ANNUAL REPORT
FY 1974

THE COMMONWEALTH OF MASSACHUSETTS

MILITARY DIVISION

THE ADJUTANT GENERAL'S OFFICE

905 COMMONWEALTH AVENUE, BOSTON, MASS. 02215

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In reply refer to

MAAR-AG

1 October 1974

Honorable Francis W. Sargent
Governor
State House
Boston, Massachusetts 02133

Dear Governor Sargent:

Enclosed is the Annual Report of the Military Division, Commonwealth of Massachusetts, recounting activities and accomplishments during the period 1 July 1973 to 30 June 1974.

Respectfully,

Vahan Vartanian

VAHAN VARTANIAN
Major General, MassARNG
The Adjutant General

Honorable FRANCIS W. SARGENT
GOVERNOR
Commander-in-Chief
Massachusetts National Guard

Major General VAHAN VARTANIAN
The Adjutant General
Massachusetts

THE
ADJUTANT GENERAL'S
SUMMARY

The Massachusetts National Guard continues to be a factor of ever increasing importance in the economy of the Commonwealth. During the fiscal year covered by this report over $51 million of Federal funds was allotted to the Massachusetts National Guard and was disbursed within the Commonwealth in the form of pay and allowances for approximately 16,000 military members of our Guard, 1,500 Federal civilian employees and an additional 300 Federal service contract employees, all who are residents of Massachusetts Pay increases effective 1 October 1974 for all Guardsmen and Federal technicians will further increase our allottment of Federal funds in the new fiscal year thereby providing an even greater impact.

A review of our accomplishments during this period indicates that much progress has been made by way of attaining the goals we had established. Some of the more significant results are indicated by the following facts:

--- Our 104th Tactical Fighter Group at Westfield was awarded the Winston P. Wilson Trophy for being chosen "the most outstanding Air National Guard unit in the nation equipped with jet aircraft." A truly great honor indicative of an extremely high level of skill and training.

--- There has been greatly improved performance by our Army National Guard units in Annual General Inspections conducted by Department of the Army, indicating improved organization and management techniques.

--- The training of our Army National Guard units has reached higher proficiency levels as evidenced by the fact an additional 26 units reached their required pre-mobilization training objectives since 1 July 1973.

--- Our 102d Fighter Interceptor Group at Otis Air Force Base has successfully passed initial Air Force inspection requirements in assuming its critical full-time air defense mission.

--- Our air defense battalion, 1st Battalion, 241st Air Defense Artillery, terminated its full-time air defense mission at the same high level of performance it maintained throughout the years and was awarded the Commanding General's Award, Army Air Defense Command, for "sustained superior performance in Annual Service Practice" during the past five fiscal years' live-fire missile tests.

--- Our 104th Tactical Fighter Group was further honored by receipt of the Department of Defense Award as the "outstanding Air National Guard unit in the Nation" for its community service programs.

We have made great strides in other areas, such as recruitment of minority group personnel, and have more than doubled minority membership in our Guard units. At the present time minority groups comprise 4.1% of the total membership in the Massachusetts National Guard. Since minority groups represent only 3.7% of the total population in the State, our percentage of representation is heartening. Continued emphasis will improve the balance even more.

The establishment of our NCO academy and graduation of the first class has been a significant step in improving our standards, and the renewal of our small arms marksmanship program has produced renewed interest in this basic facet of military training.

Many improvements have been made on our facilities. The completion of our new armory at Camp Curtis Guild, Reading, enabled us to provide a most modern and efficient environment for four of our Guard units, thereby allowing us to vacate older and smaller armories that have been turned over to the city governments concerned for their use. The completed installation of Intrusion Detection Systems in all arms and ammunition storage facilities along with improvement in arms room construction, modification of arms racks and storage chests, and installation of high-security locks, has done much to protect these sensitive items of equipment. Further measures are in process to improve supply rooms to further protect other items of clothing and equipment.

In resuming publication of our magazine, "The Minute Man", we have provided an important source of information to all of our personnel. This fine periodical will keep all of us abreast of new developments and new accomplishments and provide deserved recognition to our many men and women and their units who excell in their duties.

