to provide better and more timely support to ANG units. Active Air Force Medical Equipment Repair Center personnel have provided ANG medical facilities with much needed equipment upgrading and repair. This has enabled the ANG to utilize equipment longer until necessary funding for replacement can be legislated.

Increased recruiting efforts in

the Bioenvironmental Engineering (BEE) area during the past year resulted in a 25 per cent increase in filling authorized positions. For the first time ever Air National Guard BEEs attended the active duty BEE course at the School of Aerospace Medicine, Brooks AFB, Texas. Additional emphasis in this area has been prompted due to greater requirements in the Air Force Occupational Safety and Health (AFOSH) program, promulgation of the Resources Conservation and Recovery Act (RCRA), and increased responsibilities for medical unit readiness training in chemical warfare.

The first all ANG Chemical Warfare Medical Instructor Class was held at Brooks AFB, Texas in August. Twenty-four ANG environmental health technicians attended the course. Efforts are underway to realign ANG veterinary resources in accordance with new congressional and Department of Defense directives. The Air Force Veterinary Corps was abolished in March and all veterinarians (active, ANG and Reserve) transferred to the Biomedical Sciences Corps.

The 135th Tactical Clinic at Glenn L. Martin Airport, Baltimore, Maryland, is participating in a test of the Standardized Occupational Health Program conducted by the USAF Occupational Environmental Health Laboratory. The 135th is participating along with four active duty medical facilities and one reserve base.

Due to numerous problems the Air Force Unit Status and Identity Report (UNITREP) had to be delayed until October 1980. A test report was processed in September but proved less than successful. Future manning and training problems will be identified with this report. Resource efforts can then be diverted to these areas and help to provide a better prepared mobilization force.

A change in the Aeromedical Evacuation crew configuration was programmed for implementation



on 1 October 1980. This reconfiguration changed the tactical crews to meet the needs of the USAF. This change will add a total of 134 officers and 134 airmen positions to the Air Evacuation units unit detail lists (UDLs) over the next four years.

## Aerospace Safety

The Air National Guard completed FY 80 with a Category "A" aircraft accident rate of 3.1 while flying 393,252 hours. This reduction in accident rate was achieved while continuing to expand realistic war-time training. ANG units expanded the Deployed Operational Concept for Operational Readiness Inspection. During FY 80, deployment to ANG permanent field training sites was accomplished by the majority of the units receiving an Operational Readiness Inspection.

In 1980, the Office of Aerospace Safety established new safety award named for former Director Maj. Gen. John J. Pesch. The award consists of a trophy presented annually to the unit(s) judged to have demonstrated high standards of flight safety for a sustained period. This year two units, the 138th Tactical Fighter Group, Tulsa, Oklahoma, and the 172th Tactical Airlift Group, Jackson, Mississippi, were presented trophies at the National Guard Association convention. Both units have exceeded 100,000 hours of flying without a class A mishap.

The following Department of the Air Force awards were earned by Air National Guard units.

- USAF Flight Safety Plaques. Awarded for meritorious achievement in mishap prevention; 109th Tactical Airlift Group, Schenectady, New York; 116th Tactical Fighter Wing, Dobbins AFB, Georgia; 154th Composite Group, Hickham AFB, Hawaii; 170th Air Refueling Group, McGuire AFB, New Jersey; 118th Tactical Fighter Group, Fort Smith Arkansas; 191st Fighter Interceptor Group, Selfridge ANGB, Michigan.
- USAF Missile Safety Plaque. Awarded for outstanding achievement and contributions to missile safety: 144th Fighter Interceptor Wing, Fresno, California.
- USAF Explosive Safety Plaque. Awarded for outstanding achievement and contributions to explosive safety: 123d Consolidated Aircraft Maintenance, Standiford, Kentucky.
- National Safety Council Awards. Award of Honor: 188th Tactical Fighter Group Fort Smith, Arkansas; 189th Air Refueling Group, Little Rock AFB, Arkansas; 217th

Electronics Installation Squadron Chicago - O'Hare, Illinois. Award of Commendation: 128th Tactical Control Flight, Gen Mitchell ANGB, Wisconsin; 216th Electronics Installation Squadron, Hayward, California; 251st Combat Communication Group, Springfield, Ohio.

## Plans, Operations and Readiness

### Tactical Reconnaissance (TAC/RECCE)

The primary mission of TAC/RECCE units is to provide timely intelligence to satisfy the requirements of tactical field commanders.

The Air National Guard (ANG) provided 57 percent of the total force tactical reconnaissance in Fiscal Year 1980 (FY 80). Certain ANG reconnaissance units have been designated as rapid reactors as well as being part of the World Wide Deployment Force (WWDF).

In FY 80, TAC/RECCE units answered numerous active duty requests as well as providing damage assessment for Hurricane Allen and Titan missile disaster.



A U.S. Army and San Fernando Clinic ambulance from Panama City await the off-loading of five injured Chinese seamen from an Air National Guard C-130 Hercules cargo aircraft. The seamen were burned when an engine exploded on the People's Republic of China ship "Anji Hai." The aircraft was from the 164th Tactical Airlift Group, Memphis, Tenn., and aircrew from the 139th TAG, St. Joseph, Mo.



## Aerospace Defense Forces

The ANG provided 60 percent of the dedicated air defense forces for the continental United States. Ten units, flying F-4, F-101, and F-106 aircraft, provide two aircraft each and two units have an additional two aircraft on alert at detached locations to provide peacetime air sovereignty for the continental United States. The Hawaii Air National Guard provides aircraft, ground radar, and crews to operate the Hawaiian Air Defense system and is responsible for the entire air defense of Hawaii.

The ANG also has the only dedicated electronic countermeasures (ECM) flying unit in the United States Air Force. The unit, flying the EB-57, supplied realistic ECM training to air defense forces in the continental United States, Alaska and Iceland.

In June, the 154th Composite Group of the Hawaiian ANG deployed to Guam to exercise the Guam air defense net and to obtain ECM training from Guam based B-52s. The unit then deployed to Japan for dissimilar air combat training with the Japanese Self Defense Force.

### Close Air Support

Air National Guard A-7 and A-10 units' primary mission is to provide close air support to Army ground operations. The unique GAU-8 30MM A-10 gun provides an effective system against enemy armor. The A-10 is designed to operate from marginally improved forward operating locations with minimum maintenance support. This capability enables it to respond rapidly to changing military scenarios. The A-7 automatic weapons delivery system is lethal against ground personnel and equipment.

During FY 80, ANG units provided 50 percent of Ninth Air Force and 80 percent of Twelfth Air Force requirements for close air support and they continued to participate in RED FLAG and numbered Air Force exercises. Units also provid-

ed support for the Forward Air Control Course at Patrick AFB, Florida. ANG A-7 units provided continued rotation to Panama for defense of the canal in the event of hostilities and to support the 193rd Infantry Brigade.

### KC-135 Refueling Activities

The thirteen KC-135 units primary mission is to provide strategic refueling in support of Strategic Air Command's Single Integrated Operational Plan (SIOP). During FY 80, each unit provided aircraft and crews to support one continuous line of SIOP alert. The alert crew and aircraft are capable of immediate response to short-term enemy attack warnings.

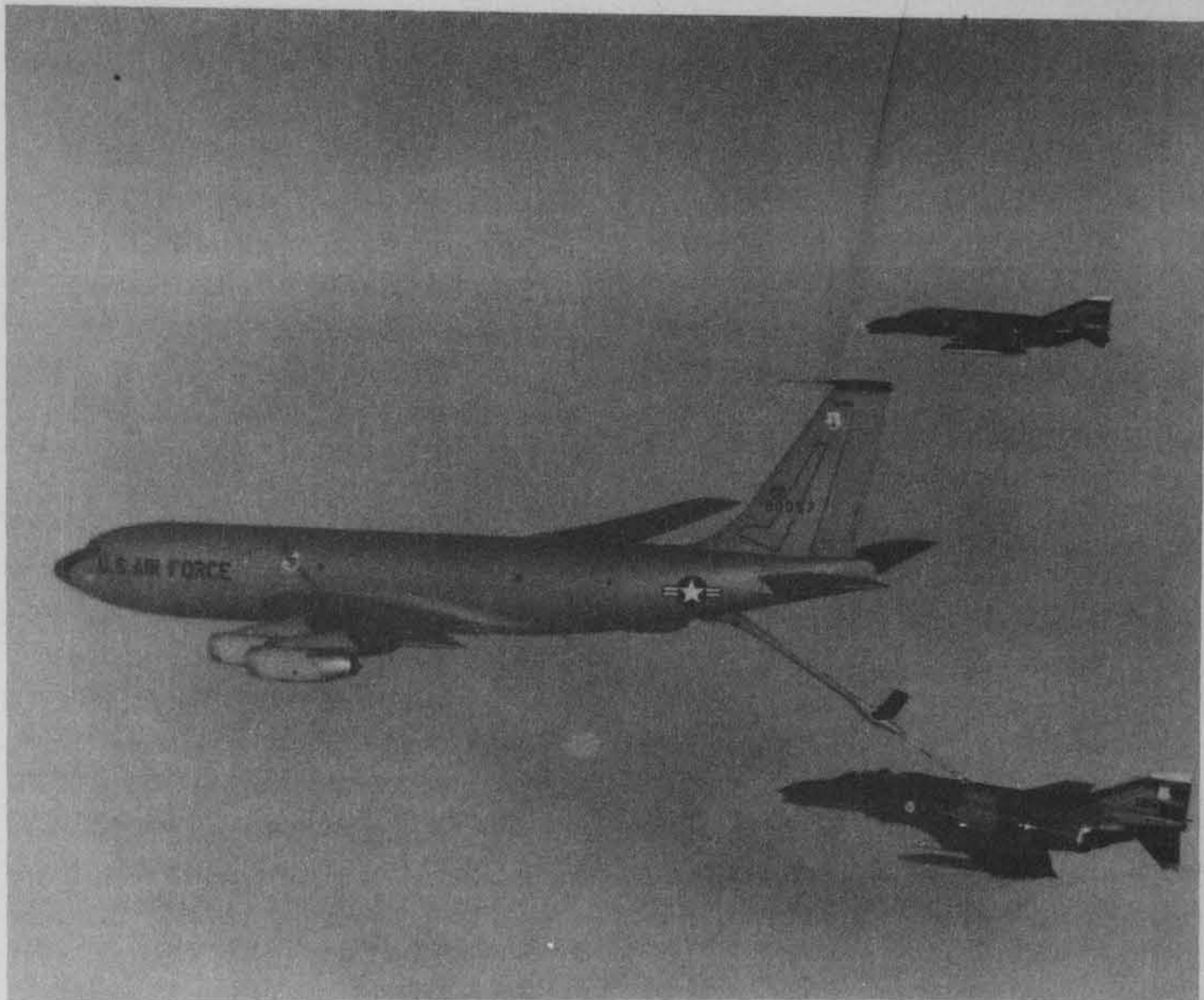
ANG KC-135 units also support the European Tanker Task Force with two deployed aircraft and crews for all of FY 80. In addition, units support numerous other higher headquarters deployments and exercises.

For the first time, ANG units par-

ticipated in RED FLAG exercises with outstanding results. The personnel and aircraft from four units; the 141st Air Refueling Wing, the 161st Air Refueling Group, the 134th Air Refueling Group, and the 151st Air Refueling Group deployed to March AFB, California for staging. In one month the four units combined to fly 100 percent of tasked sorties and offloaded more than 9.5 million pounds of fuel.

### Strategic Air Command (SAC) Bombing / Navigation Competition

Each year SAC sponsors bombing and navigation competition for all SAC assigned bomber and tanker units as well as those of the United Kingdom. In the FY 80 competition, the 157th Air Refueling Group, the KC-135 unit at Peace AFB, New Hampshire ANG, won the Tanker Navigation Trophy and finished a very close second for the highly prized Saunders Trophy.







1

KC-135 from the 141st Air Refueling Wing at Fairchild AFB, Washington refueling F-4s from Fargo, ND.

2

RF-4s from the 123d Tactical Reconnaissance Wing Louisville Kentucky.

## **Aerospace Rescue and Recovery Service (ARRS)**

The ARRS-gained ANG rescue units at Suffolk County, New York and Moffett NAS, California provided real-time mission support to the search and rescue mission. Utilizing both the C-130 and the HH-3E helicopters, the units were credited with saving 53 persons from life and death situations. They were also credited with 19 persons found during Search and Rescue (SAR) activities.

The 106th Aerospace Rescue and Recovery Group ARRG further distinguished itself by having a member selected ARRS Pararescueman of the Year.

## **Communications, Electronics and Meteorology**

During FY 80, much was accomplished, and planning continues for the Communication, Electronics, and Meteorology (CEM) units that make up 20 percent of the ANG. These units continue to become more essential to the execution of national policy in the event that the world situation dictates a total or partial mobilization. In order to prepare for this possibility, every opportunity is sought to build combat readiness through more effective recruiting and training, equipment modernization, and organizational efficiencies. As a result of more specific tasking of CEM units in major war plans, training standards are coming to be better focused and field exercises more realistic and demanding.

The ability to survive a chemical-biological-radiological attack was

significantly improved during FY 80 through the purchase of specialized equipment and clothing. Specific accomplishments follow for each of the six types of CEM activities.

## **Base Communications**

Fixed communications at ANG bases usually are provided by a communications flight associated with the host flying unit. The multi-year improvements in telephone and message services are largely completed. In general, base communications at ANG bases are very adequate. Normally, the equipment is leased with only items such as cryptographic and tactical equipment being government furnished. Recent and planned efforts concentrate on finding ways to continue adequate service while reducing operating costs through economic analysis and competitive bids.

Part of the communications flight at each base is available for world wide tasking upon mobilization; in some instances they continue to support the deployed host flying unit. To train for this mission, they participate in numerous CONUS and some overseas exercises to satisfy specific training needs.

## **Electronic Installation (EI) Squadrons**

The nineteen ANG Electronic Installation (EI) squadrons provided 56,000 mandays to the Air Force to accomplish engineering and installation projects - they received outstanding training in the process. These units are especially important to our national defense

## **C-130 Activities**

In FY 80, the Air Guard C-130s of the tactical airlift force, in conjunction with completion of their training requirements, flew support for ARNG and ANG unit training and deployments. They were able to provide extensive assistance to active force requirements through airlift support of the Arctic Dewline sites, suppressing forest fires, augmenting MAC transportation needs in the United States and overseas, as well as providing semi-annual rotational assistance and airlift support to the Southern Command. The Pennsylvania ANG EC-130s provided their singularly unique mission to Department of Defense activities in exercise participation throughout the world.

The conversion of the 135th Tactical Airlift Group, Baltimore, Maryland to the C-130, removed the last C-7A from the ANG.



because they comprise fifty percent of the Air Force's EI capability to install and restore CEM facilities during combat. One unit, the 241st EI Squadron from Tennessee, was the first ANG EI squadron to deploy to Europe under simulated combat conditions. Upon arrival, they were briefed on the tasks to be done, such as replacing simulated destroyed radio antennas, and sent to work. Their accomplishments were impressive and this first deployment was a success. The National Guard Bureau and the Air Force Communications Command will plan future exercises of this type to further improve readiness.

### **Weather Units**

The ANG weather force remains constant at 39 flights and 1 squadron, however, there was a major change in the mission of these flights during FY 80. Previously, all but eight flights were trained to support air units. However, due to changing worldwide requirements, the Air Weather Service, part of the Military Airlift Command, tasked all but two of the 39 Weather Flights to deploy with Army field units. During the FY 80 annual field training of these units, significant progress was achieved towards developing the capability to adequately support the Army mission, however, there continues to be a shortage of field equipment that is to be provided by the Army.

### **Combat Communications Units**

The fifty-four Air National Guard Combat Communications units are about seventy percent of the capability of the total force. During FY 80, contracts were awarded for new AN/TRC-97 tropospheric scatter wide band radios and AN/TSC-62 technical control units. This equipment will be delivered in FY 81 and will provide sophisticated communications in a tactical theater. In addition, initiatives were examined to further modernize these units with the transfer of more capable equipment from the regular Air Force. Manpower requirements are expected to remain nearly constant as the new equipment replaces obsolete items, some of which date from the 1950s.

Fourteen ANG units are organized, equipped and trained to provide Combat Air Traffic Control for bases in a tactical theater. Air Traffic Controller training is especially challenging for the part-time Guardsman. To help solve this problem, the National Guard Bureau and Air Force Communications Command have jointly sponsored a concentrated program for ANG unit annual field training. This program has improved training for the controllers significantly during the past several years and FY 80 air traffic controller training program at Volk Field Training Site, Wisconsin was exceptionally effective and successful.

ANG combat communications are especially useful during state emergencies. These units provided communications to assist during forest fires, floods and mudslides. The 252 Combat Communications Group in Washington was unusually challenged when they were tasked with providing emergency communications for the search and rescue of Mount St. Helens volcano victims.

The Virgin Islands received its first Air National Guard unit when its 285 Combat Communications Flight was federally recognized on 7 May 1980.

### **Tactical Air Control System (TACS)**

By the end of FY 80, all but two of the twenty-six ANG Tactical Air Control System radar units had converted to new AN/TPS-43E three dimensional tactical radars. This state-of-the-art radar improves the mission capability of the ANG with its higher operational ready rate and increased control capability provided by the greater number of control positions.

A contract has been awarded which will add fourteen AN/TRC-97 tropospheric scatter radios to fill a major portion of the shortages in Air National Guard TACS units.

The FY 80 budget required a reduction of 1,426 ANG military and 128 air technician authorizations. This reduction was completed on schedule and the people were largely absorbed into other



*The 144th Fighter Interceptor Wing (the "Golden Bears"), California Air National Guard outflew and outgunned all competitors to win overall honors in the 1980 William Tell aerial shootout. Pictured is the F-106 Delta Dart.*



units to fill vacancies.

The readiness of ANG TACS units at the end of FY 80 was at an all time high. They demonstrated their capabilities when, for the first time, ANG units completed the electronic interconnect to successfully work with the E-3A Airborne Warning and Control System (AWACS).

### **Aircraft Control And Warning (ACW)**

The ANG has four fixed Aircraft Control and Warning radar sites, two in Hawaii and two in Puerto Rico. These sites provide the radar and control capability for the air defense of Hawaii and Puerto Rico. One of the two sites in Puerto Rico has yet to be modernized, however, there has been progress towards installing modern search and height finder radars at the Northwestern tip of Puerto Rico. In Hawaii, a proposal to automate the radar data in the Hawaii Air Defense System is being reviewed for technical feasibility and cost effectiveness.

### **T-43 Operations**

The six Air National Guard T-43 aircraft completed the first full year of operations at the two Air National Guard operating locations in FY 80. Scheduled through the Military Airlift Command (MAC), the four District of Columbia ANG T-43 aircraft located at Andrews AFB, Maryland provided over seventy percent of the team travel support airlift for the Air Force. In the support airlift role, the T-43, a military version of the Boeing 737, can carry 64 passengers from coast-to-coast, operating out of both civilian and military airfields. Primary users have been Air Force inspection teams and staff personnel.

The two Colorado ANG T-43 aircraft at Buckley ANG Base, Colorado, provide support to the Air Force Academy airmanship program. Each aircraft is equipped to allow simultaneous instruction and training to AF Academy

students on the principles of celestial, inertial, radar, and radio navigation. When not providing cadet training, the aircraft provides limited support airlift through the Military Airlift Command (MAC)

### **Tactical Deployments**

In FY 80, eight ANG fighter and reconnaissance units deployed to locations in Hawaii, Turkey, Germany, Guam, Japan, Norway, and the United Kingdom. These deployments were supported in part by ANG KC-135 aerial refueling units. In addition, portions of 51 ANG communications units were deployed to Europe to support seven different exercises.

### **Snowbird / Winter Basing Deployments**

Snowbird/Winter Basing is a series of limited two week winter deployments of northern based TAC-gained ANG units. These units need to deploy to southern bases to maintain weapons delivery readiness during periods when inclement weather restricts home station flying. Nine ANG tactical fighter and air support units deployed to Davis Monthan AFB, Arizona; George AFB, California; Luke AFB Arizona; or Patrick AFB Florida in FY 80 for this training.

### **Red Flag / Maple Flag Exercises**

RED FLAG and MAPLE FLAG are exercises conducted at Nellis AFB, Nevada and Cold Lake, Canada respectively. These exercises provided a realistic high-threat tactical environment for 21 ANG flying units during FY 80. Three Combat Communications Groups also supported RED FLAG operations in FY 80, and for the first time, four ANG KC-135 units and one ANG C-130 unit participated in RED FLAG.

### **Joint Chiefs of Staff Major / Command (JCS / MAJCOM) Exercises**

The ANG Participated in seven major exercises in FY 80 at a cost of \$3.9 million in ANG military personnel, and operations and maintenance (O&M) funds. Forty-five units deployed approximately 3,400 personnel in support of these exercises. Valuable training in deployment and weapon system employment was received by all participating units.

### **Readiness and Flying Hours**

The ANG flying units closed FY 80 with an unprecedented 98 percent combat ready status. This is primarily attributed to completion of conversions to more modern aircraft.

Rapid Deployment Force (RDF) tasking of ANG units, in addition to increasing mobility tasking, provides an ever increasing challenge. This challenge was met during FY 80 as indicated by unit performance in the increasingly realistic training and exercises during the year.

Outstanding resource management was apparent as flying units flew 99.84 percent of the programmed 393,296 flying hours.

### **Training**

The Office of Training serves as the National Guard Bureau (NGB) focal point for unit training activities. Training management responsibilities range from basic military training through appointment to senior service schools. The Training office represents the NGB on the Air Staff for Rated Distribution and Training Management (RDTM). It is responsible for rated resource management including the allocation of undergraduate flying training quotas and follow-on formal flying training.

The Office of Training formulates and defends basic re-



quirements for the on-going readiness training requirements of the ANG. Through the monitor, review, and allocation of training resources in the form of unit training assemblies, annual training, special training, school training, basic military training and additional flying training periods, the office insures maximum benefit for each training dollar expended.

ANG training policy as directed by Department of Defense and Air Force is reviewed by the training office, for the Director ANG, prior to implementation at the unit level.

The NGB Office of Training provides guidance and support to the ANG Schools Training Branch and the ANG Multi-Media Training Branch at Andrews AFB, Maryland along with the I.G. Brown Professional Military Education Center and Office of History at Knoxville, Tennessee.

### **I.G. Brown ANG PMEC**

The I.G. Brown ANG Professional Military Education Center (PMEC) is the single ANG organization charged with the conduct of ANG Professional Military Education. It stresses positive motivation in the development of skills and values necessary for professional service to our nation's aerospace team. On 30 June 1978, the ANG PMEC celebrated its tenth anniversary and was dedicated the I.G. Brown ANG Professional Military Education Center. The Center uniquely combines into one organization, the functions of what have traditionally been separate activities. This consolidation has resulted in noted improvements in the Professional Military Education of our NCOs during FY 79 and FY 80.

The ANG Leadership School trains noncommissioned officers in the grades of E-4 and E-5 in a learning climate that will expand the airman's capacity in supervisory skills and provides a military training experience that will lead to confident and competent leadership. The Leadership School has trained, to date, 776 airmen.

The Noncommissioned Officers

Academy (NCOA) provides an academic and training environment that will increase the non-commissioned officers ability to function as a supervisor, communicator, resource manager, and professional leader. Since inception 4,991 NCO's in the grades of technical sergeant and master sergeant have graduated from the NCOA.

The mission of Academy of Military Science (AMS) is to prepare high calibre men and women mentally, morally, and physically to become commissioned officers in the ANG. The school has helped 2,295 students achieve commissions in the ANG.

