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Study asks for age over youth

# Experience needed in military

United Press International
WASHINGTON — The Brookings Institution believes the U.S. armed services — in this age of mechanized weaponry — need graybeards with experience as much or more as they need young, combat-ready troops.

The emphasis on youth over experience may be a mistake, with only three out of every five military personnel regarded as being "fully productive," the institute's study, "Youth or Experience? Manning the Modern Military," said Sunday.

The study said the armed services, "adhering to outdated policies handed down from previous eras, place a greater premium on youth and vigor at the expense of experience," but there should be some

new thinking in this respect.

"The ascendancy of technicians and specialists over warriors that has been the result of technological substitution has yielded a more industrialized military institution, a large segment of which closely resembles civilian organizations," it said.

But, it noted, military hiring practices do not resemble those in civilian organizations. Of the 1.8 million enlisted personnel in 1977, 60 percent were 25 years old or younger and close to 90 percent were under 35. In contrast, the study said, less than 25 percent of civilian workers are under 25 and 33 percent of the civilian labor force is 44 or older compared to only 1 percent of enlisted personnel in that age

The study's authors Martin Binkin and Irene Kyriakopoulos said a

youthful force "is necessarily inexperienced. At last count, nearly 40 percent of all military personnel were either trainees, apprentices, or helpers. Only three of every five were fully productive."

The authors contend the military can have both physical fitness and

experience. Citing research, the study said that although physical capacity diminishes with age, the rate of decline was sharpest after

"The emphasis on youthfulness not only appears unwarranted but may also be misplaced," the study said, adding that the proportion of enlisted personnel in the 17 to 24 age bracket is the smallest in the clerical job category.

"This pattern is quite unlike that prevailing in civilian employment, where clerical jobs are more likely to be staffed by young workers," the study said.

The emphasis on youth also has budgetary drawbacks, the study said, citing reports that in 1974, 37 percent of the men who volunteered left the service before completing their 3-year term, causing the services to recruit more volunteers for each position than they

The study called for a reform of the military retirement system and said the Pentagon "should take steps to improve retention among certain experienced personnel, thereby reducing the demands for new volunteers and for the resources now devoted to maintaining a relatively large pool of nonproductive employees.

### Proposition 13 slashes property tax by billions

jobs, "enough to absorb laid-off gov-ernment workers and still reduce

United Press International
NEW YORK — One year after
California's Proposition 13 was passed, despite predictions of catastrophe from many economists, Fortune magazine says the controver-

sial measure is working.

Proposition 13, billed as a tax-payer rebellion, slashed California property taxes by \$6.4 billion. It was followed by a \$1 billion cut in state income taxes, and opponents predicted massive lay-offs, curtailment of services and recession as a result.

In its current issue, Fortune says the tax-slashes stimulated California's economy, "enabling it to outperform the country as a whole.

The magazine says in the final quarter of 1978 and the first three months of this year, Californians' personal income jumped 14 percent, spurring an upsurge in spend-

Predicted massive lay-offs never materialized. The magazine says since passage of the measure, 100,000 workers have left local gov ernment, but only about 17,000 of

them were laid off. The rest quit or retired and never were replaced, reducing the state payroll by 8 per"Californians are now seeing 'Californians are now seeing proof that the government can manage with fewer dollars and employees and still provide essential services," the magazine said. cent. But in response to tax savings, businesses generated 552,000 new



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## Coupons pay off for two airlines

**United Press International** 

tion in the history of the business, asking about them and it's just too but harried ticket agents — on the late. Personally, I'll be glad when fining line for three weeks — are glad it's over."

Hustlers — some of whom have urned small fortunes buying and selling the half-fare coupons, good n flights through Dec. 15 — wish it would never end.

In airline terminals nationwide, they raced a Sunday midnight dead-line, collecting as many of the halfbuy or — in at least one case — steal before the two carriers stopped issu-

ments adopt

Setting passengers back aboard nited after the hiatus of a long rike was the motive behind the pon scheme. On May 28, United ounced that any passenger flying ith them would receive a coupon ood for a subsequent flight at half e cost anywhere in the continental

Under the pressure of competion, American Airlines matched the ffer and the great coupon frenzy as on, with many passengers signng up for hops as short as the minute flight across San Francisco to Oakland, Calif., just to get

"They want to go to the closest e and it's impossible to get them California.

333 University

there," said a a weary American Air-Officials at United and American lines reservation agent who de-Airlines say the Great Coupon clined to give his name. "We're get-Caper is the most successful promoting a whole lot of calls with people

### Odd-even plan goes line, collecting as many of the half-fare passes as they could wheedle, East Thurs.

before the two carriers stopped issuing them.

"We have viewed it as a tremendous success," said United spokesman Bill Davis in Washington.

"United Press International WASHINGTON — The chief executives of Virginia, Maryland and the District of Columbia and the District of Col man Bill Davis in Washington. "It has certainly gotten people back on United." nounced Monday that they will put a regional odd-even gas sales plan in effect Thursday for the Washington

metropolitan area. Virginia Gov. John Dalton, Maryland Gov. Harry Hughes and D.C. Mayor Marion Barry said the plan would take effect at 12:01 p.m. Thursday unless the gas situation improves significantly before then.

The decision was announced at a meeting called by Rep. Herbert Harris, D-Va.

Under the plan, owners of cars with license plates ending in even numbers will be allowed to buy gas only on even-numbered days and owners of cars whose license number ends in odd numbers will buy gas only on odd-numbered days

A similar plan is now operating in

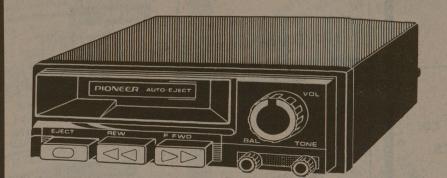
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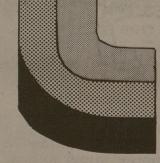
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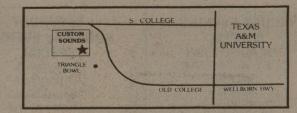
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