Despite many problems during this period we attained a net strength gain of 305 in our Army Guard units and a gain of 286 in our Air Guard units. This is a measure of progress but, obviously, our work has just begun. We have proven to ourselves that men and women are interested in careers in the National Guard but we must apply even greater imagination and initiative in our efforts to retain personnel beyond their first terms of enlistment. This is a difficult challenge requiring consideration of every idea proposed. No thoughts, ideas or proposals should be considered too radical or too impractical without being thoroughly tried and tested. Finding ourselves now in a "no-draft, modern-volunteer-army environment" we must use every means at our disposal to make the individual's stay in the Guard meaningful, rewarding and enjoyable. It can and must be done.

The results attained in this period represent a great deal of extra time and diligent effort on the part of a majority of our personnel. I hope the results have been as rewarding to them as they have been gratifying to me. Our personnel have been of great assistance to their fellow citizens of the Commonwealth in time of emergency and they have responded continually to charity works, blood banks and community projects for the common good. I am very proud of the skill and dedication shown by our Guardsmen in every activity and I know the new year will produce even greater deeds and further important accomplishments.

INDEX

	Page
Mission and Organization	1
Army National Guard	3
Air National Guard	12
Staff Organization, Military Division	19
Alternate Headquarters	20
Technician Personnel Office	21
Directorate of Administration	26
Directorate of Personnel	29
Directorate of Plans, Security and Training	32
- Massachusetts Military Academy	42
- Army Aviation	45
- Air Defense	46
Directorate of Logistics - US Property & Fiscal Office	48
Directorate of Maintenance - State Maintenance Office	53
Directorate of Facilities & Engineering - State Quartermaster	55
Directorate of Public Affairs	56
- Community Actions	56
- Legislative Programs	61
- Public Information	63
- State Guard	64
Selective Service Section	66

MISSION OF THE NATIONAL GUARD

For over three centuries a "soldier in war, a civilian in peace," the National Guard is rooted in the concept of the privilege and responsibility of our able-bodied citizens to be ready at all times to bear arms for the common defense. The Congress is empowered to "provide for organization, arming and disciplining the militia." National military policy has served to enhance the availability and improve the readiness of the National Guard as a Federal Reserve Force.

The Federal mission as stated in Section 102, Title 32, United States Code is quoted:

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

The State mission is to provide units so organized, trained and equipped that under competent orders of proper authorities they will provide for protection of life and property and preserve peace, order and public safety.

The authority for and conditions warranting State active duty are specified in Chapter 33, General Laws of Massachusetts.

ORGANIZATION

The origins of the Massachusetts National Guard lie deep in the history of Colonial America, with its civilian-soldier role of today and the nature of its membership still closely paralleling those of the pre-Revolutionary militia. It remains a hometown organization, drawing its manpower and support from the community in which it is organized.

The first organized militia within the English Colonies was formed in 1636 when a small band of settlers in Middlesex formed a unit to protect their homes from hostile Indians. Eventually calling themselves the "Old North Regiment", this unit fought in the French and Indian Wars, was mobilized early in the Revolutionary War and has served in four wars since that time. It currently exists as the 1st Battalion, 182d Infantry of the Massachusetts Army National Guard.

Many other Massachusetts Guard units trace their lineage to Colonial times, some still proudly parading with the uniforms and relics of their militiaman predecessors. One such unit rich in this Massachusetts lore is the First Corps of Cadets, now the 1st Battalion, 220th Infantry.

The First Corps traces its origin to 1726 when it was formed under the name of the Independent Corps of Cadets to serve as a bodyguard to the English Governor of the Province of Massachusetts. Its official charter date is some years later in 1741 when Colonial Governor William Shirley signed a still-preserved parchment authorizing the Corps to enlist 64 young men.

Though their official loyalty was to the Colonial government, and in effect the Crown, many of the cadets found it hard to avoid siding with the rising emotions of the patriots. Among them was their commander John Hancock who eventually was relieved of command at the order of the new military governor, General Thomas Gage. In support of their commander, the cadets all resigned, effectively disbanding the unit until the Colony was reorganized as a State after the Revolution.