### **A-7 Combat Crew Training School**

The primary mission of the 162nd Tactical Fighter Group, Arizona ANG, is to provide advanced flying training for pilot training graduates assigned to A-7 units. They also provide transition, conversion, and fighter weapons training for ANG and active Air Force pilots assigned to A-7 tactical fighter units. During FY 80 a total of 83 pilots completed flying training, while an additional 21 pilots attended academic training at the 162nd Tactical Fighter Group.

### **F-4 Combat Crew Training School**

The 184th Tactical Fighter Group, Kansas ANG, completed conversion to the F-4 during FY 80. The unit now provides advanced flying training for all ANG pilot training graduates assigned to F-4 units. They also provide transition, and conversion training for ANG pilots assigned to F-4 tactical fighter and fighter interceptor units.

### **133d Field Training Flight (FTF)**

The 133d Field Training Flight, St. Paul, Minnesota provides maintenance and technical training for aircrews assigned to the C-130 aircraft. courses are offered

in Aircrew Familiarization, Basic/ Technician Loadmaster, and Flight Engineer Technician Cruise Control. Since FY 71, the 133d Field Training Flight has been identified as a Mobile Training Team (MTT) and aided in the timely training needed to support those ANG units converting to the C-130 aircraft. In FY 80, the 133d Field Training Flight provided training for 80 pilots and 1,337 airmen from the ANG, the United States Air Force and Military Assistance Program.

### **The Multi-Media Training Branch**

The Air National Guard Multi-Media Training Branch (ANGSC/MMTB), located at the Air National Guard Support Center, Andrews AFB, Maryland is responsible for all media and photographic assets in the ANG.

The Multi-Media Production Center (MMPC) located at Buckley ANG Base, Aurora, Colorado is responsible for development and production of media training material for closed circuit television or slide/tape format concerning operation and maintenance of aircraft and weapons systems, procedures and training of supporting units, combat support, ancillary training, documentation of federal/state activations and/or deployments, exploitation of the accident safety programs and other combat readiness subjects.

During FY 80, the MMTB/MMPC completed the revisions to and or the production of 29 CCTV/AV programs. During FY 81, major emphasis will be placed on the development and production of Ancillary Training programs. These programs should be completed and ready for distribution by the end of FY 81.

Thirty-two unit CCTV/media personnel attended five two-week training courses sponsored by the MMTB this year.



## On-The-Job-Training

A new position of Superintendent of Training within ANGSC/TET was established in FY 79. FY 80 was the first complete fiscal year of operation for this function. On-the-job-training (OJT) efforts focused on the education of base-level OJT managers during FY 80. With emphasis from and coordination with the ANG Superintendent of Training, the USAF OJT Advisory Service developed and implemented a Special two-week course for Air Reserve Forces OJT managers. During February - September 1980, 92 ANG OJT managers from 43 states completed this training and returned to their home station to upgrade their OJT programs. As a result, significant program improvements should be noticed during the next 12-24 months, reflecting increased understanding of OJT concepts and principles ANG-wide.

## Logistics

The aircraft inventory of the Air National Guard at the end of Fiscal Year 1980 was 1,550 compared to 1,497 at the end of Fiscal Year 1979. The net increase of 53 aircraft was the result of the continuing ANG modernization program. Conversions in progress at the end of FY 80 were the 135TAG, AFB, Kansas, from F-105 to F-4D aircraft; the 172TAG, Jackson, Mississippi, from C-130Es to new production C-130Hs; the 174TFG, Hancock Field, New York, and the 175TFG, Baltimore, Maryland, from A-37Bs to new production A-10As. Conversions in progress at the end of FY 1980 were the 135TAG, Baltimore, Maryland, from C-7As to C-130Bs and the 146TAW, Van Nuys, California, from C-130Bs and Es to all C-130Es. The support aircraft fleet remained relatively stable throughout the year.

Management of spares and equipment lay-in and the training of maintenance personnel to support the new weapons systems as rapidly as possible continued to be the prime effort of the Logistics Division.

## Depot Maintenance Program

A total of \$174,306,139 was spent during FY 80 for depot level maintenance in support of the ANG's 1,500 plus airframes. The type of work performed included both programmed and unprogrammed depot maintenance, analytical condition inspections of 243 aircraft, numerous modifications, and overhauls or repairs on 1,018 engines. The FY 80 depot maintenance cost was higher than that of any previous year due to the in-

*AC-130 from the Texas Air National Guard*





creasing number of more technically sophisticated weapons systems.

### Supply Policy and Systems

ANG weapons modernization continued throughout FY 80 and commensurately the level of ANG participation in the total force has been stepped up. Spare parts and supplies funding to support this increase has been sustained through budget planning and reprogramming. Especially significant is the introduction of the ANG into the Rapid Deployment Joint Task Force (RDJTF).

During this period, the ANG program for increased self sufficiency in the aircraft engine overhaul program was expanded, requiring increased supply and financial support. ANG units included in this program have demonstrated significant savings in self sufficiency costs versus depot overhaul costs and reduction in second destination transportation expenses.

The ANG demonstrated its outstanding supply support capabilities. For example, the 180TFG Supply Account, Ohio ANG was selected as the best in the ANG for FY 80 in competition for the Outstanding Air Force Supply Effectiveness Award in the Satellite Supply Account category, and finished second in the Air Force wide competition.

In summary, supply support during FY 80 continued to provide the necessary supplies and equipment keeping pace with the increased level of readiness.

### Aviation Fuels and Energy Management

Air National Guard units issued over five million barrels of aviation fuel in support of federal and state directed missions. Ten units were selected to send fuels specialists to Tactical Air Command's school for training on Aerial Bulk Fuel Delivery Systems and Air Transportable Hydrant Refueling Systems. This training will enhance our capability to operate in a deployed condition.

Guard units continued to improve their base fuel testing capability. Several units opened new labs while others began construction. Three units sent personnel to the Air Force laboratory course at Chanute Technical Training Center.

The Air Directorate Energy Conservation Task Group was formed and met for the first time to establish the foundation for the ANG Energy Conservation Program. The objective of the task group is to formulate and provide policy and guidance on matters concerning energy conservation.

The Air Guard met the FY 80 energy conservation goals for jet fuel and motor fuels. Jet fuel consumption bettered the goal by three percent, while motor fuel consumption was on target.

### Mobility

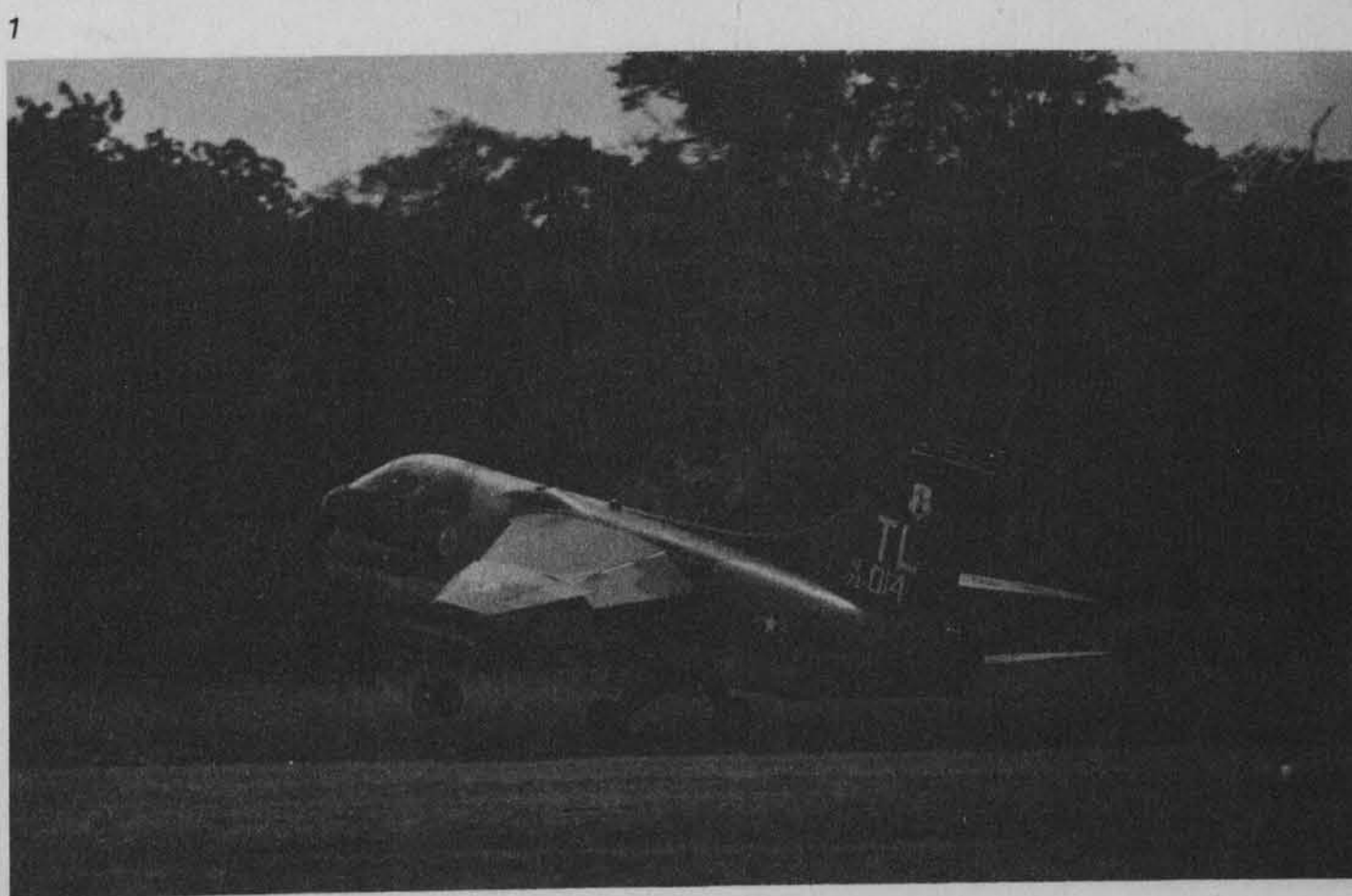
Air National Guard units participated in over twenty-five (25) mobility exercises and deployments, both stateside and abroad, during FY 80. These exercises and deployments were designed to provide training in a realistic threat environment for United States and Allied personnel. Deployed ANG units combined with tailored support packages and operated against coordinated air and surface threats. Operations were based upon the deployed units' Designed Operations Capability (DOC). Primary emphasis was placed on providing aircrew training in composite force tactics thus exploiting an environment consisting of threats, targets, airspace, and mixed forces not normally available in a local training effort. All deployments and redeployments by ANG units were very satisfactorily accomplished.

### Equipment Statistics

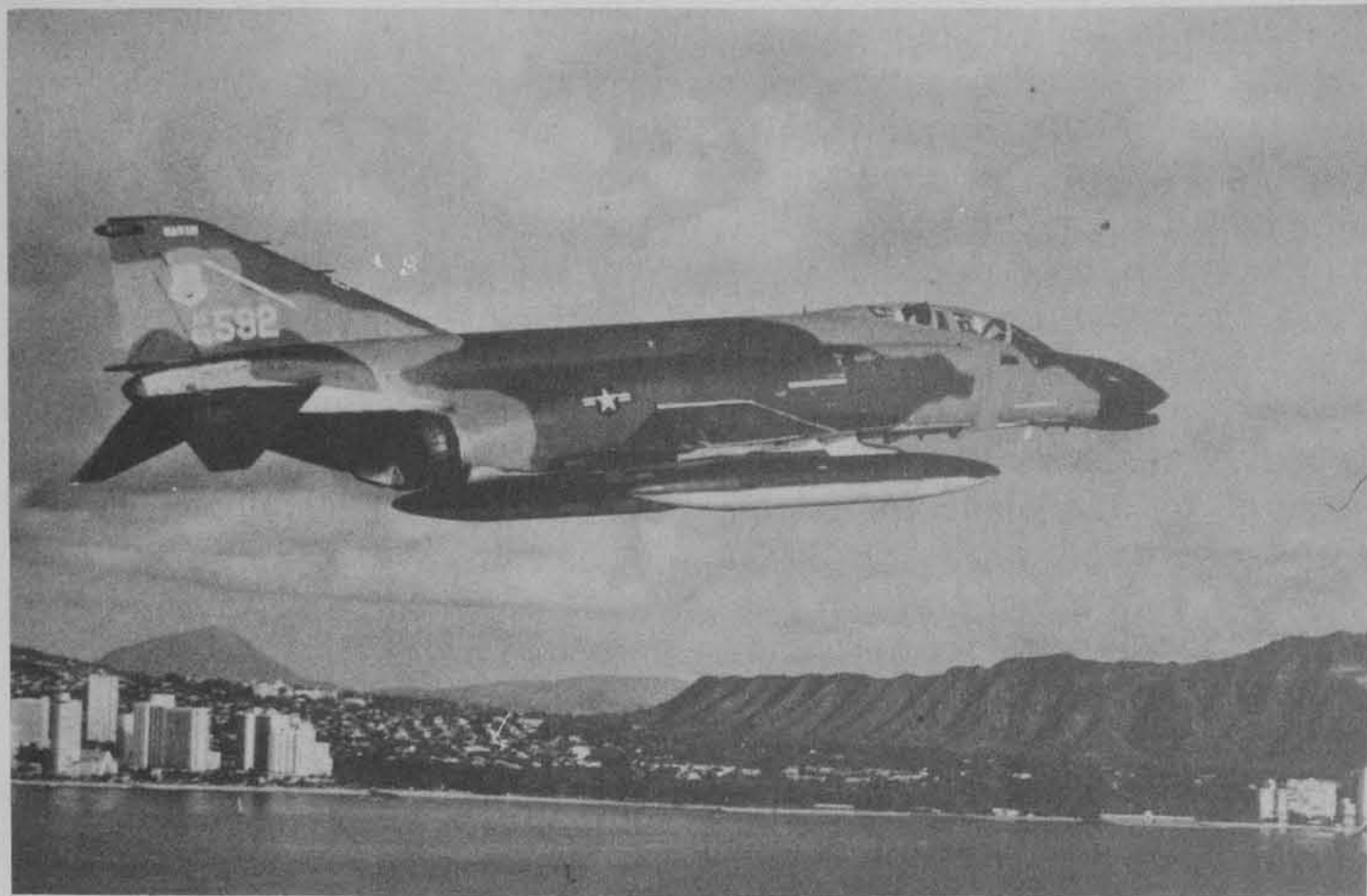
The largest accountable equipment record account in the United States Air Force is managed by the Air National Guard (ANG). The ANG is steadily converting to the latest state of the art equipment and weapon systems. As a result of this conversion process, the ANG FY 80 total authorized equipment

1  
*Aircrews from the 138th Tactical Fighter Squadron, Oklahoma Air National Guard takes to the skies from Howard AFB, Panama during exercise BLACK FURY III, a joint training project designed to test the defense of the Panama Canal.*

2  
*A Hawaii Air National Guard F-4C Phantom jet above the Waikiki skyline with Diamond Head Crater in the background. The jet belongs to the 154th Composite Group, selected for the Air Force Outstanding Unit Award.*







records and dollar value increased to 341,540 and \$1.7 billion respectively.

### **Redistribution of Equipment Excesses**

A comprehensive excess equipment redistribution program managed by the ANG continues to prove cost effective. A total dollar value of \$3.1 million in serviceable excess equipment assets were redistributed to help fill existing ANG shortages.

### **Chemical Warfare Defense Equipment (CWDE)**

The ANG received \$1.9 million in CWDE funds for FY 80. These funds were distributed to units not previously funded through past fiscal year allocation. All ANG flying and ground support units with mobility commitments have now received funding to support a portion of their CWDE requirements. Assets will now be available at ANG units to support CWDE training programs.

### **Improved Equipment Forecasting**

The ANG has developed a more accurate and efficient method to determine equipment requirements to support its programmed

aircraft conversions. This program not only eliminates almost all manual workload involved but also enhances ANG's capability to accurately forecast its equippage requirements in a timely manner.

### **Management and Control of Equipment Assets**

The ANG CEMO has improved its management analysis of equipment accounts by "desk auditing" unit accounts to insure equipment authorizations are in line with applicable tables of allowance. Corrective actions are taken as necessary to insure equipment assets are carried against valid authorizations. This increased management attention provides for better control and utilization of in-use equipment assets.

### **Vehicle Inventory**

The ANG vehicle inventory consists of 15,813 vehicle authorizations with 15,081 assets on hand valued at \$194,308,904. These assets include a near record number of new vehicles received during FY 80; 763 valued at 20 million dollars. The ANG is currently 93 percent equipped with support vehicles and 97 percent equipped with mobility vehicles. This equates to an overall equipage rate of 95 percent.

### **Vehicle Down-Sizing**

The ANG, through comprehensive reviews of actual vehicle requirements, completed a large number of vehicle down-sizings. This program included changing approximately one-half of our one-half ton pickup authorizations to the compact size. The total program resulted in a savings of \$2,152,261. Additional savings will result from less fuel consumption and lower operations and maintenance costs for the smaller vehicles.

### **Vehicle Depot Program**

The ANG vehicle depot repair program for FY 80 completed eleven special purpose vehicles at a cost of \$530,580. These vehicles included aircraft refuelers, aircraft tow vehicles, and snow removal vehicles.

### **Traffic Management**

During FY 80, the Air National Guard's Intransit Data Card (IDC) response rates were better than "all commands." The "all commands" response rate was 85, percent, ANG 89 percent; and "all commands" usable response rate was 84 percent, ANG 87 percent. The Air Force standard is 75 percent. Out of the 90 flying bases evaluated each month, 88 percent averaged adequate response/usable rates.

### **Aerial Port Units**

The manning of our 19 aerial port units increased from 89 percent to 94 percent during this year. Seven of the 19 units are manned over 100 percent. Over 1,057 personnel participated in scheduled annual field training at Continental United States (CONUS) strategic aerial ports, off-shore locations and in support of Joint Chiefs of Staff (JCS) exercises during FY 80. The results of Management Effectiveness Inspections at five units were: three excellents and two satisfactory.



## Aircraft Readiness - Supply

Our effort to support units in filling priority aircraft spares requirements is again noteworthy even though our "Not Mission Capable - Supply" rate of 6.2 percent for FY 80 exceeded the 4.8 percent for the previous period. The increase to 6.2 percent can be attributed to a change in reporting criteria. Although we have shown an increase, our rate is placed in perspective when compared to the Air Force overall rating for FY 80 of 6.8 percent.

## Civil Engineering

### Military Construction (P-321)

The Air National Guard (ANG) Fiscal Year 1980 Military Construction Program (FY 80 MCP) provided \$36.0 million, made up of \$29.5 million for major construction, \$3.0 million for planning and design, and \$3.5 million for minor construction (P-341). The major construction program contains 47 individual construction items.

The FY 80 ANG MCP as originally submitted to the Office of the

Secretary of Defense (OSD) amounted to \$61.7 million. During the OSD review, a budget decision was made which reduced the program by \$12.4 million in major construction. During the OMB review, a second budget reduction accounted for an additional loss of \$19.3 million, also in major construction. These reductions brought our major construction amount to \$23.5 million. During congressional hearings, \$6.0 million was restored, bringing our FY 80 MCP to its present \$36.0 million, \$29.5 million of it in major construction.

During FY 80, approximately \$24.0 million for 44 projects was obligated. Of this, about \$19.7 million for 33 projects was from the FY 80 program and the remainder, \$4.3 million and 11 items, came from FY 79.

More accurate programming techniques coupled with a favorable bidding climate have reversed the FY 78 and FY 79 trend of project deferrals due to cost overrun. The cost savings due to excellent low bids has amounted to approximately \$2.4 million, which has allowed acceleration of three projects from FY 81 to FY 80 with approved reprogramming ac-

tion. However, the cost savings and project acceleration did result in a lower than desirable obligation rate during FY 80. This was due to inability to award the three added projects prior to end FY 80.

After the FY 80 program has been fully obligated, there will still be a backlog of construction requirements in the long range program totaling \$467 million. This amount covers 565 known facility deficiencies at ANG installations in all 50 states, the District of Columbia, Puerto Rico and the Virgin Islands.

### Minor Construction (P341)

Three and one-half million dollars (\$3,500,000) was allocated for P341 projects in FY 80. The carry-over of FY 79 was \$473,283, which resulted in a total fund availability for minor construction projects of \$3,973,283. Of this \$2,241,850 was obligated.

### Maintenance and Repair (P449)

Major maintenance and repair projects are accomplished in this program as well as minor construction projects costing up to \$50,000 each. The wide variety of projects include airfield pavement repair projects, utility systems repairs and all major building maintenance and repair projects. Energy conservation measures are emphasized in all appropriate projects as are security improvements and reduced operating costs. For FY 80, a total of \$22.8 million for 1,200 projects were awarded.



*Francis Peak Radar Site, standing 9,515 feet high above Salt Lake City is part of a complex radar site owned and operated by the 299th Communications Squadron of the Utah Air National Guard. The system provides air traffic and weapons control for civilian and military aircraft flying within the 6,000 square mile area surrounding the site.*



## **Operation and Maintenance (P448.02)**

The daily operation and maintenance of ANG base facilities is accomplished through operation and maintenance (O&M) agreements between the federal government and the states. The federal state cost sharing agreements provide utilities, recurring facility maintenance, airport use fees, custodial services, pest control and similiar services. The federal share of these costs during FY 80 totaled \$40.3 million.

## **Prime BEEF and RED HORSE Teams**

During FY 80, six ANG Prime BEEF teams deployed to Eglin AFB Florida for Prime BEEF RRR (Rapid Runway Repair) Training.

In FY 80, 100 ANG Civil Engineering teams deployed for annual training with 53 deployments to other ANG bases, 19 to Army National Guard (ARNG) installations, and 28 deployments to United States Air Force (USAF) bases; this included deployments to Alaska, Hawaii, and Panama.

The deployments were designed to provide training not available at home station and enhance the mobility mission. The training projects, as well as the deployments themselves, were aimed at developing and maintaining a highly skilled, mobile military engineering force, capable of rapid response to tactical air warfare and contingency operations worldwide. A double benefit accrued to the Air Force and Air Guard from these deployments: Readiness of the Prime BEEF/RED HORSE units was markedly increased, and Air Force and Air Guard priority projects were accomplished. The practice of USAF requirements with a "composite team" continues, due to the availability of volunteers for periods of 30 to 120 days supported by USAF mandays.

Deployments were conducted to Tyndall AFB Florida and the following Joint Chiefs of Staff (JCS) exercises to provide landing zone and

air operations fire protection: TEAM SPIRIT 80 in the Republic of Korea; GALLANT EAGLE 80 in California; BOLD EAGLE in Florida; EMPIRE GLACIER 80 in New York and the month long Cuban Refugee coverage at La Crosse, Wisconsin.

In FY 80, only one of the two ANG RED HORSE units, the 201st Civil Engineering Flight, Fort Indiantown Gap, Pennsylvania again deployed the majority of their personnel for training projects to the following locations: Los Angeles AFS, California, Ft Fisher AFS, North Carolina, and Jackson Barracks, Louisiana (ARNG) for essential maintenance and repair projects; Cold Lake CFB, Alberta Canada and Hill AFB, Utah in support of priority air-to-ground range projects. The 200th Civil Engineering Squadron, Camp Perry, Ohio remained at home station in FY 80 to undergo a Tactical Air Command (TAC) operational readiness inspection (ORI). Their satisfactory rating was the first ever RED HORSE satisfactory ORI rating.