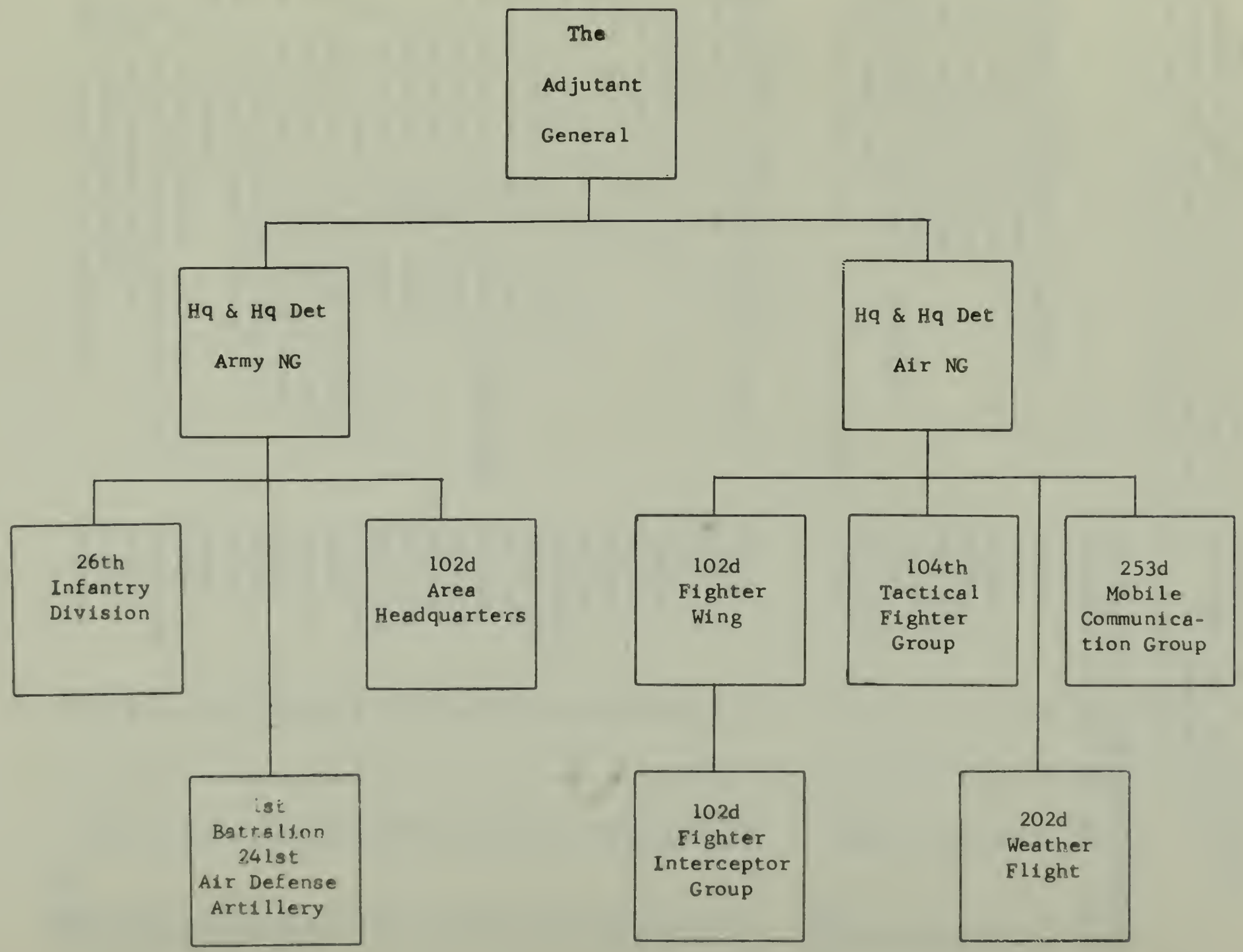
In 1789, when Massachusetts Governor James Bowdoin reconstituted the unit naming Hancock an honorary Colonel, a second corps also was organized in Salem. This is now the 1st Battalion, 102d Field Artillery, Salem. These two units are the only organizations in what today is known as the Massachusetts Army National Guard that have had continuous service since the Constitution of the United States was ratified.

The First Corps went on to serve in Valley Forge and in the Battles of Monmouth, Quaker Hill, West Point and Springfield, New Jersey. Members of the Corps reached Yorktown in 1781 and participated in the surrender of Cornwallis on October 19 of that year. The unit's successor, the 220th, still is authorized to carry colors from those battles.

Many other units within the Commonwealth possess equally distinguished heritages and continue to fulfill their obligations as citizen-soldiers.

In the following pages, we report on those organizations, their operation and their accomplishments for the Massachusetts National Guard during the period 1 July 1973 to 30 June 1974.