## **Real Estate**

At the end of FY 80, the ANG at 140 sites (civil airports, active Air Force bases, Naval Air Stations, and ANG bases) controlled 37,158 acres. The land and improvement real property value was \$793 million with a replacement value of \$2.6 billion. During FY 80, approximately 95 percent of our sites mechanized their real property reporting, utilizing the Burroughs 1050 computer. An estimated target date of 30 September 1981 has been established for the remaining sites to become fully mechanized. Additionally, this fiscal year, Rickenbacker Air Guard Base, Ohio, consisting of 4,099 acres and at a total value of \$112 million was added into our real property inventory.

## **Chaplain**

The Air National Guard (ANG) Chaplain Service continued its professional growth through the formal courses at the USAF Chaplain School, Maxwell AFB, Alabama and at the Chapel Manager School at Keesler AFB, Mississippi. In addition, Chaplains of the ANG continue with on-going education provided by their denominations.

In June 1980, the first Army and Air National Guard field orientation for Chaplains and Chapel Managers was conducted at Volk Field and at Fort McCoy, Wisconsin. This five day learning experience was supported by the Army and ANG resources with Wisconsin with supplemental airlift provided by Air Force Reserve in connection with Paid Redoubt 80 which was conducted at Volk Field during the same time. The 52 Chaplains and Chapel Managers from the ANG were given ministry opportunities within the combat environment. An additional experience was provided the Chaplains when they were called upon to visit within the Cuban Refugee compound at Fort McCoy.

Chaplains and Chapel Managers continued to serve on Joint Chiefs of Staff exercises, unit deployments and special tours not only to increase their readiness posture but to provide essential Chaplain ministries. The Chaplain ministry is needed in both the pre and post mobilization periods.

With increased awareness of commanders at all levels of the importance of people programs, the ANG Chaplain Service continues to be an essential element in each unit's development of those programs.



# Appendices

## Appendix A

### Chiefs of the National Guard Bureau and Predecessor Organizations

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

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
Lieutenant General LaVern E. Weber	1974-Present

## Appendix B

### State Adjutants General

Alabama	Maj. Gen. Henry H. Cobb, Jr.
Alaska	Maj. Gen. Conrad F. Necrason
Arizona	Maj. Gen. John G. Smith, Jr.
Arkansas	Maj. Gen. James H. Jones
California	Maj. Gen. Frank J. Schober, Jr. (CG)
Colorado	Brig. Gen. John L. France
Connecticut	Maj. Gen. John F. Freund
Delaware	Maj. Gen. Francis A. Ianni
Dist. of Col.	Maj. Gen. Cunningham C. Bryant (CG)
Florida	Maj. Gen. Kennedy C. Bullard
Georgia	Maj. Gen. Billy M. Jones
Hawaii	Maj. Gen. Valentine A. Siefertmann
Idaho	Maj. Gen. James S. Brooks
Illinois	Maj. Gen. John R. Phipps
Indiana	Maj. Gen. Alfred F. Ahner
Iowa	Maj. Gen. Roger W. Gilbert
Kansas	Maj. Gen. Ralph T. Tice
Kentucky	Maj. Gen. Billy G. Wellman
Louisiana	Maj. Gen. O'Neil J. Daigle, Jr.
Maine	Maj. Gen. Paul R. Day
Maryland	Maj. Gen. Warren D. Hodges
Massachusetts	Maj. Gen. Vahan Vartanian
Michigan	Maj. Gen. John A. Johnston
Minnesota	Maj. Gen. James G. Sieben
Mississippi	Maj. Gen. Cohen E. Robertson
Missouri	Maj. Gen. Robert E. Buechler
Montana	Maj. Gen. John J. Womack
Nebraska	Maj. Gen. Edward C. Binder
Nevada	Maj. Gen. William F. Engel
New Hampshire	Maj. Gen. John Blatsos
New Jersey	Maj. Gen. Wilfred C. Menard, Jr. (CofS)
New Mexico	Maj. Gen. Franklin E. Miles
New York	Maj. Gen. Vito J. Castellano (CofS)
North Carolina	Maj. Gen. William E. Ingram
North Dakota	Maj. Gen. C. Emerson Murry
Ohio	Maj. Gen. James C. Clem
Oklahoma	Maj. Gen. Robert M. Morgan
Oregon	Maj. Gen. Richard A. Miller
Pennsylvania	Maj. Gen. Richard M. Scott
Puerto Rico	Maj. Gen. Orlando Llenza
Rhode Island	Maj. Gen. Leonard Holland (CG)
South Carolina	Maj. Gen. T. Eston Marchant, Jr.
South Dakota	Maj. Gen. Duane L. Corning
Tennessee	Maj. Gen. Carl D. Wallace



Texas .....	Maj. Gen. Willie L. Scott
Utah .....	Maj. Gen. Maurice L. Watts
Vermont .....	Maj. Gen. Reginald M. Cram
Virginia .....	Maj. Gen. William J. McCaddin
Washington .....	Maj. Gen. Robert J. Collins
West Virginia .....	Maj. Gen. Robert L. Childers
Wisconsin .....	Maj. Gen. Raymond A. Matera
Wyoming .....	Maj. Gen. James L. Spence
Virgin Islands .....	Col. Clifton B. Wingate

## Appendix C

### United States Property and Fiscal Officers

Alabama .....	LTC Max S. Bowdoin
Alaska .....	Col. Edward M. Johnson
Arizona .....	Col. Simon C. Krevitsky
Arkansas .....	LTC Wallace B. Shaw
California .....	Col. Theodore M. Robinson
Colorado .....	Col. Donald S. Hightower
Connecticut .....	Col. Richard V. Lugli
Delaware .....	Col. Clarence E. Atkinson
Dist. of Col. ....	Col. Andrew D. Perkins
Florida .....	Col. George H. Moseley
Georgia .....	Col. George W. Roberts
Hawaii .....	Col. Thomas S. Ito
Idaho .....	Col. Milton J. Hengel
Illinois .....	Col. Thomas B. Bishop
Indiana .....	Col. Byron L. Dukes
Iowa .....	Col. Franklin D. Peterson
Kansas .....	Col. Clayton H. Bowman
Kentucky .....	Col. Edward H. Milburn
Louisiana .....	Col. Edwin P. Roux
Maine .....	Col. Richard D. Sylvain
Maryland .....	Col. James M. McFall
Massachusetts .....	Col. Joseph M. Ambrose
Michigan .....	Col. Arthur J. Ueberroth
Minnesota .....	Duane W. Kunde
Mississippi .....	Col. Robert M. Dent, Jr.
Missouri .....	Col. William E. Hasler
Montana .....	Col. Peter Tyanich
Nebraska .....	Col. Harold S. Sherman
Nevada .....	Col. Willis L. Garretson
New Hampshire .....	Col. Russell J. Grady
New Jersey .....	Col. Edward F. Barth
New Mexico .....	Col. Antonio M. Martinez
New York .....	Col. Lloyd E. Haas
North Carolina .....	Col. Earl B. Huie
North Dakota .....	Col. Raymond J. Bohn
Ohio .....	Col. Thomas S. Farrell
Oklahoma .....	Col. James M. Bullock, Jr.
Oregon .....	Col. Hugh B. Nelson
Pennsylvania .....	Col. Richard H. Houser
Puerto Rico .....	Col. Jose A. Canals-Vidal
Rhode Island .....	Col. Lynwood F. Hoxsie
South Carolina .....	Col. Catha L. Ridgeway, Jr.

South Dakota .....	Col. Edward P. Rowen
Tennessee .....	Col. Billy F. Alderson
Texas .....	Col. Vernon M. Scofield
Utah .....	Col. Wayne H. Holt
Vermont .....	Col. William C. Wilson
Virginia .....	Col. Horace Mann III
Washington .....	Col. Gerald A. Dines
West Virginia .....	Col. Zane H. Summers
Wisconsin .....	Col. John M. Spaulding
Wyoming .....	Col. Robert E. Latta
Virgin Islands .....	LTC Lionel A. Jackson

## Appendix D

### Military Personnel on Duty in the National Guard Bureau

**Weber, LaVern E.**, Lieutenant General, ARNG, Chief, National Guard Bureau

**Neitz, Robert H.**, Brigadier General, ANG, Special Assistant to the Chief, National Guard Bureau

**Davis, Russell C.**, Colonel, ANG, Executive, National Guard Bureau

**Gray, Franklin M.**, Lieutenant Colonel, ARNG, Assistant Executive, National Guard Bureau

**Christenson, Willard M.**, Colonel, USA, Chief, Office of Human Resources

**Edler, Anthony L.**, Lieutenant Colonel, USAF, Office of Policy and Liaison

**Florence, William E.**, Lieutenant Colonel, ARNG, Office of Policy and Liaison

**Halus, Michael B.**, Lieutenant Colonel, USA, Chief, Organizational Effectiveness Branch, Office of Human Resources

**Harrison, Joseph J., Jr.**, Lieutenant Colonel, USA, Assistant for Property and Fiscal Affairs, Office of the Chief, National Guard Bureau

**Jessup, Harold G.**, Major, ARNG, Office of Public Affairs

**Kelly, Ivan B.**, Captain, ANG, Office of Human Resources

**Klar, Lawrence F.**, Major, USA, Office of Legal Advisor

**Leader, Jason A.**, Major, USA, Office of Public Affairs

**Matthews, Thomas O.**, Captain, USAF, Office of Legal Advisor

**Pollard, Gordon K.**, Colonel, USA Assistant for Audits and Investigations, Office of the Chief, National Guard Bureau

**Pratt, Andrew C.**, Major, USAF, Office of Legal Advisor

**Ragan, James H.**, Major, USAF, Office of Public Affairs

**Reynolds, George D.**, Major, USA, Office of Legal Advisor

**Stuckey, John D.**, Colonel, ARNG, Chief, Office of Policy and Liaison

**Tudor, Donald M.**, Major, ARNG, Chief, Compliance Review Branch, Office of Human Resources



## Director, Army National Guard

**Walker, Emmett H., Jr.**, Major General, ARNG, Director, Army National Guard

**Temple, Herbert R., Jr.**, Brigadier General, ARNG, Deputy Director, Army National Guard

**Vierra, Victor S.**, Colonel, USA, Executive, Army National Guard

**Tech, Larry L.**, Lieutenant Colonel, ARNG, Assistant Executive, Army National Guard

**Bower, David W.**, Major, USA, Administration Officer, Army National Guard

**Acree, Carl L.**, Colonel, ARNG, Chief Organization and Training Division

**Badger, Bill D.**, Lieutenant Colonel, ARNG, Chief, Aviation Operations Branch, Aviation Division

**Baird, Raymond P.**, Major, USA, Mobilization & Readiness Division

**Barnes, Charles W., Jr.**, Lieutenant Colonel, USA, Organization & Training Division

**Bogard, Robert L.**, Major, USA, Organization & Training Division

**Brandon, James B.**, Major, ARNG, Organization & Training Division

**Brewer, Franklin L.**, Lieutenant Colonel, ARNG, Mobilization & Readiness Division

**Bryan, Alan J.**, Major, ARNG, Manpower Division

**Buff, Max L.**, Colonel, USA, Chief, Manpower Division

**Burkhead, Junior H.**, Colonel, ARNG, Chief, Mobilization & Readiness Division

**Caldarone, Rosindo E., Jr.**, Lieutenant Colonel, ARNG, Chief Material Branch, Logistics Division

**Carpenter, Donald B.**, Lieutenant Colonel, ARNG, Logistics Division

**Chessnoe, John M.**, Major, USA, Logistics Division

**Chipps, James D.**, Major, USA, Logistics Division

**Compton, Otha H.**, Lieutenant Colonel, USA, Logistics Division

**Coverdale, Charles E. Jr.**, Lieutenant Colonel, ARNG, Logistics Division

**Daniels, John R.**, Colonel, USA, Chief, Office of the Army Surgeon

**Devlin, Barbara**, Major, USA, Logistics Division

**Dilworth, Robert L.**, Colonel, USA, Chief, Comptroller Division

**Duckworth, Charles H.**, Lieutenant Colonel, USA, Personnel Division

**Duffy, George G.**, Lieutenant Colonel, USA, Manpower Division

**Edmonson, Joseph E.**, CW2, USA, Office of the Army Surgeon

**Futamase, Atsushi**, Lieutenant Colonel, USA, Comptroller Division

**Galioto, Joseph**, Lieutenant Colonel, ARNG, Manpower Division

**Gauze, James E.**, Lieutenant Colonel, USA, Aviation Division

**Gore, Thomas P.**, Colonel, ARNG, Office of the Army Surgeon

**Greene, Patricia A.**, Major, ARNG, Personnel Division

**Hakola, John A.**, Lieutenant Colonel, USA, Mobilization & Readiness Division

**Hall, James W.**, Major, USA, Logistics Division

**Hartmeyer, James T.**, Major, USA, Logistics Division

**Heyman, Eugene F., Jr.**, Lieutenant Colonel, USA, Organization & Training Division

**Hunter, Harry D.**, Lieutenant Colonel, USA, Mobilization & Readiness Division

**Ingleright, George A.**, Lieutenant Colonel, USA, Organization & Training Division

**Johnson, Tom M.**, Major, USA, Comptroller Division

**Komorski, Zenon A.**, SCM, USA, Organization & Training Division

**Lafratte, Dianna M.**, Major, USA, Logistics Division

**Laird, William R.**, Lieutenant Colonel, USA, Personnel Division

**Lauer, Donald M.**, Major, USA, Organization & Training Division

**Lawson, Johnny B.**, MSG, USA, Logistics Division

**Leinweber, Don L.**, Major, ARNG, Installations Division

**Leister, Ancil D., Jr.**, Lieutenant Colonel, USA, Logistics Division

**Lyle, Millard D.**, Lieutenant Colonel, ARNG, Mobilization & Readiness Division

**Mackert, William C.**, Colonel, ARNG, Chief Logistics Division

**Meyer, Henry W., Jr.**, Captain, USA, Logistics Division

**Moore, Albert F.**, Lieutenant Colonel, ARNG, Personnel Division

**Morai, Edward C.**, Lieutenant Colonel, USA, Organization & Training Division

**O'Connell, Robert J.**, Lieutenant Colonel, ARNG, Organization & Training Division

**Palumbo, Lewis A.**, Major, USA, Personnel Division

**Patterson, Gordon W.**, Major, USA, Personnel Division

**Perkins, Gordon R.**, Lieutenant Colonel, ARNG, Personnel Division

**Philbrick, John C.**, Lieutenant Colonel, ARNG, Comptroller Division

**Propp, Carl R.**, Lieutenant Colonel, USA, Personnel Division

**Raiford, John A., III**, Major, USA, Logistics Division

**Randle, Jimmie L., Jr.**, MSG, USA, Logistics Division

**Runken, Roy G.**, Lieutenant Colonel, ARNG, Aviation Division

**Rushforth, Durward M.**, Major, USA, Personnel Division

**St. Pierre, Robert E.**, Major, USA, Logistics Division

**Sanders, Dale M.**, SFC, USA, Mobilization & Readiness Division

**Sarantakes, John E.**, Lieutenant Colonel, USA, Personnel Division

**Sempek, Robert A.**, Major, USA, Logistics Division



**Simpson, Daniel H.**, Lieutenant Colonel, USA, Mobilization & Readiness Division  
**Sirois, George A.**, Lieutenant Colonel, USA Logistics Division  
**Squier, Michael J.**, Major, ARNG, Mobilization & Readiness Division  
**Thomas, James M.**, Lieutenant Colonel, USA, Personnel Division  
**Van Fleet, Frank C.**, Lieutenant Colonel, ARNG, Organization & Training Division  
**Wallace, Raymond R.**, Major, ARNG, Logistics Division  
**Ward, William E.**, Lieutenant Colonel, USA, Personnel Division  
**Welborn, Larry D.**, Major, USA, Logistics Division  
**Wheelock, Eddie D.**, Lieutenant Colonel, USA, Personnel Division  
**Wiggins, Harry R.**, Lieutenant Colonel, USA, Logistics Division  
**Willson, Michael P.**, Major, USA, Logistics Division  
**Wilson, Winfield S.**, Major, USA, Logistics Division  
**Windsor, James A.**, Colonel, USA, Chief, Personnel Division  
**Woodruff, John W.**, Major, ARNG, Installations Division

## Director, Air National Guard

**Guice, John T.**, Major General, ANG, Director, Air National Guard  
**Conaway, John B.**, Brigadier General, ANG, Deputy Director Air National Guard  
**Daley, Terrence P.**, Colonel, ANG, Assistant to the Director and Deputy Director, Air National Guard  
**Denman, Harold R.**, Lieutenant Colonel, ANG, Executive, Air National Guard  
**Shoemaker, Sidney L.**, Major, USAF, Protocol Officer, Office of the Director, Air National Guard  
**Hoadley, William F.**, Major, USAF, Office of the Director, Air National Guard  
**Alexander, Lynn E.**, CMS, ANG, Senior Enlisted Advisor  
**Allen, Richard N.**, Lieutenant Colonel, ANG, Plans, Operations and Readiness Division  
**Alston, Warner L.**, Captain, USAF, Civil Engineering Division  
**Balseiro, Manuel**, Captain, ANG, Comptroller Division  
**Bloomer, Dennis W.**, Lieutenant Colonel, ANG, Logistics Division  
**Bobick, James C.**, Lieutenant Colonel, USAF, Comptroller Division  
**Branch, George H.**, Major, ANG, Plans, Operations and Readiness Division  
**Brimmer, Kirk R.**, Major, ANG, Plans Operations and Readiness Division  
**Buckey, Robert G.**, Lieutenant Colonel, USAF, Plans, Operations and Readiness Division

**Bunting, Alfred P.**, Colonel, ANG, Chief, Manpower and Personnel Division  
**Burkett, Theodore J.**, Colonel, USAF, Chief, Communications-Electronic and Meteorology, Plans, Operations and Readiness Division  
**Carter, Ronald K.**, Major, USAR, Logistics Division  
**Chrisjohn, Robert G.**, Lieutenant Colonel, ANG, Chief Office of Training  
**Clark, John W.**, Lieutenant Colonel, USAF, Logistics Division  
**Coker, Artis B.**, Lieutenant Colonel, USAF, Logistics Division  
**Cronan, William C.**, Lieutenant Colonel, USAF, Manpower and Personnel Division  
**Cunningham, Joseph D.**, Major, ANG, Plans, Operations and Readiness Division  
**Curran, James E., Jr.**, Major, USAF, Office of Training  
**Daft, Roger**, Captain, USAF, Office of the Air Surgeon  
**Dedona, Daniel B.**, Major, USAF, Manpower and Personnel Division  
**Downer, Ronald E.**, Lieutenant Colonel, USAF, Logistics Division  
**Fell, James R.**, Captain, USAF, Logistics Division  
**Festerman, Gary T.**, Major, USAF, Logistics Division  
**Fisher, John A.**, Captain, USAF, Comptroller Division  
**Fowble, Ralph E.**, Major, ANG, Logistics Division  
**Gallimore, George R.**, Major, USAF, Comptroller Division  
**Gatto, Francis R.**, Lieutenant Colonel, USAF, Programs Branch, Comptroller Division  
**Gerken, Thomas**, Lieutenant Colonel, USAF, Plans, Operations and Readiness Division  
**Glessner, Donald G.**, Major, USAF, Manpower and Personnel Division  
**Golsby, Robert**, Major, USAF, Logistics Division  
**Guetic, Donald A.**, Major, USAF, Plans, Operations and Readiness Division  
**Guggolz, Allen D.**, Lieutenant Colonel, USAF, Chief, Civil Engineering Support Division  
**Gustafson, Charles R.**, Lieutenant Colonel, USAF, Chief, Plans and Flying Hours Branch, Plans, Operations and Readiness Division  
**Halt, Charles I.**, Lieutenant Colonel, USAF, Logistics Division  
**Harland, Bernard S.**, Major, USAF, Comptroller Division  
**Harris, Richard C.**, Colonel, USAF, Chief, Programs Branch, Comptroller Division  
**Haskell, Paul F.**, Captain, ANG, Logistics Division  
**Higgins, R. Clark**, Major, ANG, Logistics Division  
**Hindman, John F.**, Major, ANG, Logistics Division  
**Holtman, Ashley N.**, Major, USAF, Logistics Division  
**Immel, Allen E.**, Lieutenant Colonel, USAF, Chief, Plans and Programs, Civil Engineering Division  
**Kronk, Herbert I.**, Lieutenant Colonel, USAF, Plans, Operations and Readiness Division  
**Landry, Floyd D.**, Lieutenant Colonel, ANG, Manpower and Personnel Division



**Lesley, Harry M.**, Major, ANG, Office of Training

**Little, Carl S.**, Captain, USAF, Plans, Operations and Readiness Division

**Little, Harrell W.**, Major, USAF, Civil Engineering Division

**Long, Richard W.**, Lieutenant Colonel, ANG, Logistics Division

**Mann, Ernest D., Jr.**, Major, USAF, Logistics Division

**Martin, Rufus G.**, Lieutenant Colonel, ANG, Manpower and Personnel Division

**Meshell, Raymond E.**, Major, ANG, Plans, Operations and Readiness Division

**Montplaisir, David H.**, Colonel, ANG, Special Assistant to the Deputy Director, Air National Guard

**Orellana, William B.**, Major, USAF, Plans, Operations and Readiness Division

**Pate, George W.**, Colonel, USAF, Deputy Chief, Office of the Air Surgeon

**Patrick, Jay W.**, Major, USAF, ANG, Logistics Division

**Pezzullo, Richard E.**, Lieutenant Colonel, ANG, Civil Engineering Division

**Richwine, Barton W., Jr.**, Major, USAF, Logistics Div.

**Roberson, Russell L.**, Colonel, USAF, Chief, Logistics Division

**Sams, James H.**, Colonel, ANG, Chief, Civil Engineering Division

**Sawhill, Robert P., Jr.**, Colonel, USAF, Chief, Office of Aerospace Safety

**Schantz, Bruce M.**, Lieutenant Colonel, ANG, Plans, Operations and Readiness Division

**Schmeider, John A.**, Major, ANG, Plans, Operations and Readiness Division

**Schreiber, Charles G.**, Colonel, USAF, Chief, Comptroller Division

**Shelton, Douglas C.**, Major, ANG, Manpower and Personnel Division

**Sluis, James K.**, Major, USAF, Plans, Operations and Readiness Division

**Stevens, Michael C.**, Lieutenant Colonel, USAF, Plans, Operations and Readiness Division

**Sturn, William A.**, Major, ANG, Manpower and Personnel Division

**Tollefson, Harold R.**, Major, ANG, Comptroller Division

**Vance, Jane H.**, Major, USAF, Comptroller Division

**Wagner, Robert K.**, Colonel, USAF, Chief, Plans, Operations and Readiness Division

**Walsh, Thomas M.**, Major, ANG, Civil Engineering Division

**Weaver, James D.**, Colonel, USAF, Chief, Office of the Air Surgeon

**Wherley, David F., Jr.**, Major, ANG, Office of Aerospace Safety

**Williams, John M.**, Lieutenant Colonel, ANG, Manpower and Personnel Division

**Wilson, Calvin J.**, Major, USAF, Manpower and Personnel Division

**Yakovich, Jack A.**, Captain, ANG, Office of Training

## 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 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.

**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, 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 the winning units are also inscribed on a parchment folio in the National Guard Association Memorial 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 and the U.S. 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, U.S. Army Training & Doctrine Command, to 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 the most prestigious award within the Army National Guard. The award is a rotating trophy presented each year to the outstanding battalion/squadron in each Army Readiness Region (ARR). It is presented at the NGAUS General Conference. The original trophy remains in the custody of the winning battalion for one year or until called for by the NGAUS. The designation of the winning battalion is engraved on the trophy and a replica of the trophy will be presented to the battalion for permanent possession.

**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 bulletins.

**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, LTG Emerson C. Itschner, is to promote leadership in junior engineer officers and to foster "esprit" in company size engineer units. The award was first presented in 1974.

**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. Winners of the above are announced annually in NGB official bulletins.

**Department of Defense Thomas Jefferson Awards Contest.** First place winners in the various service media 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.

**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.

**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 name of winning units are permanently inscribed on the plaques. The complete list of winners is published in NGB official bulletins.

**Francis S. Greenlief Award for Excellence in ARNG Aviation.** This award is presented in the name of former Chief, National Guard Bureau, Major General Francis S. Greenlief. A plaque is presented to award winners who may be either civilian or military assigned to any agency within the Department of Defense. The purpose of the award is to give special recognition for contributions of outstanding significance to ARNG Aviation.

**The Colonel James B. Deerin Public Affairs Award.** An award for excellence in the area of information activity, the Colonel James B. Deerin Public Affairs Award established in 1978. Each year the top Public Affairs Detachment will receive the award to recognize their



achievements. Personnel strength, MOS qualification, training, equipment status, professional products, and past performance are the criteria upon which the evaluations are made. The best units are those selected for training exercises with the active forces. The first winner was the 29th Public Affairs Detachment, Maryland Army National Guard. In addition, individuals and units making other outstanding contributions to the National Guard in the area of public affairs, will also be eligible to receive the award.

**The Walter T. Kerwin Readiness Award.** The Walter T. Kerwin Award is established in honor of General Walter T. Kerwin. It is awarded to the most outstanding Army National Guard unit selected from the Milton A. Reckord Award winners for the previous years training period.

## **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 80 recipient is the 157th Air Refueling Group, New Hampshire Air National Guard.

**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:

165th Tactical Airlift Group, Georgia Air National Guard

114th Tactical Fighter Group, South Dakota Air National Guard

117th Tactical Reconnaissance Wing, Alabama Air National Guard

123rd Tactical Reconnaissance Wing, Kentucky Air National Guard

104th Tactical Fighter Group, Massachusetts Air National Guard

**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 80 winner is the 108th Tactical Control Flight, New York Air National Guard.

**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 - 169th Aircraft Control and Warning Squadron, Hawaii Air National Guard

Outstanding Weather Flight - 131st Weather Flight, Massachusetts Air National Guard

Outstanding Communications Flight - 138th Communications Flight, Oklahoma Air National Guard

Outstanding Combat Communications Unit - 162d Combat Communications Group, California Air National Guard

**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 152d Tactical Reconnaissance Group, Nevada.

**Winston P. Wilson Trophy.** This trophy is named for Major General Winston P. Wilson, former Chief, National Guard Bureau. This trophy is a 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 80 winner is the 122nd Tactical Reconnaissance Group, Nevada.

**William W. Spruance Safety Award.** In December 1975, the National Guard Bureau announced the establishment of the William W. Spruance Safety Award, named in honor of Delaware's Brigadier General (Retired) William W. Spruance, former Assistant Adjutant General for Air, Delaware Air National Guard. Air National Guard units throughout the nation compete for this award which is presented annually to the unit which is judged to have contributed most significantly toward accident prevention. The first award was presented at the 98th General Conference of the National Guard Association of the United States. The FY 80 winner is the 109th Tactical Airlift Group, New York Air National Guard.

**Earl T. Ricks Memorial Trophy.** The Ricks Trophy is awarded by the Air Force Association to the most outstanding Air National Guard aircrew. The selection is based on the most significant achievement by an aircrew or aircrew member coping with an inflight emergency during the year. The trophy is a large silver replica of the Washington Monument, surmounted by a bronze jet airplane on a silver base. Miniature replicas of the trophy are retained permanently by the



winning unit and aircrew. Lieutenants James S. McEntire and William R. Kennedy from the 158th Defense System Evaluation Group were the FY 80 recipients.

**Outstanding ANG Airmen of the Year.** Six Air National Guard airmen are selected and nominated each year to Headquarters, United States Air Force to compete for designation as Outstanding Airman of the Year Award sponsored by the Air Force Association. Air National Guard recipients were Senior Master Sergeant Donald M. Idleman, West Virginia; Master Sergeant David L. Shavley, Michigan; Technical Sergeant William R. Bates, Colorado; Staff Sergeant Davy L. Meister, Pennsylvania; Airman First Class Mary V. Dyer, Maine; and Airman First Class Napua N. Sugai.

**Hughes Trophy.** The 147th Fighter Interceptor Group, Ellington AFB, Texas was the Air National Guard nominee for the Hughes Trophy Competition. The 147th Fighter Interceptor Group lost the close competition to the 49th Fighter Interceptor Squadron for the honor of the Hughes Trophy for 1979.

**The Colonel James B. Deerin Public Affairs Award.** An award for excellence in the area of information activity, the Colonel James B. Deerin Public Affairs Award established in 1978. Each year the top Public Affairs Detachment will receive the award to recognize their achievements. Personnel strength, MOS qualification, training, equipment status, professional products, and past performance are the criteria upon which the evaluations are made. The best units are those selected for training exercises with the active forces. The first winner was the 29th Public Affairs Detachment, Maryland Army National Guard. In addition, individuals and units making other outstanding contributions to the National Guard in the area of public affairs, will also be eligible to receive the award.

1



2



3



1

*A Member of the Southern Command Aerial Demonstration Team is Dropped Over Quito, Ecuador by a C-130 of the 143d Tactical Airlift Group, Rhode Island Air National Guard, 3 December 1980.*

2

*1st Lt John Dufort, 143d Tactical Airlift Group Pilot, Rhode Island Air National Guard, During a Volant Oak Mission.*

3

*As visitors look into the bay of a C-7A Caribou, Rhode Island Guardsmen prepare for take off and an airdrop. The event occurred during a weekend open house of Command and Control Headquarters (Special Forces) and Co A, 2d Special Forces Bn, 19th Special Forces Gp. Aircraft was provided by the 135th Tactical Air Group, Maryland Air Guard.*



# Appendix F

**Table 1-**  
**Army National Guard Obligations**  
**Fiscal Year 1980 (All Appropriations)**

Army National Guard 1980	Grand Total All Appropriations	National Guard Personnel, Army 2192060	Operation, and Maintenance, Army National Guard 2192065	Military Construction, Army National Guard 2192085
<i>Grand Total</i>	1,801,631,035.35	920,505,879.99	61,940,972.62	19,184,182.75
<i>State Obligation Total</i>	1,117,128,289.46	292,549,630.76	805,394,475.95	19,184,182.75
Alabama	43,712,956.66	13,926,583.20	27,621,703.42	2,164,670.04
Alaska	13,697,213.72	2,363,881.56	11,253,893.02	79,439.14
Arizona	12,487,816.60	3,159,888.91	9,186,338.08	12,487,816.60
Arkansas	24,739,197.22	7,378,959.46	17,289,759.02	70,478.02
California	72,932,572.35	13,818,312.71	58,869,580.78	244,467.86
Colorado	10,509,686.75	2,304,888.95	8,204,797.80	— 0 —
Connecticut	19,610,584.80	4,382,829.77	14,304,389.65	923,365.38
Delaware	8,705,865.10	1,616,588.72	7,089,276.38	— 0 —
District of Columbia	6,162,144.90	1,802,045.86	4,353,969.04	6,100.00
Florida	23,986,480.30	7,156,452.86	15,696,032.68	1,133,994.76
Georgia	31,040,856.94	7,416,261.01	23,624,595.93	— 0 —
Hawaii	12,592,268.30	2,797,834.22	9,780,400.83	14,033.25
Idaho	13,019,906.38	2,516,050.66	10,484,655.72	192,000.00
Illinois	20,022,086.36	5,233,355.11	14,788,731.25	— 0 —
Indiana	24,829,144.63	8,203,938.93	16,621,129.50	4,076.20
Iowa	17,842,754.18	4,307,325.24	13,517,978.94	17,450.00
Kansas	17,236,679.07	3,884,252.92	13,277,477.69	74,948.46
Kentucky	16,274,631.13	4,620,489.25	11,113,099.02	531,042.86
Louisiana	24,048,192.73	5,827,965.69	16,801,788.12	1,418,446.92
Maine	10,123,549.72	2,550,064.88	7,481,013.65	92,471.19
Maryland	18,327,579.45	4,231,586.06	14,045,693.39	50,300.00
Massachusetts	27,653,674.36	8,523,070.49	19,035,549.50	95,054.37
Michigan	30,380,816.74	7,946,162.64	21,757,150.88	683,503.22
Minnesota	24,094,697.11	6,442,803.85	17,645,232.62	6,660.64
Mississippi	45,851,611.25	10,623,571.05	33,620,226.19	1,607,814.01
Missouri	27,333,060.62	6,662,182.38	20,648,028.24	22,850.00
Montana	9,139,872.55	1,833,641.67	7,232,035.88	74,195.00
Nebraska	12,082,736.60	2,976,630.90	8,800,936.90	305,168.80
Nevada	5,366,350.80	898,024.93	4,468,325.87	— 0 —
New Hampshire	6,395,470.42	1,539,765.41	4,822,556.01	33,149.00
New Jersey	30,817,876.05	7,868,597.86	22,605,160.66	344,117.53
New Mexico	10,781,840.58	3,249,446.96	7,440,352.22	92,041.40
New York	47,235,887.98	11,642,844.93	35,441,411.04	151,632.01
North Carolina	29,387,562.93	8,762,511.30	19,774,453.65	850,597.98
North Dakota	8,887,340.97	2,294,405.48	6,563,061.49	29,874.00
Ohio	33,026,873.71	9,676,983.60	22,793,474.17	556,415.94
Oklahoma	22,001,349.80	6,451,375.23	15,083,741.43	466,233.14
Oregon	18,029,598.02	4,661,916.51	13,367,681.51	— 0 —
Pennsylvania	38,216,680.62	11,008,998.81	27,146,494.57	61,187.24
Puerto Rico	19,616,179.51	7,779,970.81	11,138,476.26	697,732.44
Rhode Island	9,112,232.82	2,341,751.51	6,731,028.81	39,452.50



South Carolina	27,307,913.45	8,218,948.89	16,116,647.16	2,972,317.40
South Dakota	11,195,072.05	2,873,418.33	8,264,421.47	57,232.25
Tennessee	30,832,610.66	11,049,259.41	8,264,421.47	57,232.25
Texas	45,299,655.68	12,193,455.51	32,366,452.28	739,747.89
Utah	14,038,329.50	3,466,718.56	9,771,618.95	799,991.99
Vermont	9,163,229.22	2,252,415.89	6,346,513.86	564,299.47
Virginia	20,415,732.40	5,385,761.14	14,858,689.88	171,281.38
Washington	19,200,444.43	3,679,798.16	15,303,454.36	217,191.91
West Virginia	10,275,999.22	2,856,778.24	7,419,220.98	— 0 —
Wisconsin	22,565,555.65	5,776,352.94	16,300,452.71	488,750.00
Wyoming	6,944,386.39	1,410,094.34	5,531,502.05	2,790.00
Virgin Islands	2,575,510.08	698,417.06	1,877,093.02	— 0 —
Obligations by other than States - Total	684,502,745.90	627,956,249.23	56,546,496.67	— 0 —
Chief National Guard Bureau	618,136,250.00	613,808,750.00	4,327,500.00	— 0 —
F&AO, USA MDW	39,520,352.15	94,499.23	39,425,852.92	— 0 —
Chief of Engineers	614,854.66	— 0 —	614,854.66	— 0 —
The Adjutant General	2,774,126.89	— 0 —	2,774,126.89	— 0 —
Chief of Staff-DA	5,427,758.82	— 0 —	5,427,758.82	— 0 —
FORSCOM	3,605,885.04	— 0 —	3,605,885.04	— 0 —
USAHS	316,518.48	— 0 —	316,518.48	— 0 —
USARC	10,000.00	10,000.00	— 0 —	— 0 —
Defense Supply Agency	53,999.86	— 0 —	53,999.86	— 0 —
USAFAC	14,043,000.00	14,043,000.00	— 0 —	— 0 —

**Table 2-  
ARNG Assigned Strength  
FY 50-FY 80**

Fiscal Year	Aggregate	Year End		Aggregate	Average	
		Officer	Enlisted		Officer	Enlisted
1950	326,395	30,716	295,679	332,762	27,855	304,907
1955	358,241	34,665	323,576	339,043	33,783	305,260
1960	401,765	37,142	364,623	397,634	37,388	360,246
1965	378,985	34,353	344,632	376,957	34,369	342,588
1970	409,192	29,391	379,801	392,388	30,146	362,242
1975	401,981	33,821	368,160	402,488	34,110	365,378
1978	347,340	34,305	313,035	354,715	33,765	320,950
1979	346,974	35,849	311,125	346,170	34,738	311,432
1980	368,254	37,287	330,967	354,773	36,059	318,714



*An APC retriever of Combat Support Company, 2/127 Infantry hauls its load over a dusty road. Crew members are SP4 Marvin Goz, driver; SGT Ervin Fischer, commander, and SP4 Marvin Cox, gunner.*



**Table 3-  
Source of Second  
Lieutenants**

<b>Officers Candidate Schools:</b>	
Active Army .....	15
Reserve Component .....	237
State .....	1,467
<b>Total .....</b>	<b>1,719</b>

**Table 4-  
Enlisted Personnel  
Procurement**

Enlisted in FY 80 to	
take ADT .....	50,314
Veterans .....	16,601
Obligors .....	7,706
Transferred from Inactive	
National Guard .....	991
Enlisted from Other	
Reserve Forces .....	6,317
Reenlistments .....	15,157
<b>Total Gains .....</b>	<b>97,086</b>
<b>Total Losses .....</b>	<b>74,031</b>

**Table 7-  
Army Medical Strength**

Branch	Auth	Asgd
MC	1,234	578
DC	203	218
ANC	662	683
VC	26	27
MSC	1,071	1,360
AMSC	18	10
PA	266	138
91C	1,437	1,479*
<b>Total Enlisted Strength</b>	<b>17,862</b>	<b>14,538</b>

\* (MOS Qualified)  
1,007-68%

**Table 5-  
Reserve Officer Personnel Act**

FY 79			
Grade	Number Considered	Number Selected	Percent Selected
1LT to CPT	1,006	787	78.2
CPT to MAJ	1,557	1,006	64.6
MAJ to LTC*	367	280	76.3
LTC to COL**	612	148	24.2
FY 80			
1LT to CPT	949	781	82.0
CPT to MAJ	1,463	905	82.0
MAJ to LTC***	—	—	—
LTC to COL	680	266	39.0

\* Statistics reflect results of boards convened during FY 19TQ.

\*\* 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.

\*\*\* Board convened 16 Sep and is scheduled to adjourn 17 Oct 80. Results not available for inclusion in this report.

**Table 6-  
Line of Duty Determinations ARNG**

<b>Type of Action</b>	
Formal Investigations (other than death) .....	848
In Line of Duty .....	613
Not in Line of Duty-Not Misconduct .....	174
Not in Line of Duty-Misconduct .....	61
Returned as Unnecessary .....	225
Death Cases (No Determinations made) .....	22
Informal Investigation .....	3,185
<b>Total .....</b>	<b>4,280</b>

**Table 8-  
Medical Examination  
Reviews**

Federal Recognition .....	9,160
Waivers (Enl & Off) .....	1,216
Schools .....	1,097
Line of Duty .....	316
Periodics .....	1,469
Vouchers .....	2,304
Request for Care .....	966

**Table 9-  
Troop Structure**

8 Army Divisions (5 Infantry, 2 Armored, 1 Mechanized)
21 Separate Brigades (10 Infantry, 8 Mechanized, 3 Armored)
4 Armored Cavalry Regiments
2 TOW Light Anti-tank Battalions
4 Separate Mechanized Battalions
7 Tank Battalions
50 Separate Field Artillery Battalions
46 Engineer Battalions
21 Signal Battalions
16 Hospitals
3 Medical Brigade Headquarters
2 Special Forces Groups

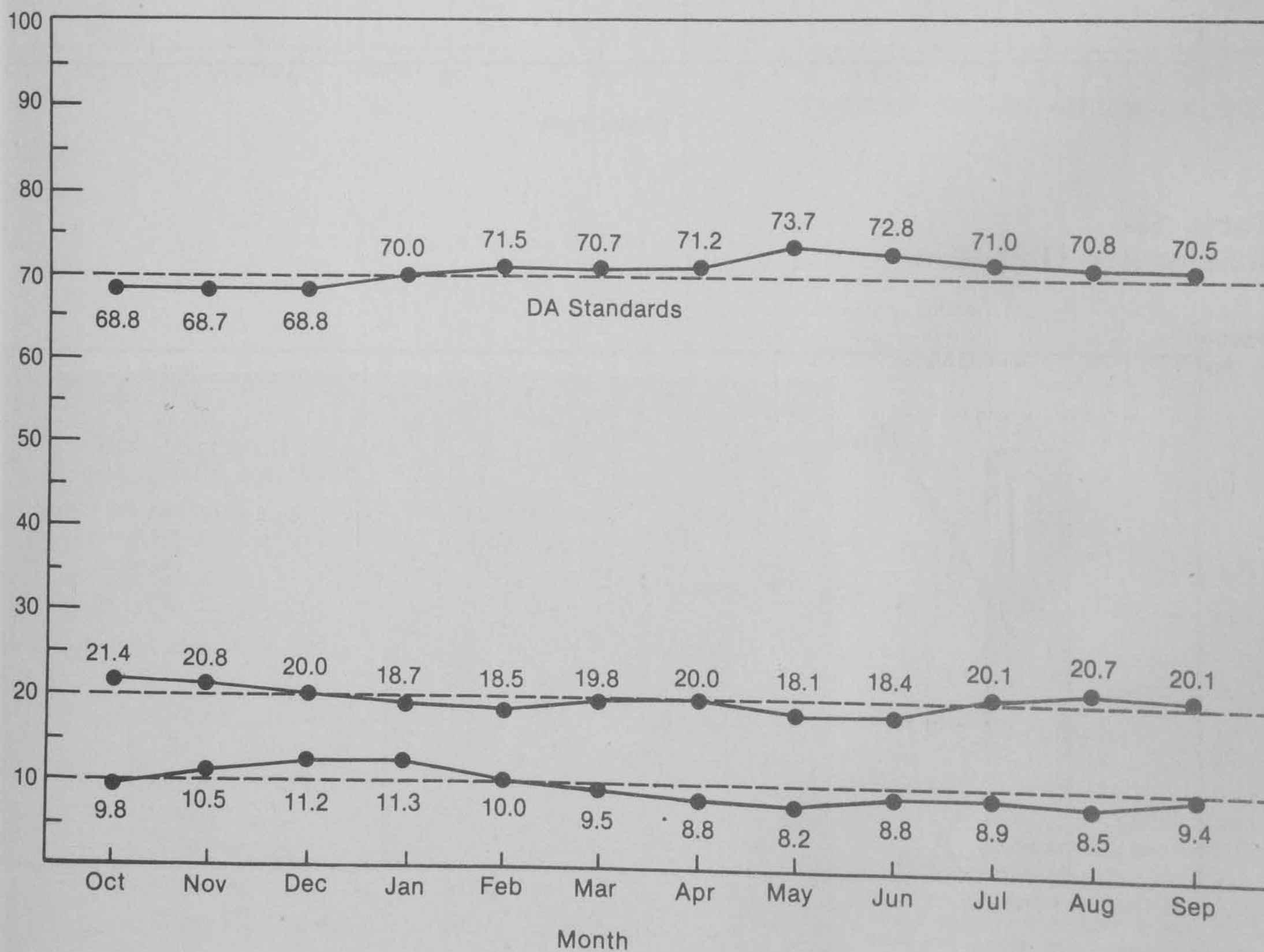


**Table 10-  
ARNG Aircraft Inventory for FY 80**

Type Acft	Oct	Nov	Dec	Jan	Feb	Mar
Rotary Wing	2,395	2,396	2,397	2,397	2,407	2,400
Fixed Wing	124	123	126	126	122	124
<b>Total</b>	<b>2,519</b>	<b>2,519</b>	<b>2,523</b>	<b>2,523</b>	<b>2,529</b>	<b>2,524</b>

Type Acft	Apr	May	Jun	Jul	Aug	Sep
Rotary Wing	2,401	2,398	2,393	2,396	2,399	2,400
Fixed Wing	124	124	126	131	135	137
<b>Total</b>	<b>2,525</b>	<b>2,522</b>	<b>2,519</b>	<b>2,527</b>	<b>2,534</b>	<b>2,537</b>

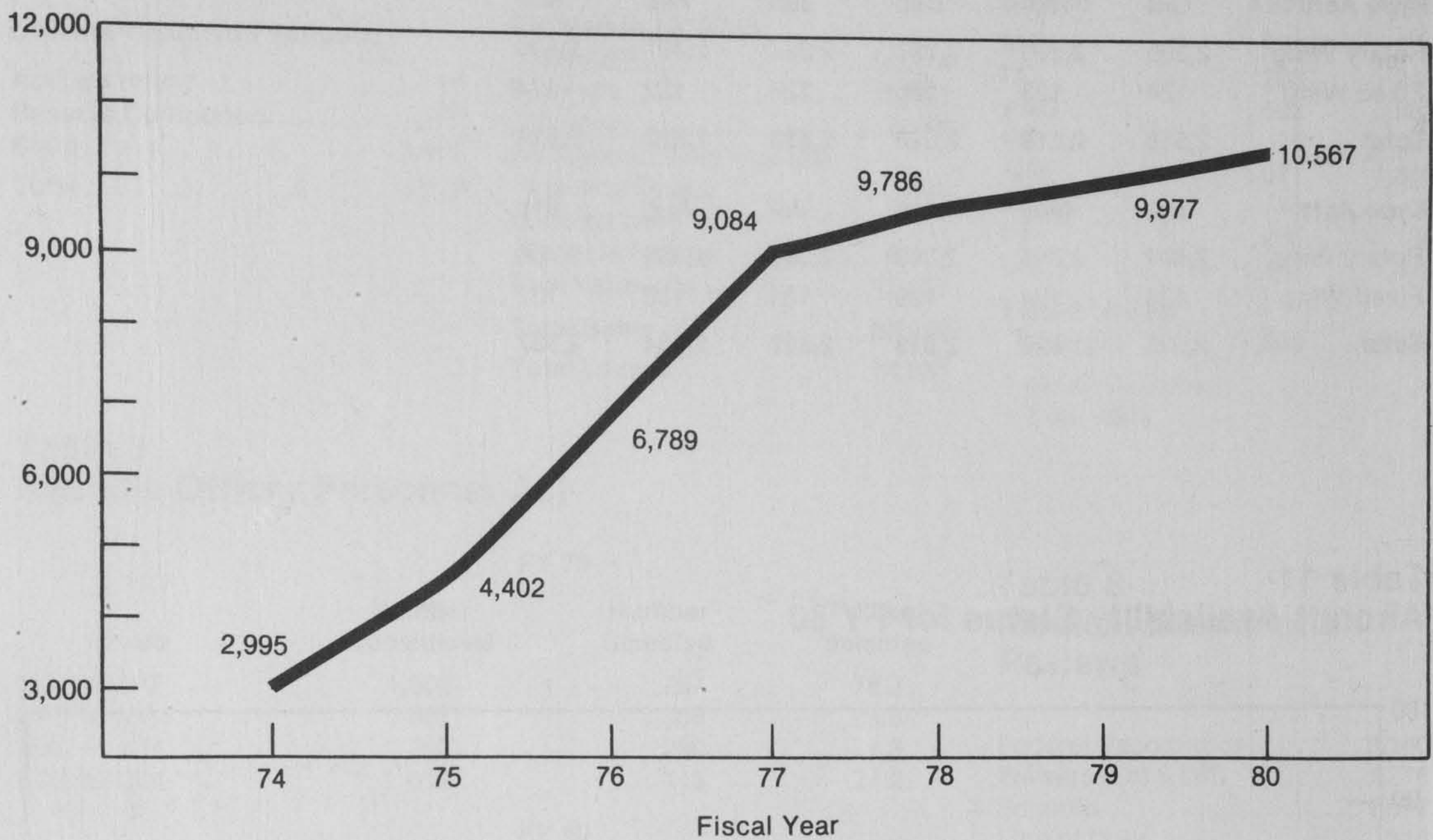
**Table 11-  
Aircraft Availability Status for FY 80**





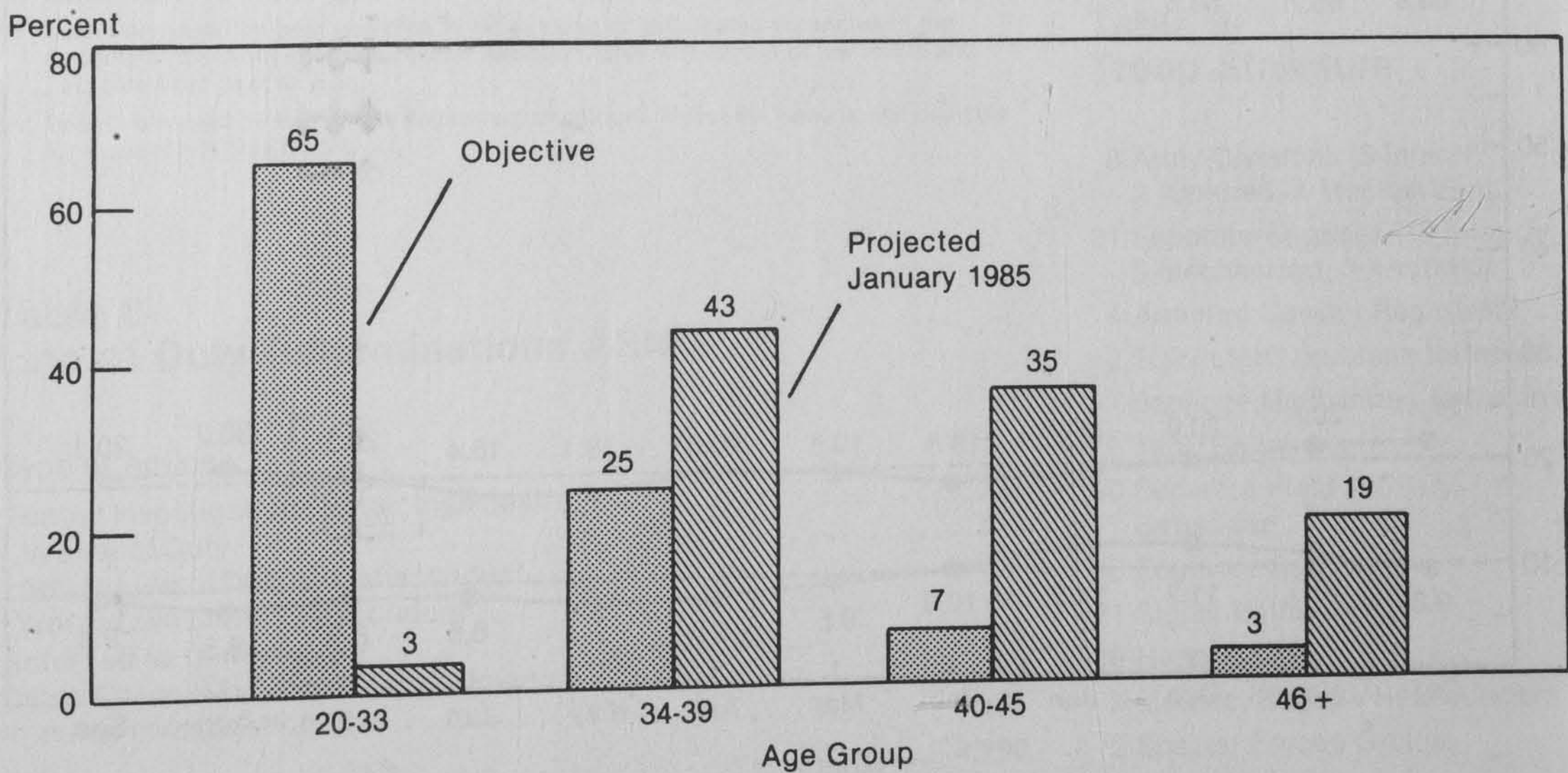
**Table 12-**

**Total DX Transactions by the ARNG Aviation  
Classification Repair Activity Depots**



**Table 13-**

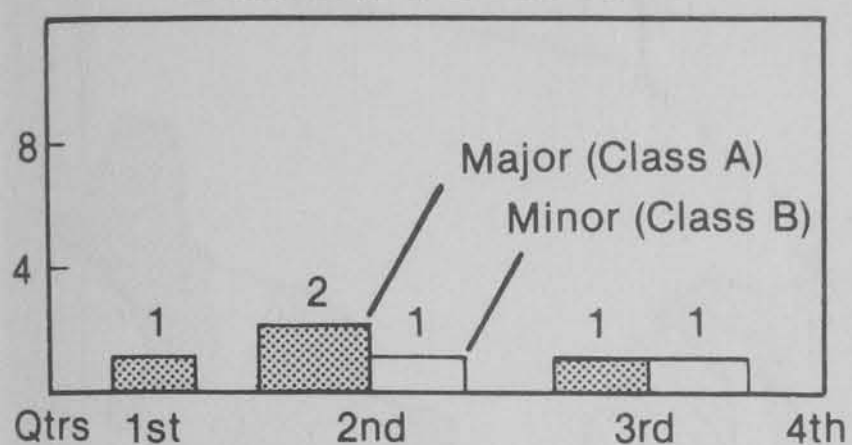
**Aviator Age Objective**



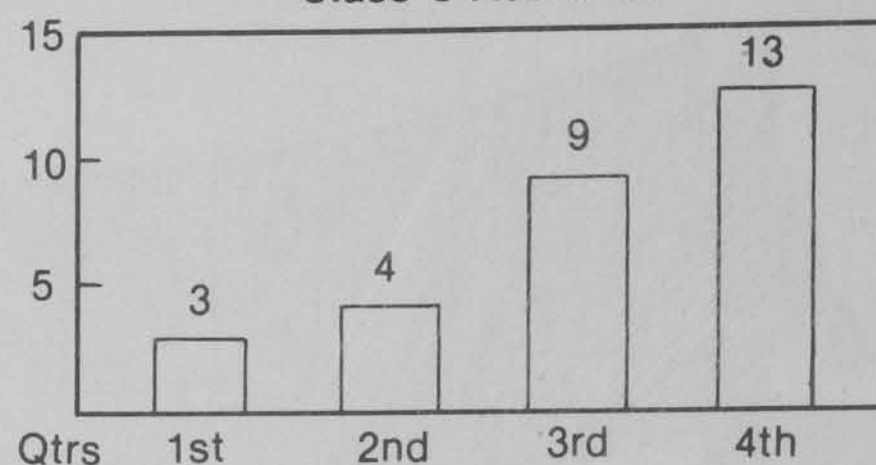


**Table 14-**  
**FY 80 Accident Statistics and Information**  
**Aircraft Accident Rate Per 100,000 Flying Hours = 1.36**

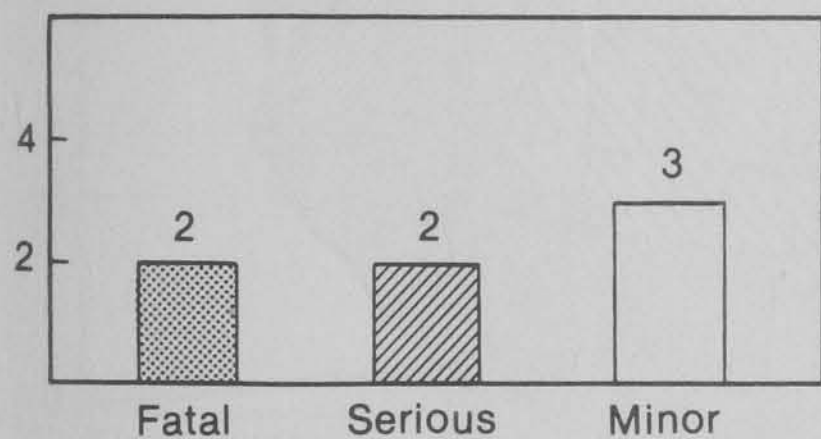
**Class A and B Accidents**



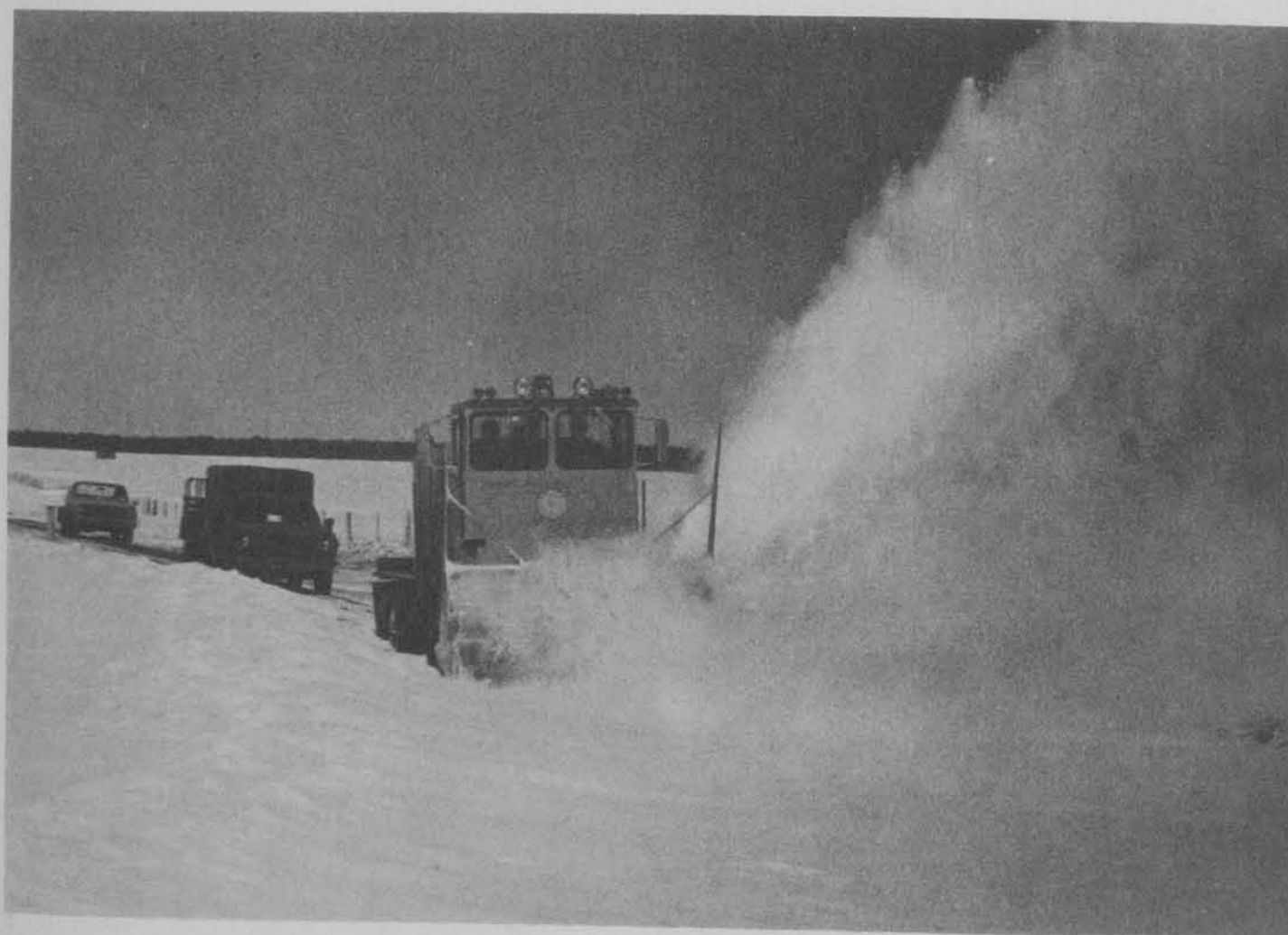
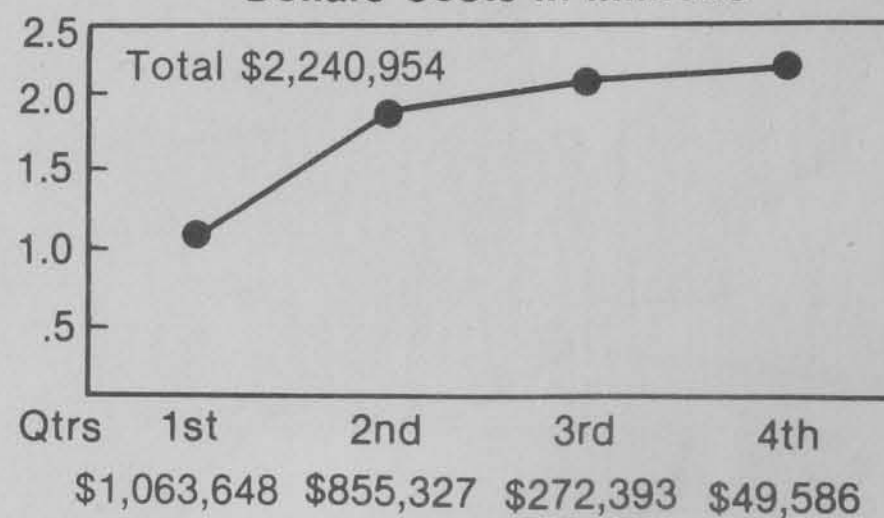
**Class C Accidents**



**Total Fatalities and Injuries**



**Dollars Costs in Millions**



*A Rotary Snowplow was part of the Army Guard equipment brought to bear on the tons of snow that blanketed three southeast Wyoming counties.*



**Table 15-**  
**ARNG Aviation Safety Surveys - FY 80**  
 RAPS ARMY HQS U.S. ARMY SAFETY CENTER STATE

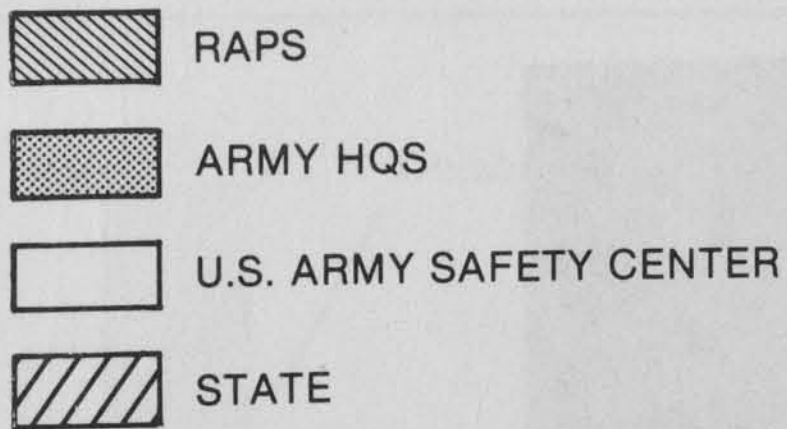
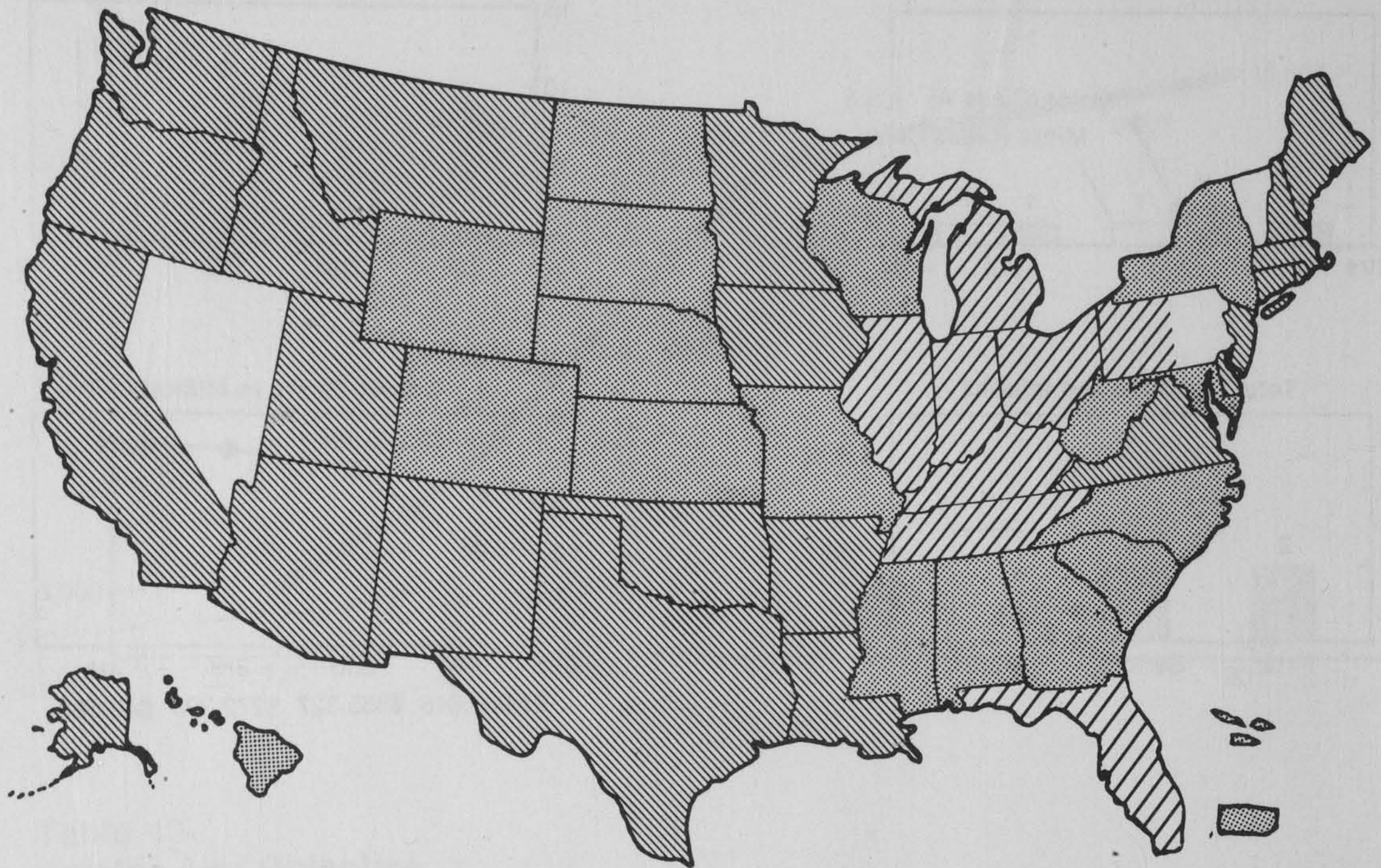




Table 16-  
ARNG Fatalities

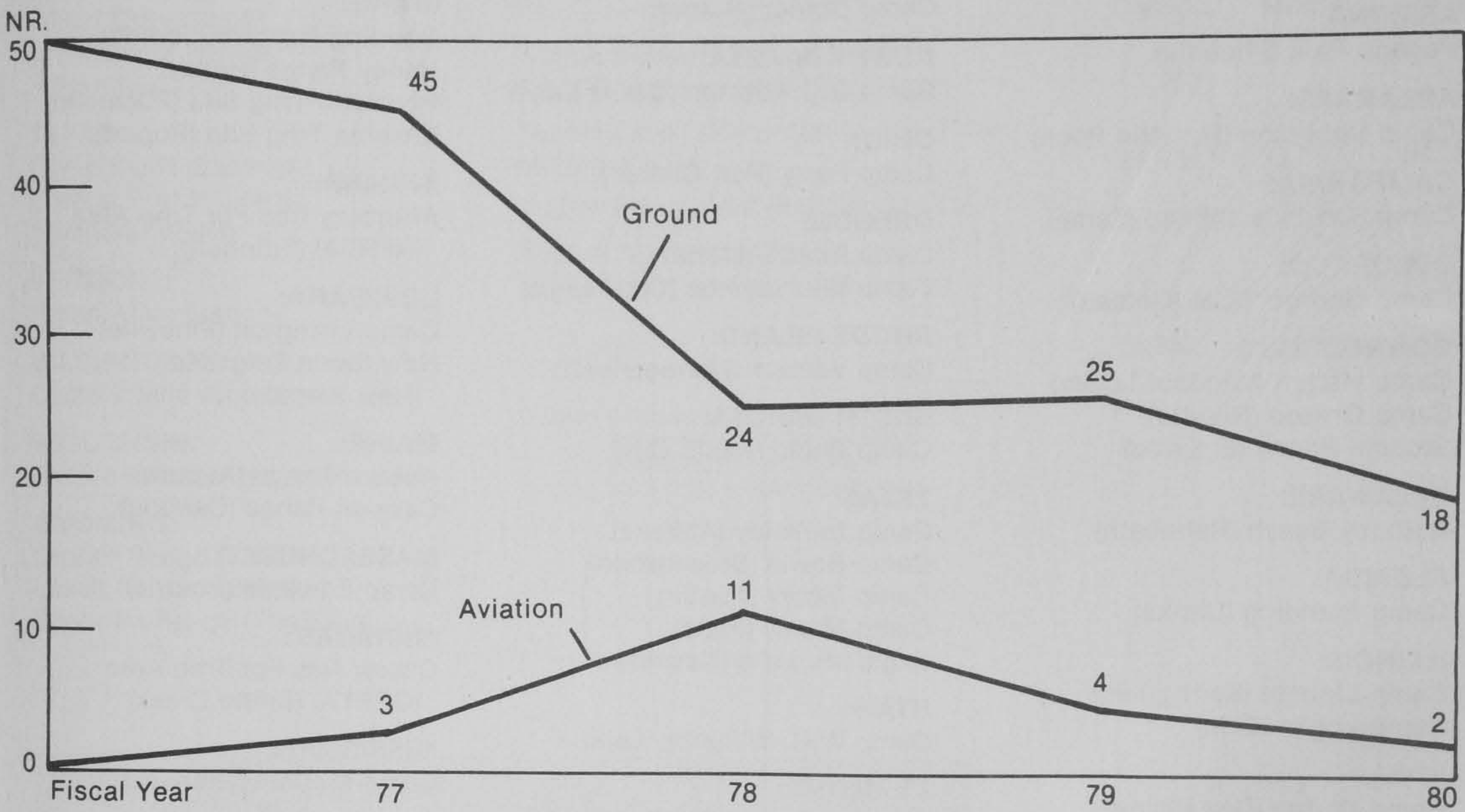


Table 17-  
Construction Requirements and Costs  
(includes new construction, additions and alterations)

	No Proj	\$ Million
Armory .....	523	367
Nonarmory (less training facilities).....	189	128
Training facilities .....	179	156
Planning and minor construction .....	—	89
	891	740

Table 18-  
Total Facilities Needed to Adequately House  
and Train ARNG  
(and for which National Guard has construction responsibility)

Armory .....	2,791
Non-armory.....	1,841
State Operated camps .....	274
Semi-active Army camps .....	2
	4,908



## Table 19- State Owned Installations

### ARIZONA:

Papago Park (Phoenix)

### ARKANSAS:

Camp Robinson (N. Little Rock)

### CALIFORNIA:

Camp San Luis Obispo (Same)

### COLORADO:

Camp George West (Golden)

### CONNECTICUT:

Camp Hartell (Windsor Locks)

Camp Grasso (Niantic)

Stone's Ranch (E. Lyme)

### DELAWARE:

Bethany Beach (Rehobeth)

### FLORIDA:

Camp Blanding (Starke)

### ILLINOIS:

Camp Lincoln (Springfield)

Camp Logan (Zion)

### IOWA:

Camp Dodge (Des Moines)

### LOUISIANA:

Camp Beauregard (Pineville)

Camp Villere (Slidell)

Jackson Barracks (New Orleans)

### MAINE:

Camp Keyes (Augusta)

Hollis Plains (Buxton)

### MARYLAND:

Gunpowder Range (Glen Arm)

State Military Reservation  
(Havre de Grace)

### MASSACHUSETTS:

Camp Curtis Guild (Wakefield)

### MICHIGAN:

Camp Grayling (Grayling)  
(Except Airfield)

### MINNESOTA:

Camp Ripley (Little Falls)

### MISSISSIPPI:

Camp Shelby (Hattiesburg)

### NEW HAMPSHIRE:

Camp La Bonte SMR (Concord)

### NEW JERSEY:

Sea Girt (Sea Girt)

### NEW YORK:

Camp Smith (Peekskill)

### NORTH CAROLINA:

Camp Butner (Butner)

### NORTH DAKOTA:

Camp G.C. Grafton (Devils Lake)

### OHIO:

Camp Perry (Port Clinton)

### OREGON:

Camp Rilea (Astoria)

Camp Withycombe (Clackamas)

### RHODE ISLAND:

Camp Varnum (Narragansett)

### SOUTH DAKOTA:

Camp Rapid (Rapid City)

### TEXAS:

Camp Barkeley (Abilene)

Camp Bowie (Brownwood)

Camp Mabry (Austin)

Camp Maxey (Paris)

Eagle Mt. Lake (Newark)

### UTAH:

Camp W.G. Williams (Lehi)

### VERMONT:

Camp Johnson (Burlington)

### VIRGINIA:

State Military Reservation  
(Virginia Beach)

### WEST VIRGINIA:

Camp Dawson (Kingwood)

### WISCONSIN:

Camp Williams (Tomah)

### WYOMING:

Camp Guernsey (Guernsey)

## Table 20- Federally Owned-State Operated Installations

### ALASKA:

Camp Carroll (Anchorage)

### ARIZONA:

Buckeye Range (Buckeye)

### CALIFORNIA:

Camp Roberts (Paso Robles)

Fort Irwin (Barstow)

AFRC Los Alamitos (Los Alamitos)

### DELAWARE:

Dover Trng Site (Dover)

New Castle Range (New Castle)

### IDAHO:

Gooding Range (Gooding)

Hailey Range (Hailey)

Pocatello Trng Site (Pocatello)

Kimama Trng Site (Rupert)

### INDIANA:

Atterbury Res For Trng Area  
(AFRTA) (Edinburg)

### LOUISIANA:

Camp Livingston (Pineville)

New Iberia Trng Site  
(New Iberia)

### MAINE:

Auburn Range (Auburn)

Caswell Range (Caribou)

### MASSACHUSETTS:

Camp Edwards (Bourne)

### MICHIGAN:

Custer Res For Trng Area  
(CRFTA) (Battle Creek)

### MISSISSIPPI:

Camp McCain (Grenada)

### MISSOURI:

Camp Clark (Nevada)

Fort Crowder (Neosho)

### MONTANA:

Fort Wm. H. Harrison (Helena)

### NEBRASKA:

Camp Ashland (Ashland)

### NEVADA:

Stead Trng Area (Reno)

### NEW MEXICO:

Deming Range (Deming)

Tucumcari Range (Tucumcari)

### OKLAHOMA:

Camp Gruber (Muskogee)

### OREGON:

Camp Adair (Corvallis)

### PUERTO RICO:

Camp Santiago (Salinas)

### SOUTH CAROLINA:

Former Charleston Army Depot  
(Charleston)



**TENNESSEE:**

Smyrna (Former Sewart AFB)  
(Smyrna)  
Catoosa Range, GA  
(Fort Oglethorpe)  
John Sevier Range  
(Fountain City)

**TEXAS:**

Camp Swift (Bastrop)  
Former Fort Wolters  
(Mineral Wells)

**VERMONT:**

Ethan Allen (Jerico)

**WASHINGTON:**

Camp 7 Mile (Spokane)

**WISCONSIN:**

Racine County Range (Racine)

**WYOMING:**

Lander Range (Lander)  
Lovell Range (Lovell)  
Sheridan Range (Sheridan)

**Table 21-  
Full-Time Manpower (Assigned)**

	Civilian	Military	Total
National Guard Bureau (NGB)/* Field Operating Agencies (FOAs)	353		353
Technicians/Conversion to Full Time Military/CFTM	24,949	3,157	28,106
Additive Full Time Manning (AFTM)		1,077	1,077
Recruiting/Retention		1,779	1,779
Tours		231	231
<b>Total</b>	<b>25,302</b>	<b>6,244</b>	<b>31,546</b>

\*FOAs - Computer Center  
Personnel Operations Center  
Operating Activity Center  
Recruiting & Retention Center



*Oregon National Guardsmen rid highway of  
downed limbs following ice storm. More  
than 300 Guard members aided in the  
emergency operation, conducting a blood  
drive, delivering food to shut-ins and clear-  
ing roads and parks, working with Portland  
area emergency services groups. Assisting  
were 2d Battalion, 218th Field Artillery,  
141st Support Battalion, 241st Medical Co.,  
Howitzer Battery, 3d Squadron, 116th Ar-  
mored Cavalry and the Oregon Air National  
Guard, all of Portland.*



# Appendix G

**Table 1-  
Air National Guard FY 80 Obligations  
By State**

State	5703080 Other Procurement	5703830 Military Construction	5703840 Operations & Maintenance	5703850 ANG Mil Personnel	State Total
Alabama	\$34,412		\$17,365,152	\$555,044	\$17,954,608
Alaska	2,050		7,271,116	236,605	7,509,771
Arizona	43,334	13,517	20,312,838	350,072	20,719,761
Arkansas	22,855	613,599	12,470,427	332,782	13,439,663
California	56,851	17,536	32,232,357	1,095,092	33,401,836
Colorado	39,594		15,45,923	275,489	15,731,006
Connecticut	17,148	3,345,565	7,001,228	274,816	10,638,757
Delaware	7,738		5,393,345	163,610	5,564,693
Andrews AFB	12,691		11,930,615	194,634	12,137,940
Florida	8,699		8,927,251	158,943	9,094,893
Georgia	100,134	599,403	17,548,429	744,518	18,992,484
Hawaii	22,209	300,000	16,312,587	316,262	16,951,058
Idaho	8,486		6,987,074	181,145	7,176,705
Illinois	31,515	1,488,064	20,368,682	533,139	22,421,400
Indiana	18,094	818,604	14,792,394	357,891	15,986,983
Iowa	28,139		13,785,726	313,181	14,127,046
Kansas	29,154		14,783,263	260,808	15,073,225
Kentucky	18,098		7,161,726	147,948	7,327,772
Louisiana	9,177		7,340,525	205,244	7,554,946
Maine	8,769		7,891,010	289,043	8,188,822
Maryland	10,017		9,032,027	346,823	9,388,867
Massachusetts	58,365	637,529	22,072,360	476,926	23,245,180
Michigan	69,462	298,069	33,074,945	553,669	33,996,145
Minnesota	16,644		14,219,368	426,653	14,662,665
Mississippi	28,619	382,567	14,391,731	688,784	15,491,710
Missouri	54,034	844,301	16,524,299	560,113	17,982,747
Montana	2,253	1,900	9,247,249	188,438	9,439,840
Nebraska	26,540		7,428,542	181,549	7,636,631
Nevada	11,346	12,963	6,643,092	146,484	6,813,885
New Hampshire	9,490		5,406,084	139,268	5,554,842
New Jersey	23,410	131,736	20,229,722	432,876	20,817,744
New Mexico	2,068	652,237	7,195,613	118,882	7,968,800
New York	52,950	119,700	31,487,069	885,063	32,544,782
North Carolina	2,172		5,626,087	260,485	5,888,744
North Dakota	-0-		8,083,440	151,693	8,235,133
Ohio	64,157	1,765,142	32,499,139	1,077,160	35,405,598
Oklahoma	24,153	493,700	12,794,901	451,648	13,764,402
Oregon	10,422	59,867	10,539,208	324,700	10,934,197
Pennsylvania	30,434		24,002,795	771,297	24,804,526
Puerto Rico	8,097		8,220,253	273,012	8,501,362
Rhode Island	41,893	1,773,683	7,683,212	305,562	9,804,350
South Carolina	8,627	15,043	7,115,002	224,468	7,363,140
South Dakota	7,160		7,594,907	156,544	7,758,611
Tennessee	78,606	759,515	22,647,928	867,339	24,353,388
Texas	44,521	359,977	24,039,838	641,716	25,086,052



Utah	31,920	20,990	7,822,803	234,606	8,110,319
Vermont	5,922		6,453,439	163,529	6,622,890
Virginia	15,927		7,615,142	189,413	7,820,482
Virgin Islands			7,354	1,745	9,099
Washington	37,331		11,595,995	430,788	12,064,114
West Virginia	8,919		11,940,192	438,323	12,387,434
Wisconsin	13,517		13,761,039	382,363	14,156,919
Wyoming	8,683		5,245,133	176,704	5,430,520
ANGCSC, St. Louis, MO			571,129,733	(248,000)	570,881,733
Bolling AFB			55,016		55,016
Wright Patt AFLC			8,600,018		8,600,018
Tinker AFB, OCAFLC			75,075		75,075
Hill AFB OOAFLC			72,885		72,885
McClellan AFB SMAFLC			86,955		86,955
Kelly AFB SSAFLC			51,416		51,416
Robins AFB WRAFLC			55,781		55,781
HQ USAF, Pentagon			4,953,138		4,953,138
Lackland AFB				1,551,512	1,551,512
AFAFC/ACF				278,509,296	278,509,296
Army Corps of Eng		1,297,350			1,297,350
Naval Fac Engr Cmd		1,330,350			1,330,350
<b>TOTAL</b>	<b>\$1,326,806</b>	<b>\$18,152,916</b>	<b>\$1,282,611,593</b>	<b>\$299,467,697</b>	<b>\$1,601,559,012</b>

**Table 2-  
Force Structure Flying Units**

Gaining Command		Wings	Groups	Squadrons
ADTAC	Fighter Interceptor	2	8	10
ADTAC	Defense Systems Evaluation	—	1	1
SAC	Air Refueling	4	9	13
TAC	Tactical Fighter	10	20	30
PACAF	Tactical Fighter	—	1	1
TAC	Tactical Reconnaissance	2	6	8
TAC	Tactical Air Support	1	5	6
TAC	Tactical Electronic Warfare	—	1	1
MAC	Tactical Airlift	5	14	19
MAC	Aerospace Rescue/Recovery	—	2	2
Total		24	67	91



**Table 3-  
Additional Support Units  
By Types of Mission**

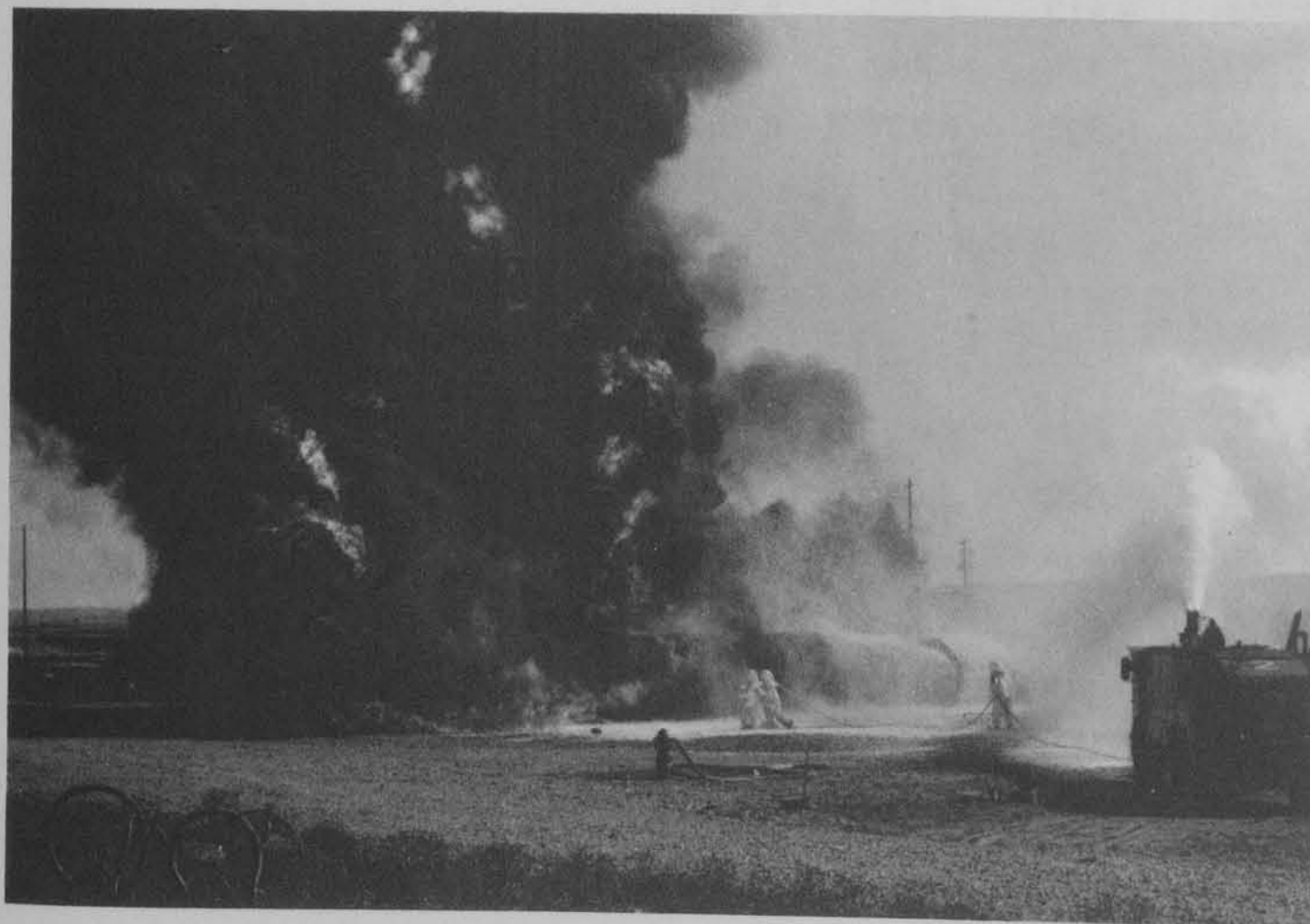
Force Summary	
AC&W Units.....	3
<b>Tactical Control Units</b>	
Tactical Control Groups.....	3
Tactical Control Squadrons.....	9
Tactical Control Flights.....	17
	<hr/>
	29
<b>Communications Units</b>	
Combat Communications Groups.....	8
Combat Communications Squadrons.....	27
Combat Communications Flights.....	10
Communications Squadrons (Special).....	2
Electronic Installation Squadrons.....	19
Air Traffic Control Flights.....	9
	<hr/>
	75
<b>Weather Units</b>	
Weather Squadrons.....	1
Weather Flights.....	39
	<hr/>
	40
<b>Miscellaneous Units</b>	
State Headquarters.....	52
Air Force Bands.....	12
Civil Engineering Units.....	7
Field Training Flights.....	1
Operating Locations	
Base Operating Support.....	7
Permanent Field Training Sites.....	4
Tower Operations.....	1
Airlift Support.....	1
Professional Military Education Ctr.....	1
Comptroller Support Center.....	1
Audio-Visual Support.....	1
	<hr/>
	88
<b>Grand Total</b>	<b>235</b>

**Table 4-  
Aircraft, Unit and Location  
by Gaining Command**

Aircraft	Unit	Location
<b>Air Defense - Tactical Air Command</b>		
F-101B/F	107 FIG	Niagara Falls NY
	142 FIG	Portland OR
	147 FIG	Ellington TX
F-106A/B	102 FIW	Otis MA
	144FIW	Fresno CA
	120 FIG	Great Falls MT
	125 FIG	Jacksonville FL
	177 FIG	Atlantic City NJ
F-4C	191 FIG	Selfridge AFB MI
F-4D	119 FIG	Fargo ND
EB-57B/C	158 DSEG	Burlington VT
<b>Strategic Air Command</b>		
KC-135A	101 ARW	Bangor ME
	126 ARW	Chicago IL
	141 ARW	Fairchild AFB WA
	171 ARW	Pittsburgh PA
	134 ARG	Knoxville TN
	157 ARG	Pease NH
	160 ARG	Rickenbacker OH
	189 ARG	Little Rock AR
	170 ARG	McGuire AFB NJ
	161 ARG	Phoenix AZ
	128 ARG	Milwaukee WI
	151 ARG	Salt Lake City UT
	190 ARG	Forbes KS
<b>Pacific Air Force</b>		
F-4C	154 Comp Gp	Hickham AFB HI
<b>Tactical Air Command</b>		
A-7D	121 TFW	Rickenbacker OH
	127 TFW	Selfridge AFB MI
	132 TFW	Des Moines IA
	140 TFW	Buckley CO
	112 TFG	Pittsburgh PA
	150 TFG	Kirtland NM
	156 TFG	San Juan PR
	169 TFG	McEntire SC
	185 TFG	Sioux City IA
	114 TFG	Sioux Falls SD
	178 TFG	Springfield OH
	138 TFG	Tulsa OK



	162 TFG (RTU)	Tuscon AZ	O-2A	105 TASW	Westchester NY
	180 TFG	Toledo OH		110 TASG	Kellogg MI
				111 TASG	Willow Grove PA
				163 TASG	Ontario CA
F-105B	108 TFW	McGuire AFB NJ			
			OA-37	128 TASW	Truax WI
F-105D/F	113 TFW	Andrews AFB DC		18 TASG	Peoria IL
	192 TFG	Byrd VA			
			EC-130E	193 TEWG	Harrisburg PA
F-105G	116 TFW	Dobbins GA			
				<b>Military Airlift Command</b>	
A-10	103 TFG	Bradley CT	C-130	A 118 TAW	Nashville TN
	104 TFG	Barnes MA		A 133 TAW	Minn/St. Paul MN
	174 TFW	Syracuse NY		A 139 TAG	St. Joseph MO
	175 TFG	Baltimore MD		A 143 TAG	Providence RI
				A 164 TAG	Memphis TN
F-4C	122 TFW	Ft. Wayne IN		A 166 TAG	Wilmington DE
	131 TFW	St. Louis MO		B 136 TAW	Dallas TX
	149 TFG	Kelly TX		B 145 TAG	Charlotte NC
	159 TFG	New Orleans LA		B 153 TAG	Cheyenne WY
	181 TFG	Terre Haute IN		B 167 TAG	Martinsburg WV
	183 TFG	Springfield IL		B 179 TAG	Mansfield OH
	188 TFG	Ft. Smith AR		D 109 TAG	Schenectady NY
F-4D	184 TFG (RTU)	McConnell KS		B/E 146 TAW	Van Nuys CA
				E 130 TAG	Charleston WV
				E 165 TAG	Savannah GA
				E 172 TAG	Jackson MS
				E 176 TAG	Anchorage AK
RF-4C	117 TRW	Birmingham AL		H 137 TAW	Will Rogers OK
	123 TRW	Louisville KY			
	124 TRG	Boise ID			
	148 TRG	Duluth MN			
	152 TRG	Reno NV	C-7A	135 TAG	Baltimore MD
	155 TRG	Lincoln NE			
	187 TRG	Montgomery AL	HC-130/HH-3		
	186 TRG	Meridian MS		106 AARG	Suffolk NY
				129 ARRG	Hayward CA



At the Idaho National Guard Open House the 124th Civil Engineering Flight (CEF) Fire Department is using AFFF retardant during live fire training at the fire pit.



**Table 5-  
Aircraft Conversions**

Location and Unit		From	To	Quarter
McConnell KS	184 TFG	18 F-105D/F	18/24/30 F-4D	1/2/3
Syracuse NY	174 TFW	24 A-37B	12/18 A-10A	1/2
Truax WI	128 TASW	18 O-2A	18 OA-37B	1
Baltimore MD	175 TFG	24 A-37B	18 A-10A	2
Peoria IL	182 TASG	18 O-2A	18 OA-37B	2

**Increased PAA**

Location and Unit		From	To	Quarter
Nashville TN	118 TAW	8 C-130A	16 C-130A	1
Hickam HI	154 Comp Gp	18 F-4C	24 F-4C	2

**Table 6-  
Air National Guard Strength**

	FY 76	FY TQ	FY 77	FY 78	FY 79	FY 80
<b>Total</b>	<b>90,992</b>	<b>91,206</b>	<b>91,840</b>	<b>91,674</b>	<b>93,379</b>	<b>96,283</b>
Officers	11,417	11,341	11,219	11,157	11,503	11,897
Airmen	79,575	79,865	80,621	80,517	81,876	84,386

**Table 7-  
Black Strength**

	FY 76	FY TQ	FY 77	FY 78	FY 79	FY 80
<b>Total</b>	<b>4,388</b>	<b>4,573</b>	<b>5,308</b>	<b>5,912</b>	<b>6,328</b>	<b>6,883</b>
Officers	135	135	153	176	197	226
Airmen	4,253	4,438	5,155	5,736	6,131	6,657

**Table 8-  
Women Strength**

	FY 76	FY TQ	FY 77	FY 78	FY 79	FY 80
<b>Total</b>	<b>3,992</b>	<b>4,241</b>	<b>5,284</b>	<b>6,048</b>	<b>6,842</b>	<b>7,829</b>
Officer	67	71	89	114	138	175
Airmen	3,925	4,170	5,195	5,934	6,704	7,654
Nurses	387	385	391	397	407	433
Male	41	43	46	58	52	53
Female	346	342	345	339	355	380



**Table 9-  
Officer Personnel**

**Officers Average Age by Grade  
Total Officers**

Gen	Col	LtCol	Maj	Capt	1Lt	2Lt	WO	Average
53	50	46	40	34	30	27	56	38

**Total Pilots**

Gen	Col	LtCol	Maj	Capt	1Lt	2Lt	Average
53	49	45	38	32	28	26	37

**Table 10-  
Officer Longevity**

**Average Years of Service by Grade**

Gen	Col	LtCol	Maj	Capt	1Lt	2Lt	W-4	W-3	Average
33.3	29.6	24.9	17.5	12.0	8.9	6.3	34.8	—	16.0

**Average Years of Service of Officers  
on Flying Status by Grade**

Gen	Col	LtCol	Maj	Capt	1Lt	2Lt	Average
32.9	28.5	24.0	16.6	10.9	7.6	5.3	15.1

**Table 11-  
Rated Officers**

	Assigned FY 80
Pilots .....	3,896
Navigators & Weapons Systems Officers .....	1,150
Others on Flying Status .....	420

**Table 12-  
Grade Distribution of Pilots**

Gen	Col	LtCol	Maj	Capt	1Lt	2Lt	Total
72	147	653	946	1,805	191	82	3,896



**Table 13-  
Airman Personnel**

**Airman Average Age by Grade**

E9	E8	E7	E6	E5	E4	E3	E2	E1	Average
50	47	43	37	31	27	24	22	21	33

**Table 14-  
Airman Personnel on Flying Status**

**Airman Average Age by Grade**

E9	E8	E7	E6	E5	E4	E3	E2	E1	Average
53	46	44	36	31	26	25	22	23	36

**Table 15-  
Airman Personnel**

**Airman Longevity**

E9	E8	E7	E6	E5	E4	E3	E2	E1	Average
30.7	27.1	22.3	14.2	8.8	5.3	2.5	1.7	.8	10.9

**Table 16-  
Airman Personnel on Flying Status**

**Airman Longevity**

E9	E8	E7	E6	E5	E4	E3	E2	E1	Average
32.7	27.0	23.8	14.5	8.9	4.9	3.2	1.3	.3	14.7



Alaska Air Guardsmen from Kulis Guard Base were among the first on the scene recently when a small corporate business jet carrying Sen. Ted Stevens and his wife, Ann, crashed while landing at Anchorage International Airport. The Guardsmen pulled Sen. Stevens and another passenger from the wreckage, then rendered aid until ambulance arrived. Killed were Mrs. Stevens and four passengers. Guardsmen from left to right: Michael T. Smith, David Anderson, Wayne Lahti and Hiram Austin.



**Table 17-  
Officer Flying Status**

Aeronautical Rating Boards	(51)
Cases Pending .....	3
Cases Approved .....	47
Disapproved or Declined .....	1
Flying Evaluation Boards	(54)
Cases Pending .....	3
Cases Approved .....	46
Disapproved of Declined .....	5

**Table 18-  
Officer Promotion Actions**

Unit Vacancy Promotions Effected in FY 80 to the Grades Indicated:

Brigadier General to Major General .....	4
Colonel to Brigadier General .....	25
Lieutenant Colonel to Colonel .....	88
Major to Lieutenant Colonel .....	266
Captain to Major .....	380
First Lieutenant to Captain .....	167
Second Lieutenant to First Lieutenant .....	46

**Table 19-  
ROPA Promotions Effected in FY 80  
to the Grades Indicated**

Major to Lieutenant Colonel .....	147
Captain to Major .....	278
First Lieutenant to Captain .....	121
Second Lieutenant to First Lieutenant .....	98

**Table 20-  
Communications Installations and  
Units by Locations**

**Location**

**Alabama**

Birmingham  
Martin

117 Comm Flt  
226 Cmbt Comm/  
226 Cmbt Comm Sq  
280 Comm Sq  
232 Cmbt Comm Sq  
187 Comm Flt

Maxwell AFB  
Dannelly Field

**Alaska**

Kulis

176 Comm Flt

**Arizona**

Phoenix/Sky Harbor  
Tucson

161 Comm Flt  
162 Comm Flt

**Arkansas**

Hot Springs Mem Fld  
Little Rock  
Ft Smith

223 Cmbt Comm Sq  
189 Comm Flt  
188 Comm Flt

**California**

Van Nuys

Hayward Air Terminal  
NAS Moffett  
North Highland

147 Cmbt Comm Sq  
146 Comm Flt  
234 Cmbt Comm Sq  
129 Comm Flt  
162 Cmbt Comm Gp  
149 Cmbt Comm Sq  
148 Cmbt Comm Sq  
222 Cmbt Comm Sq  
163 Comm Elect Sq/  
163 Comm Flt  
144 Comm Flt  
261 Cmbt Comm Sq

Compton  
Costa Mesa  
Ontario

Fresno Air Terminal  
Sepulveda

**Colorado**

Buckley

140 Comm Flt

**Connecticut**

Bradley Intl

103 Comm Flt

**Delaware**

Greater Wilmington

166 Comm Flt

**District of Columbia**

Andrews

231 Cmbt Comm Sq  
113 Comm Flt

**Florida**

No Unit

**Georgia**

Dobbins AFB/ATNAS  
Savannah

116 Comm Flt  
165 Comm Flt  
283 Cmbt Comm Sq  
224 Cmbt Comm Sq

McKinnon Airport

**Hawaii**

Hickam AFB

201 Cmbt Comm Gp/  
202 Cmbt Comm Flt



<b>Hilo</b>	201 Cmbt Sq	<b>Nevada</b>	
<b>Kahului</b>	201 Cmbt Comm Flt	Reno	152 Comm Flt
<b>Idaho</b>		<b>New Hampshire</b>	
Boise Air Terminal	124 Comm Flt	Pease	157 Comm Flt
<b>Illinois</b>		<b>New Jersey</b>	
Chicago/O'Hare Intl	126 Comm Flt/ 264 Cmbt Comm Sq	McGuire AFB	108 Comm Flt 170 Comm Flt
Greater Peoria Capital	182 Comm Flt 183 Comm Flt	<b>New Mexico</b>	
<b>Indiana</b>		Kirtland	150 Comm Flt
Ft Wayne Mun Hulman Field	122 Comm Flt 181 Comm Flt	<b>New York</b>	
<b>Iowa</b>		Hancock	174 Comm Flt
Des Moines	132 Comm Flt	Roslyn	274 Cmbt Comm Sq
Sioux City	185 Comm Flt	Schenectady Co	109 Comm Flt
<b>Kansas</b>		Suffolk Co	106 Comm Flt
McConnell AFB	184 Comm Flt	Westchester Co	105 Comm Flt
<b>Kentucky</b>		<b>North Carolina</b>	
Standiford	123 Comm Flt	Douglas	145 Comm Flt
<b>Louisiana</b>		Badin	263 Cmbt Comm Sq
New Orleans Hammond	159 Comm Flt 236 Cmbt Comm Sq	<b>North Dakota</b>	No Unit
<b>Maine</b>		<b>Ohio</b>	
Bangor	101 Comm Flt	Mansfield Lahm	179 Comm Flt
So Portland	265 Cmbt Comm Sq	Toledo Express Springfield	180 Comm Flt 251 Cmbt Comm Gp/ 178 Comm Flt/ 269 Cmbt Comm Flt
<b>Maryland</b>		Rickenbacker	121 Comm Flt
Glenn L. Martin	135 Comm Flt 175 Comm Flt	<b>Oklahoma</b>	
<b>Massachusetts</b>		Will Rogers World	137 Comm Flt
Otis AFB	102 Comm Flt	Tulsa	138 Comm Flt
Barnes	104 Comm Flt	<b>Oregon</b>	
Wellesley	253 Cmbt Comm Gp/ 267 Cmbt Comm Sq	Portland	224 Cmbt Comm Flt 224 Cmbt Comm Sq
<b>Michigan</b>		<b>Pennsylvania</b>	
Selfridge ANGB	127 Comm Flt	Greater Pittsburgh	112 Comm Flt 171 Comm Flt
W K Kellogg	110 Comm Flt	Ft Indiantown Gap	271 Cmbt Comm Sq
<b>Minnesota</b>		Harrisburg/Olmsted	193 Comm Flt
Minn/St Paul	133 Comm Flt	Willow Grove	111 Comm Flt
Duluth	148 Comm Flt	<b>Puerto Rico</b>	
<b>Mississippi</b>		Puerto Rico	156 Comm Flt
Gulfport Biloxi Key Field	255 Cmbt Comm Sq 186 Comm Flt 238 Cmbt Comm Flt 172 Comm Flt	<b>Rhode Island</b>	
Allen C. Thompson		Coventry	281 Cmbt Comm Gp/ 282 Cmbt Comm Sq 143 Comm Flt
<b>Missouri</b>		Theodore F Green	
Lambert/St Louis	131 Comm Flt 239 Cmbt Comm Flt 139 Comm Flt	<b>South Carolina</b>	
Rosencrans Mem	No Unit	McEntire ANGB	240 Cmbt Comm Flt/ 169 Comm Flt
<b>Montana</b>		<b>South Dakota</b>	
<b>Nebraska</b>		Joe Foss Field	114 Comm Flt
Lincoln	155 Comm Flt	<b>Tennessee</b>	
		Nashville Metro	118 Comm Flt



McGhee/Tyson	134 Comm Flt 228 Cmbt Comm Sq 164 Comm Flt
Memphis	
<b>Texas</b>	
Dallas	136 Comm Flt
Kelly	149 Comm Flt
Garland ACS	254 Cmbt Comm Gp/ 254 Cmbt Comm Flt
<b>Utah</b>	
Salt Lake City	151 Comm Flt 299 Cmbt Comm Sq
<b>Vermont</b>	No Unit
<b>Virginia</b>	
Richard E. Byrd	192 Comm Flt
<b>Virgin Islands</b>	
Christiansted	285 Cmbt Comm Flt
<b>Washington</b>	
Fairchild	141 Comm Flt
Seattle	143 Cmbt Comm Sq
Spokane	242 Cmbt Comm Sq
Camp Murry	252 Cmbt Comm Gp 256 Cmbt Comm Sq
Bellingham/MAP	262 Cmbt Comm Sq
<b>West Virginia</b>	
Kanawha Co	130 Comm Flt
EWVA Regional	167 Comm Flt
<b>Wisconsin</b>	
Dane Co Region	115 Comm Flt
Gen B Mitchell	128 Comm Flt
<b>Wyoming</b>	
Cheyenne MAP	153 Comm Flt

## Table 21- Activations

Location & Unit	Effective Date	
NAS Moffett, CA	129th Res Man Sq	1 July 1980
Fresno ANGB, CA	144th Res Man Sq	1 July 1980
Van Nuys ANGB, CA	146th Res Man Sq	1 July 1980
Ontario ANGB, CA	163d Res Man Sq	1 July 1980
Lambert/St. Louis IAP, MO	231 Civil Eng Ft	8 Jan 1980
Glenn L. Martin Aprt, MD	235 Civil Eng Ft	15 Jan 1980
Buckley ANGB, CO	240th Civil Eng Ft	19 Mar 1980
Camp Murray, WA	241 Civil Eng Ft	12 Jan 1980
Christiansted St. Croix, VI	285 Combat Comm Ft	7 May 1980



## Table 22- Inactivations

Location & Unit	Effective Date
Dane Co. Regional Aprt, Truax, WI	115th Direct Air Support Center Sq 24 Oct 79
Greater Pittsburgh Aprt, PA	112th Civil Eng Ft 24 Dec 79
Rickenbacker AFB, OH	121st Civil Eng Ft 24 Dec 79
Selfridge ANGB, MI	127th Civil Eng Ft 24 Dec 79

## Table 23- Redesignations

Location & Unit Change	Effective Date
Hayward Air Terminal MPT, CA From: 129th USAF Clinic To: 129th Tactical Hospital	1 Apr 80
Savannah MPT, GA From: 165th USAF Clinic To: 165th Tactical Hospital	15 Apr 80
McConnell AFB, KS From: HQ, 184th Tactical Fighter Training Gp To: HQ, 184th Tactical Fighter Gp	8 Oct 79
From: 127th Tactical Fighter Training Sq To: 127th Tactical Fighter Sq	8 Oct 79
Suffolk County Aprt, NY From: 106th USAF Clinic To: 106th Tactical Clinic	15 Apr 80
Will Rogers World Aprt, Oklahoma City, OK From: 137th USAF Clinic To: 137th Tactical Hospital	15 Apr 80
T.F. Green MPT, RI From: 143d Tactical Clinic To: 143d Tactical Hospital	15 Apr 80
Memphis IAP, TN From: 164th USAF Clinic To: 164th Tactical Clinic	15 Apr 80



**Table 24-  
Units by Number and Type  
Assigned to the ANG**

1054 Units

24 Wings

- 4 Air Refueling
- 2 Fighter Interceptor
- 5 Tactical Aircraft
- 1 Tactical Air Support
- 10 Tactical Fighter
- 2 Tactical Reconnaissance

67 Groups (Flying Units)

- 2 Aerospace Rescue & Recovery
- 9 Air Refueling
- 1 Composite
- 1 Defense System Evaluation
- 8 Fighter Interceptor
- 14 Tactical Airlift
- 5 Tactical Air Support
- 1 Tactical Electronic Warfare
- 20 Tactical Fighter
- 6 Tactical Reconnaissance

91 Squadrons (Flying Units)

- 2 Aerospace Rescue & Recovery
- 13 Air Refueling
- 1 Defense System Evaluation
- 10 Fighter Interceptor
- 19 Tactical Airlift
- 6 Tactical Air Support
- 1 Tactical Electronic Warfare
- 31 Tactical Fighter
- 8 Tactical Reconnaissance

652 Support Units

- 7 Aeromedical Evacuation Flight
- 2 Aeromedical Evacuation Squadron
- 88 Civil Engineering Flight (Prime BEEF)
- 91 Combat Support Squadron
- 6 Communication/Electronic Maintenance Squadron
- 25 USAF Clinic
- 89 Consolidated Aircraft Maintenance Squadron
- 80 Communication Flight (Support)
- 5 Direct Air Support Center Squadron
- 14 Mobile Aerial Port Flight
- 5 Mobile Aerial Port Squadron
- 91 Resource Management Squadron
- 2 Reconnaissance Technical Squadron
- 25 Security Police Flight
- 45 Tactical Clinic
- 21 Tactical Hospital
- 56 Weapon System Security Flight

104 Communications/Electronics Units

- 9 Air Traffic Control Flight
- 10 Combat Communication Flight
- 27 Combat Communication Squadron
- 8 Combat Communication Group
- 2 Communication Squadron
- 19 Electronics Installation Squadron
- 17 Tactical Control Flight
- 9 Tactical Control Squadron
- 3 Tactical Control Group

116 Miscellaneous Units

- 52 ANG State Headquarters
- 1 Aircraft Control & Warning Detachment
- 3 Aircraft Control & Warning Squadron
- 12 Air Force Band
- 1 Civil Engineering Flight (RED HORSE)
- 1 Civil Engineering Squadron (RED HORSE)
- 5 Civil Engineering Flight (Prime BEEF)
- 1 Field Training Flight
- 39 Weather Flight
- 1 Weather Squadron

46 Operating Locations

(These are not officially recognized as units.)



## Table 25- Units Moves & Relocations

Location & Unit Change	Effective Date
Arkansas 154th Weather Ft From: Little Rock AFB To: Camp Robinson Hospital	8 Jan 1980
California 129th Aerospace Rescue & Recovery Gp From: Hayward Air Terminal To: NAS Moffett	1 May 1980
Kansas 127th Weather Ft From: McConnell AFB To: Forbes Field	1 Apr 1980
Maryland 104th Weather Ft From: G.L. Martin Aprt To: Edgewood Arsenal	8 Jan 1980
Rhode Island Headquarters, Rhode Island Air National Guard From: T.F. Green Aprt To: Quonset State Aprt	15 Apr 1980
143d Tactical Airlift Group (Except 143d Tac Alft Sq & 143d CAM Sq) From: T.F. Green Aprt To: Quonset State Aprt	15 Apr 1980
143d Tactical Airlift Sq 143d Consolidated Aircraft Maintenance Sq From: T.F. Green Aprt To: Quonset State Aprt	1 Jul 1980

*F-105 from the Virginia Air National Guard.*





**Table 26-**  
**Support of JCS, USAF, MAJCOM, and Army Exercises**

Exercise	Type	Date	No. Units	No.* Personnel	Location	Supported Activity
Bold Eagle 80	JCS	Oct 80	11	1036	Eglin AFB, FL	Readiness
Empire Glacier	JCS	Jan 80	12	874	Ft. Drum, NY	Readiness
Team Spirit 80	JCS	Mar-Apr 80	3	451	Korea	PACCOM
Gallant Eagle 80	JCS	Mar 80	6	763	CA-Nevada	Readiness
Solid Shield 80	JCS	May 80	1	38	Southeast U.S.	LANTCOM
Brave Shield 80	JCS	Aug 80	2	208	Louisiana	Readiness
Crested Eagle 80	JCS	Mar 80	10	43	Europe	EURCOM
<b>Totals</b>			<b>45</b>	<b>3,413</b>		

\* Numbers approximated

**Table 27-**  
**Tactical Deployments**

Deployment	Date	Exercise Supported	Unit	Home Station	No.* Personnel	Acft	Deployed TO
Cope Elite 80-2	Apr-Jun 80	Opportune Journey	121 TFW	Rickenbacker ANGB, OH	485	10 A-7	Hawaii
			178 TFW	Springfield, OH			
Coronet Cannon	May 80	Dawn Patrol	155 TRG	Lincoln, NE	216	8-RF-4C	Turkey
Best Focus	May-Jun 80	Best Focus	187 TRG	Montgomery, AL	89	8 RF-4C	Germany
Cope North	Jun 80	Cope North	154 Comp Gp	Hickam AFB, HI	197	6 F-4	Guam, Japan
Coronet Aim	Sep 80	Team Work 80	169 TFG	Columbia, SC	207	8 A-7	Norway
Coronet Cyro	Sep-Oct 80	Autumn Forge	186 TRG	Meridian, MS	172	8 RF-4C	U. Kingdom
Coronet Power	Sep-Oct 80	Display Determination	116 TFG	Dobbins AFB, GA	212	8 F-105G	Turkey
<b>Totals</b>					<b>1578</b>	<b>56</b>	

\* Number Approximated



## Table 28- Red Flag Participation

Exercise	Unit	Home Station	Location	No. Acft
80-2	152 TRG	Reno, NV	Nellis AFB, NV	2 RF-4
	127 TFW	Selfridge, MI	Nellis AFB, NV	10 A-7
12 Jan-23 Feb 80	187 TRG	Montgomery, AL	Nellis AFB, NV	2 RF-4
	186 TRG	Meridian, MS	Nellis AFB, NV	2 RF-4
80-3	132 TFW	Des Moines, IA	Nellis AFB, NV	8 A-7
	159 TFG	New Orleans, LA	Nellis AFB, NV	5 F-4
15 Mar-12 Apr 80	192 TFG	Richmond, VA	Nellis AFB, NV	10 F-105
	113 TFW	Andrews AFB, MD	Nellis AFB, NV	5 F-105
	108 TFW	McGuire AFB, NJ	Nellis AFB, NV	6 F-105
Maple Flag 26 Apr-24 May 80	114 TFG	Sioux Falls, SD	Cold Lake Canada	7 A-7
	138 TFG	Tulsa, OK	Cold Lake Canada	8 A-7
RDF Red Flag 3 Jun-3 Jul 80	162 CMBTCG	N. Highlands, CA	Nellis AFB, NV	
			Indian Springs, NV	
			George AFB, CA	
	106 CMBTCG	Salt Lake City, UT	Wendover, UT	
	109 CMBTCG	Salt Lake City, UT	Wendover, UT	
	117 TRW	Birmingham, AL	Nellis AFB, NV	6 RF-4
	123 TRW	Louisville, KY	Nellis AFB, NV	6 RF-4
	103 TFG	Bradley AFB, CT	George AFB, CA	8 A-10
	150 TFG	Kirtland AFB, NM	Wendover, UT	8 A-7
	193 TEWG	Harrisonburg, PA	Nellis AFB, NV	2 EC-130
	130 TAG	Charleston, WV	Nellis AFB, NV	2 C-130
	134 AREFG	Knoxville, TN	March AFB, CA	3 KC-135
	151 AREFG	Salt Lake City, UT	March AFB, CA	5 KC-135
	161 AREFG	Phoenix, AZ	March AFB, CA	5 KC-135
	147 AREFW	Fairchild AFB, WA	March AFB, CA	3 KC-135



*HC-130 Hercules of the California Air National Guard*



## Table 29- ANG Share of Close Air Support of Ground Forces

FY 77	FY 78	FY 79	FY 80
55%	58%	59%	59%

ANG TAC-gained fighter units assisted Air Force Commitments to U.S. ground forces by providing 50 percent of 9AF tasking and 80 percent of 12AF tasking with a combined percentage of 59 percent.

## Table 30- Snowbird/Winter Basing

Unit	Date (Location)	No. of Acft
103TFG	5-19 Jan 80 (Davis Monthan AFB, AZ)	12 A-10s
112TFG	19 Jan-2 Feb 80 (Patrick AFB, FL)*	12 A-7s
104TFG	20 Jan-2 Feb 80 (Davis Monthan AFB, AZ)	12 A-10s
185TFG	20 Jan-2 Feb 80 (George AFB, CA)	12 A-7s
180TFG	3-16 Feb 80 (Davis Monthan AFB, AZ)	12 A-7s
174TFW	3 Feb-1 Mar 80 (Davis Monthan AFB, AZ)*	12 A-10s
114TFG	17 Feb-1 Mar 80 (Davis Monthan AFB, AZ)	12 A-7s
122TFW	23 Feb-8 Mar 80 (Luke AFB, AZ)	12 F-4s
138TFG	2-15 Mar 80 (Davis Monthan AFB, AZ)	12 A-7s

\* In conjunction with support of FAC/RTU



HH-3 "Jolly Green Giant" rescue helicopter, like the one pictured above is one of the rescue aircraft used in Southeast Asia. The aircraft is in the California and New York Air National Guard.



**Table 31-**  
**Foward Air Controller (RTU) Support**

Date	Unit	No. of Acft Used
10-21 Dec 79	178TFG	6 A-7
19 Jan-2 Feb 80	112TFG	6 A-7*
2 Feb-1 Mar 80	174TFW	6 A-10*
31 Mar-4 Apr 80	131TFW	6 F-4
7-18 Apr 80	156TFG	6 A-7
19-23 May 80	127TFW	6 A-7
21-25 Jul 80	108TFW	6 F-105
11-22 Aug 80	192TFG	6 F105

\* Both 112TFG and 174TFG accomplished Snowbird/Winter basing in conjunction with above. Although each unit deployed 12 aircraft, only 6 were dedicated to FAC/RTU support.

**Table 32-**  
**Participation in the Joint Airborne/Air Transportability Program**

	FY 79	FY 80	% Chg FY 79/FY 80
Sorties Flown	949	828	-13
Personnel			
Airdropped/Airlanded	14,310	14,980	+5
Tons Equipment			
Airdropped/Airlanded	66.2	63.1	-5

**Table 33-**  
**ARRS Support of Higher Headquarters Directed Missions**

	FY 79	FY 80	% Chg FY 79/FY 80
Sorties Flown	318.0	141.0	-55
Hours Flown	710.2	387.0	-44
Lives Saved and Credited to ANG	20	53	+165
Persons Found and Credited to ANG	0	19	



# Appendix H

**Table 1-  
ARNG Race/Ethnic**

Ethnic Gp	Off		Enl		Total	
	No.	%	No.	%	No.	%
Black	1,443	3.87	60,081	18.15	61,524	16.71
SSA	419	1.12	11,375	3.44	11,794	3.20
PR (CONUS)	79	.21	4,944	1.49	5,023	1.36
(In PR)	646	1.73	8,768	2.65	9,414	2.56
Oriental	250	.67	834	.25	1,084	.29
Filipino	57	.15	1,140	.34	1,197	.33
Am Indian	68	.18	1,621	.49	1,689	.46
Eskimo	42	.11	1,204	.36	1,246	.34
Aleut	2	.01	43	.01	45	.01
Other	94	.25	1,913	.58	2,007	.55
Sub Total	3,100	8.31	91,923	27.77	95,023	25.80
Caucasian	34,185	91.68	238,980	72.21	273,165	74.18
UNK/Unclas	2	.01	61	.02	63	.02
<b>Total</b>	<b>37,287</b>	<b>100.00</b>	<b>330,964</b>	<b>100.00</b>	<b>368,251</b>	<b>100.00</b>
Women	1,353	3.63	15,336	4.63	16,689	4.53
Minority	292	.78	5,627	1.70	5,919	1.61

**Table 2-  
ANG Race/Ethnic**

Ethnic Gp	Off		Enl		Total	
	No.	%	No.	%	No.	%
Black	221	1.88	6,489	7.69	6,710	6.98
Hispanic	241	2.05	3,690	4.37	3,931	4.09
Asian Am.	159	1.35	1,375	1.63	1,534	1.60
Am Indian	77	.65	813	.96	890	.93
Other	27	.23	419	.50	446	.46
Sub Total	725	6.16	12,786	15.15	13,511	14.05
Caucasian	11,011	93.58	71,379	84.59	82,390	85.69
UNK/Unclas	31	.26	215	.25	246	.26
<b>Total</b>	<b>11,767</b>	<b>100.00</b>	<b>84,380</b>	<b>100.00</b>	<b>96,147</b>	<b>100.00</b>
Women	553	4.70	7,654	9.07	8,207	8.54
Minority	59	.50	1,774	2.10	1,833	1.91



**Table 3-  
ARNG Technicians  
Race/Ethnic**

Ethnic Gp	GS		WG		WL		WS		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Black	367	2.72	347	3.70	7	1.38	15	.96	736	2.95
Hispanic	591	4.39	418	4.45	18	3.54	43	2.75	1,070	4.29
Am. Indian	27	.20	32	.34	3	.59	7	.45	69	.28
Asian Am.	29	.22	23	.24	0	.00	4	.26	56	.22
Aleut	1	.01	1	.01	0	.00	0	.00	2	.01
Eskimo	1	.01	13	.14	0	.00	0	.00	14	.06
Subtotal	1,016	7.54	834	8.88	28	5.50	69	4.42	1,947	7.80
Caucasian	12,452	92.46	8,554	91.12	481	94.50	1,492	95.58	22,979	92.19
<b>Total</b>	<b>13,468</b>	<b>100.00</b>	<b>9,388</b>	<b>100.00</b>	<b>509</b>	<b>100.00</b>	<b>1,561</b>	<b>100.00</b>	<b>24,926</b>	<b>100.00</b>
Women	2,019	14.99	45	.48	0	.00	0	.00	2,064	8.30
Minority	184	1.37	10	.11	0	.00	0	.00	194	.78

**Table 4-  
ANG Technicians  
Race/Ethnic**

Ethnic Gp	GS		WG		WL		WS		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Black	240	2.41	224	2.29	1	.69	14	.77	479	2.21
Hispanic	367	3.68	340	3.48	2	1.39	55	3.01	764	3.52
Am. Indian	35	.35	26	.27	1	.69	10	.55	72	.33
Asian Am.	27	.27	23	.24	0	.00	3	.16	53	.24
Aleut	0	.00	0	.00	0	.00	0	.00	0	.00
Eskimo	0	.00	0	.00	0	.00	0	.00	0	.00
Subtotal	669	6.71	613	6.28	4	2.78	82	4.49	1,368	6.30
Caucasian	9,294	93.29	9,153	93.72	140	97.22	1,744	95.51	20,331	93.70
<b>Total</b>	<b>9,963</b>	<b>100.00</b>	<b>9,766</b>	<b>100.00</b>	<b>144</b>	<b>100.00</b>	<b>1,826</b>	<b>100.00</b>	<b>21,699</b>	<b>100.00</b>
Women	1,706	17.12	64	.66	0	.00	0	.00	1,770	8.16
Minority	152	1.53	4	.04	0	.00	0	.00	156	.72





*OV-1 "Mohawks" from the Georgia Army  
National Guard*



**Addendum To:**

**Chief,  
National Guard Bureau,**

**Fiscal Year 1980  
Annual Review**



# Appendix H

**Table 5-  
Civil Disturbances**

<u>State/Date</u>	<u>Location</u>	<u>Nature of Emergency</u>
<b>Alabama</b> 14-25 Jul 80	Mobile	Firemen's Strike
<b>Florida</b> 16-26 May 80 17-20 Jul 80	Miami Area Miami Area	Civil Disturbance Civil Disturbance
<b>Hawaii</b> 21 Oct-16 Nov 79	Statewide	State Employee Strike
<b>Idaho</b> 23-31 Jul 80	Boise	Prison Disturbance
<b>Illinois</b> 13 Sep 80	Marion	Demonstration at Prison
<b>Maine</b> 28-29 Mar 80	Houlton	Potato Farmers' Demonstration
<b>Missouri</b> 27 Dec 79-3 Jun 80 18-23 Mar 80	Kansas City Kansas City	Firemen's Strike Firemen's Strike
<b>New Hampshire</b> 5-8 Oct 79 23-26 May 80	Seabrook Seabrook	Nuclear Demonstration Nuclear Demonstration
<b>New Mexico</b> 2 Feb-10 Oct 80	Santa Fe	Prison Riot
<b>North Carolina</b> 11 Nov 79 2-3 Feb 80	Greensboro Greensboro	Possible Civil Disturbance Civil Disturbance
<b>Oklahoma</b> 21 Jan 80 25-26 Jan 80	Idabel Idabel	Civil Disturbance Civil Disturbance
<b>South Carolina</b> 10-12 Nov 79 18 Nov 79	Chester Chester	Possible Civil Disturbance Possible Civil Disturbance
<b>Tennessee</b> 8-16 May 80	Nashville	Firemen's Strike
<b>Virgin Islands</b> 18 Jan 80	St Thomas/St Croix	Possible Civil Disturbance



**Table 6-  
Natural Disasters and Other Emergencies**

<u>State/Date</u>	<u>Location</u>	<u>Nature of Emergency</u>
<b>Alabama</b>		
13 Apr 80	Opelika	Tornado
15-17 Jul 80	Millbrook	Water Haul
15-22 Jul 80	Cullman	Water Haul
<b>Alaska</b>		
None		
<b>Arizona</b>		
15-29 Feb 80	Phoenix	Flood
1-4 Jul 80	Northwestern	Forest Fire
6-8 Jul 80	Southwestern	Search
<b>Arkansas</b>		
14-20 Nov 79	Mountain Home	Support Mission
11-12 Mar 80	Waldo	Water Haul
21-22 Mar 80	Sebastian County	Search and Rescue
7-16 Apr 80	Clarksville	Tornado
15-18 Apr 80	Waldo	Water Haul
26 May 80	Sebastian County	Support Mission
16-19 Jul 80	Vilonia	Water Haul
31 Jul-8 Aug 80	Ratcliff	Water Haul
9-13 Aug 80	Helena	Temporary Medical Facility
19 Sep 80	Little Rock	Support Mission
<b>California</b>		
16-17 Oct 79	El Centro	Earthquake
6 Nov 79	Tuolumne	Search and Rescue
7 Nov 79	Alpine County	Search and Rescue
6-7 Dec 79	Red Bluff	Support Mission
19 Dec 79	Lakehead	Chemical Spill
24-25 Dec 79	Yreka	Snow Emergency
10-13 Jan 80	Sacramento	Support Mission
12-13 Jan 80	Butte County	Flooding
16 Jan 80	Sacramento	Flooding
16 Jan 80	El Dorado	Search and Rescue
18 Jan 80	Sacramento	Flooding
21 Jan 80	El Dorado	Search and Rescue
22 Jan 80	Sacramento Area	Flooding
23 Jan 80	Sacramento Area	Flooding
24-25 Jan 80	Livermore	Earthquake
25 Jan 80	Sacramento	Earthquake
30 Jan-1 Feb 80	Redding	Support Mission
6-10 Feb 80	Oraville	Support Mission
17 Feb-3 Mar 80	Los Angeles Area	Flooding
19-20 Feb 80	Fresno	Tornado
21-24 Feb 80	Palm Springs	Security Mission
2 Mar 80	Fresno Area	Search and Rescue
4 Mar 80	Eldorado County	Search and Rescue
11 Mar 80	Lake Elsinore	Flooding
12-16 Mar 80	Vacaville	Support Mission
11 Apr 80	Lake Elsinore	Flood Survey Flight
17-18 May 80	Camp Roberts	Search and Rescue
4-6 Jun 80	Snake Lake	Search for Drowning Victim
4-9 Jul 80	Puerta La Cruz	Forest Fire
5-9 Jul 80	Hemet-Ryan	Forest Fire
28-31 Jul 80	Grapevine Canyon	Forest Fire



<u>State/Date</u>	<u>Location</u>	<u>Nature of Emergency</u>
<b>California (Cont'd)</b>		
28-31 Jul 80	Hell Hole	Forest Fire
29-31 Jul 80	Tehama & Yreka	Forest Fire
30 Jul-1 Aug 80	Visalia	Forest Fire
3-8 Aug 80	Humboldt County	Forest Fire
3 Aug 80	Bishop	Search
14-16 Aug 80	Redding	Forest Fire
7 Sep 80	Inyo	Search
7 Sep 80	Northern CA	Search
8-9 Sep 80	Vallejo	Support Mission
17-19 Sep 80	Soledad	Support Missions f/Weapons
26-27 Sep 80	San Luis Obispo	Support Mission (N.P.P.)
27 Sep 80	Sacramento	Levee Break
<b>Colorado</b>		
30 Oct 79	Baca County	Search and Rescue
2-5 Apr 80	East Central	Snow Storm
15-20 Jun 80	Arapahoe Natl Forest	Forest Fire
25 Jun -17 Jul 80	White River Forest	Forest Fire
28 Jun-2 Jul 80	Gunnison Forest	Forest Fire
18-27 Jul 80	White River Forest	Forest Fire
<b>Connecticut</b>		
3-8 Oct 79	Windsor/Windsor Locks	Tornado
<b>Delaware</b>		
None		
<b>District of Columbia</b>		
None		
<b>Florida</b>		
4-5 Oct 79	Dade City	Water Haul
2-3 Nov 79	Morton County	Flooding
14-23 Apr 80	Homestead	Support US Immigration
27 Apr-10 May 80	Key West/Miami	Support Mission
15 Sep 80	Miami	Support Mission
<b>Georgia</b>		
None		
<b>Hawaii</b>		
1-5 Oct 79	Hawaii County	Support Mission
15-17 Oct 79	Kauai County	Support Mission
21-23 Oct 79	Kahollawe	Support Mission
18 Nov 79	Hawaii	Flooding
10 Dec 79-5 Feb 80	Waipio Valley	Flooding
9-11 Jan 80	Maui	Flooding
8-11 May 80	Hawaii	Search for lost hunters
13-14 May 80	Hawaii	Support Mission
8-10 Jul 80	Hawaii	Volcanic Survey
25-28 Sep 80	Hawaii County	Support Mission
<b>Idaho</b>		
3-4 Jun 80	Western Counties	Volcanic Ash Cleanup
<b>Illinois</b>		
2 Oct 79	Chicago	Papal Visit
4-7 Oct 79	Chicago	Papal Visit
6 Oct 79	Danville	Medical Evacuation
7 Oct 79	Effingham	Medical Evacuation
19 Oct 79	Moline	Medical Evacuation
17-18 Dec 79	Nashville	Medical Evacuation



<u>State/Date</u>	<u>Location</u>	<u>Nature of Emergency</u>
<b>Illinois (Cont'd)</b>		
6-7 Jan 80	Macomb	Medical Evacuation
7 Jan 80	Quincy	Medical Evacuation
21 Jan 80	Robinson	Medical Evacuation
25-26 Feb 80	Central	Snow Storm
5 Mar 80	Quincy	Medical Evacuation
15 Apr 80	Tuscola	Medical Evacuation
27 Apr 80	Mattoon	Medical Evacuation
20 Apr 80	Effingham	Medical Evacuation
5 May 80	Peoria	Medical Evacuation
7 May 80	Effingham	Medical Evacuation
11-12 May 80	Springfield	Medical Evacuation
21-22 May 80	Geneseo	Medical Evacuation
5-8 Jun 80	Lewistown	Water Haul
9 Jun 80	Effingham	Medical Evacuation
22 Jun 80	Lawrenceville	Medical Evacuation
30 Jun 80	Watseka	Medical Evacuation
2 Jul 80	Vandalia	Medical Evacuation
2-5 Jul 80	West Frankfort	Tornado
6 Jul 80	Vandalia	Medical Evacuation
7 Jul 80	Jerseyville	Medical Evacuation
12 Jul 80	Hobart, Indiana	Medical Evacuation
18 Jul 80	Chicago	Medical Evacuation
24-25 Jul 80	Effingham	Medical Evacuation
4 Aug 80	Mattoon	Medical Evacuation
5 Aug 80	Crown Piont, IN	Medical Evacuation
7 Aug 80	Quincy	Medical Evacuation
14 Aug 80	DeKalb	Medical Evacuation
17 Aug 80	Effingham	Medical Evacuation
27 Aug 80	Streator	Medical Evacuation
3-4 Sep 80	Peoria	Medical Evacuation
7 Sep 80	Quincy	Medical Evacuation
12 Sep 80	Mattoon	Medical Evacuation
15-16 Sep 80	Effingham	Medical Evacuation
27 Sep 80	Bloomington	Provide Shelter
		Medical Evacuation
<b>Indiana</b>		
25-26 Feb 80	East Central	Snow Storm
<b>Iowa</b>		
3-5 Oct 79	Des Moines	Papal Visit
22 Mar-5 Apr 80	Malvern	Toxic Chemical Incident
6 Jul 80	Burlington	Windstorm
21 Jul 80	Mt. Pleasant	Windstorm
<b>Kansas</b>		
30-31 Oct 79	Kingman	Flooding
31 Oct-2 Nov 79	Rawlins County	Blizzard
31 Oct-1 Nov 79	Halstead	Flooding
8-10 Feb 80	West Central	Snow Storm
23-25 Mar 80	Western	Snow Storm
29-30 Mar 80	Colby	Snow Storm
1-8 Apr 80	Goodland	Snow Storm
13-17 Jul 80	Anderson	Water Haul
<b>Kentucky</b>		
3 May 80	Louisville	Traffic Control
5-11 Jul 80	Bardstown	Windstorm
10-11 Jul 80	Pineville	Tornado



<u>State/Date</u>	<u>Location</u>	<u>Nature of Emergency</u>
<b>Louisiana</b>		
29 Mar-3 Apr 80	Franklin-Slidell	Flooding
13-14 Apr 80	Assumption Parish	Flooding
16-19 May 80	Lafayette/Lake Charles	Flooding
12-13 Jun 80	Delhi	Chemical Spill
<b>Maine</b>		
11-12 Dec 79	Rumford	Support Mission
15-16 Apr 80	Thomaston	Support-Liaison w/Prison
24-25 Jun 80	Bangor	Search
<b>Maryland</b>		
None		
<b>Massachusetts</b>		
1 Oct 79	Boston	Papal Visit
12-13 Jan 80	Boston	Support for Earthquake Victim
21 Apr 80	Hopkinton/Brookline	Crowd & Traffic Control
30 May-1 Jun 80	Boston	Crowd & Traffic Control
9-11 Sep 80	Fall River	Forest Fire
<b>Michigan</b>		
15-26 May 80	Kalamazoo	Tornado
<b>Minnesota</b>		
21-22 Apr 80	Motley	Forest Fire
<b>Mississippi</b>		
13-14 Apr 80	Gulfport	Tornado
14 Apr 80	Laurel	Flooding
21-22 Jul 80	Belzoni	Flooding
3 Aug 80	Neshoba County	Support Mission
<b>Missouri</b>		
8-9 Feb 80	Southeastern	Snow Storm
13-16 May 80	Sedalia	Tornado
14-30 Jul 80	Kansas City	Support Mission
	Jefferson City	
	Springfield	
	St. Louis	
15 Jul 80	St. Louis	Support Mission
30 Jul 80	Joplin	Range Fire
31 Jul 80	Joplin	Range Fire
<b>Montana</b>		
None		
<b>Nebraska</b>		
6 Nov 79	York	Medical Evacuation
6 Nov 79	Beatrice	Medical Evacuation
9 Jan 80	Fairbury	Medical Evacuation
6 Feb 80	Fairbury	Medical Evacuation
29 Mar-7 Apr 80	Southeastern	Snow Storm
25 May 80	Fairbury	Medical Evacuation
4 Jun 80	Grand Island	Tornado
11 Jun 80	Lincoln	Medical Evacuation
21-25 Aug 80	Ogallala	Traffic Control
25 Sep 80	Hebron	Medical Evacuation
<b>Nevada</b>		
23 Feb 80	Mount Rose	Civilian Airplane Crash
25 Jul 80	Carson City	Forest Fire
28 Aug-3 Sep 80	Lake Tahoe	Security and Traffic Control
<b>New Hampshire</b>		
26 Mar 80	Concord	Search



<u>State/Date</u>	<u>Location</u>	<u>Nature of Emergency</u>
<b>New Jersey</b>		
None		
<b>New Mexico</b>		
17-20 Apr 80	Grants Area	Flooding
9-10 Jun 80	Belin	Flooding
13 Jun-7 Jul 80	Ojo Caliente	Water Haul
15-16 Jun 80	Coyote	Forest Fire
11-16 Jul 80	Abiquiu	Water Haul
18-20 Jul 80	Canoncito	Water Haul
18 Aug 80	Taso	Search and Rescue
20 Aug 80	Sandoval County	Search and Rescue
<b>New York</b>		
19 Jan-31 Mar 80	Lake Placid	Winter Olympics
<b>North Carolina</b>		
28 Oct 79	Iredell County	Search
6-8 Feb 80	Edenton/Elizabeth	Snow Storm
2-6 Mar 80	East Central	Snow Storm
9 Apr 80	Watauga County	Search
28 Apr 80	Surry County	Flooding
9-10 May 80	Moncure	Water Haul
20-22 May 80	Holiday Island	Water Haul
14 Aug 80	Duplin County	Search
5-7 Sep	Hamilton	Water Haul
20-21 Sep 80	Warren County	Search
<b>North Dakota</b>		
7-9 Aug 80	Abercrombie/Colfax	Windstorm
<b>Ohio</b>		
16-19 Nov 79	Scioto	Water Haul
11-12 Dec 79	Bolling Green	Structural Fire
18-19 Dec 79	Flushing	Water Haul
29 Apr 80	Stark Country	Water Haul
1 Jun 80	Licking County	Water Haul
22-23 Aug 80	Cambridge	Support Mission
26-30 Aug 80	Cambridge	Support Mission
31 Aug-2 Sep 80	Athens	Water Haul
<b>Oklahoma</b>		
21 Jan 80	Muskogee	Search
19 Feb 80	Oklahoma City	Support Mission
14 Mar 80	Norman	Support Mission
25-27 Apr 80	Ponca City	Traffic Control
16 May 80	Kingfisher	Flooding
17-18 Jun 80	Sand Springs	Water Haul
3 Jul 80	Healdton	Water Haul
7 Jul 80	Coweta/Pawnee	Flooding
14 Jul 80	Muskogee	Search
18 Jul 80	Ida	Search
3-5 Sep 80	Healdton	Water Haul
<b>Oregon</b>		
3-12 Oct 79	Gifford Pinchot Forest	Forest Fire
7-13 Jan 80	Northeastern	Snow Storm
11-14 Jan 80	Cascade Locks	Snow Storm
20-22 May 80	Portland	Forest Fire
20-21 Jun 80	Washington County	Volcanic Eruption
21-22 Jun 80	Portland	Volcanic Eruption
<b>Pennsylvania</b>		
None		



<u>State/Date</u>	<u>Location</u>	<u>Nature of Emergency</u>
<b>Puerto Rico</b> None		
<b>Rhode Island</b> None		
<b>South Carolina</b> 29-30 Dec 79 2-4 Mar 80 13-14 Mar 80 20-21 May 80	Pickens County Eastern Summerville Dillon	Search and Rescue Snow Storm Flooding Tornado
<b>South Dakota</b> 20-24 Jul 80	Custer	Forest Fire
<b>Tennessee</b> 27 Aug-7 Sep 80	Spencer	Water Haul
<b>Texas</b> 6-9 May 80 9 Apr 80 9 Aug 80 9-17 Aug 80 11 Sep 80	Crystal Beach Wichita Falls Corpus Christi Southern Friendwood	Water Haul Tornado Medical Evacuation Hurricane Tropical Storm
<b>Utah</b> 25-27 Jun 80 24-27 Jul 80 13-20 Aug 80	Ashley National Forest St. George Kamas	Forest Fire Forest Fire Forest Fire
<b>Vermont</b> 9 Sep 80	Calais	Search
<b>Virginia</b> 26-27 Oct 79 1-3 Mar 80 2-5 Mar 80 10-12 Mar 80 10-13 Jul 80	Castlewood Richmond Southeastern Fredericksburg Roanoke	Water Haul Snow Storm Snow Storm Water Haul Windstorm
<b>Virgin Islands</b> 1-3 Feb 80	St. Croix	Security
<b>Washington</b> 4-16 Oct 79 8-11 Oct 79 18-21 Dec 79 12 Jan 80 4-20 Apr 80 18 May-10 Jun 80 13 Jun 80 23 Jul 80	Clark County Chelan County Mason County Clark County Mt. St. Helens Area Mt. St. Helens Mt. St. Helens Mt. St. Helens	Forest Fire Forest Fire Flooding Flooding Traffic Control Volcanic Eruption Volcanic Eruption Volcanic Eruption
<b>West Virginia</b> 14 Oct 79 9-11 Nov 79 15-19 Nov 79 21 Nov-6 Dec 79 18-21 Dec 79 3-11 Feb 80 10-19 Feb 80 21-29 Feb 80 22 Apr 80 21 May 80 3-7 Jun 80	Red Jacket Parkersburg Welch Moundsville Mercer County Putnam Marion County Wyco county Elkins Weston Preston County	Search and Rescue Search and Rescue Power Outage Support Mission Water Haul Water Haul Water Haul Water Haul Medical Evacuation Flooding Tornado



<u>Date/Date</u>	<u>Location</u>	<u>Nature of Emergency</u>
<b>Vest Virginia (Cont'd)</b>		
1-2 Jul 80	Grundy County	Medical Evacuation
7 Jul 80	Lincoln County	Search
9-15 Jul 80	Wyoming County	Water Haul
10-15 Jul 80	Hancock County	Water Haul
11-16 Jul 80	Boone County	Water Haul
18-23 Jul 80	Logan County	Water Haul
21 Jul-15 Aug	Kanawha County	Water Haul
21 Jul-7 Aug 80	Hancock County	Water Haul
25 Jul-16 Aug 80	Cabin Creek	Water Haul
9-10 Aug 80	Harrison County	Flooding
18 Aug 80	Preston County	Flooding
18 Aug 80	Fairmount	Flooding
22 Aug-5 Sep 80	Jackson/Hancock Counties	Flooding
22-23 Aug 80	Putnam County	Search and Rescue
<b>Wisconsin</b>		
1 Oct 79	Dodge County	Search and Rescue
22-23 Apr 80	Washburn County	Forest Fire
16-21 Jul 80	Eau Clair	Tornado
<b>Wyoming</b>		
24 Oct 79	Saratoga	Search
25 Oct 79	Pinedale	Search
31 Oct 79	Casper	Search
5-9 Nov 79	Sheridan County	Security Mission
6-9 Nov 79	Fremont	Search and Rescue
20 Nov-6 Dec 79	Southeastern	Snow Emergency
5 Jul 80	Guernsey	Support Mission



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