ORGANIZATION - MASSACHUSETTS NATIONAL GUARD

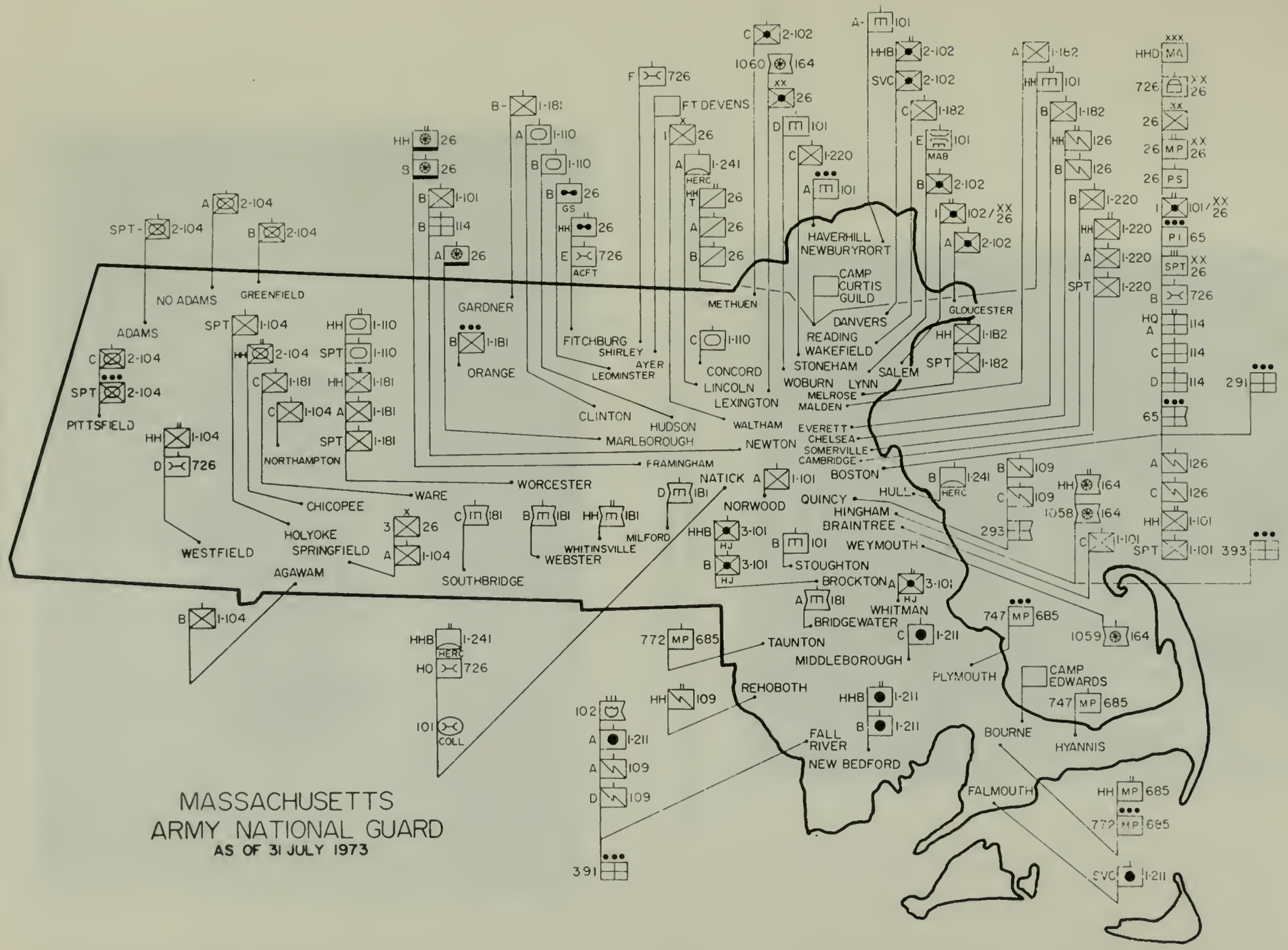


ARMY NATIONAL GUARD - MASSACHUSETTS

The Army National Guard of Massachusetts consists of 24 organizations of battalion size and 18 units of company or detachment size with a total authorized strength of 15,041 military personnel. The organizations, units, their locations and authorized strengths are shown below:

	HEADQUARTERS LOCATION	AUTHORIZED STRENGTHS OFF	WO	ENL	TOTAL
Headquarters Detachment, MassARNG	Boston	79	13	75	167
65th Medical Detachment	Boston	16	0	37	53
291st Medical Detachment	Boston	1	0	9	10
293d Medical Detachment	Rehoboth	1	0	9	10
391st Medical Detachment	Fall River	1	0	9	10
393d Medical Detahcment	Hingham	1	0	9	10
65th Public Information Detachment	Boston	4	0	9	13
215th Army Band	Fall River	0	1	28	29
1st Battalion, 241st Air Defense Artillery	Natick	19	13	304	336
					638
26th (YANKEE) Infantry Division					
Headquarters and Headquarters Company	Boston	52	1	105	158
26th Military Police Company	Boston	8	1	158	167
26th Aviation Battalion	Otis AFB	22	20	140	182
1st Squadron, 26th Cavalry	Reading	28	4	446	478
101st Engineer Battalion	Reading	39	3	698	740
126th Signal Battalion	Chelsea	24	6	578	608
HHC, 1st Brigade, 26th Inf Div	Waltham	22	8	73	103
HHC, 3d Brigade, 26th Inf Div	Springfield	22	8	73	103
1st Battalion, 101st Infantry	Dorchester	39	3	713	755
1st Battalion, 104th Infantry	Westfield	39	3	713	755
2d Battalion, 104th Infantry (Mechanized)	Chicopee	39	3	779	821
1st Battalion, 181st Infantry	Worcester	39	3	713	755
1st Battalion, 182d Infantry	Melrose	39	3	713	755
1st Battalion, 220th Infantry	Cambridge	39	3	713	755
1st Battalion, 110th Armor	Worcester	36	3	501	540
HHB, 26th Infantry Division Artillery	Lexington	38	11	167	216
1st Battalion, 101st Field Artillery	Boston	29	3	580	612
3d Battalion, 101st Field Artillery	Brockton	21	3	223	247
1st Battalion, 102d Field Artillery	Salem	37	4	445	486
2d Battalion, 102d Field Artillery	Danvers	37	4	445	486
HHC, Division Support Command	Boston	17	3	98	118
26th AG Company	Boston	17	3	231	251
726th Finance Company	Boston	8	0	82	90
26th Supply & Transportation Battalion	Framingham	23	11	335	369
726th Maintenance Battalion	Natick	28	15	653	696
114th Medical Battalion	Boston	58	1	300	359
164th Transportation Battalion	Hingham	19	4	336	359
					11,964

	HEADQUARTERS LOCATION	AUTHORIZED STRENGTHS OFF	WO	ENL	TOTAL
102d Area Headquarters (LS)	Fall River	18	4	38	60
1st Battalion, 211th Field Artillery	New Bedford	28	3	479	510
109th Signal Battalion	Rehoboth	37	4	718	759
685th Military Police Battalion	Bourne	14	2	276	292
181st Engineer Battalion	Whitinsville	38	6	690	734
101st Collection & Classification Company	Natick	5	3	76	84
					2,439


ADAMS
NO ADAMS
GREENFIELD
PITTSFIELD
GARDNER
ORANGE
FITCHBURG
SHIRLEY
AYER
LEOMINSTER
FT DEVENS
METHUEN
CONCORD
LINCOLN
LEXINGTON
WALTHAM
CLINTON
HUDSON
MARLBOROUGH
NEWTON
FRAMINGHAM
WORCESTER
WARE
CHICOPEE
HOLYOKE
SPRINGFIELD
WESTFIELD
NORTHAMPTON
AGAWAM
SOUTHBRIDGE
WEBSTER
WHITINSVILLE
MILFORD
NATICK
NORWOOD
HAVERHILL
NEWBURYPORT
CAMP CURTIS GUILD
DANVERS
READING
WAKEFIELD
STONEHAM
WOBURN
LYNN
SALEM
GLOUCESTER
MELROSE
MALDEN
EVERETT
CHELSEA
SOMERVILLE
CAMBRIDGE
BOSTON
HULL
QUINCY
HINGHAM
BRAINTREE
WEYMOUTH
STOUGHTON
BROCKTON
WHITMAN
BRIDGEWATER
TAUNTON
MIDDLEBOROUGH
REHOBOTH
FALL RIVER
NEW BEDFORD
PLYMOUTH
CAMP EDWARDS
BOURNE
HYANNIS
FALMOUTH
MASSACHUSETTS
ARMY NATIONAL GUARD
AS OF 31 JULY 1973

Infantrymen of 26th Division participating in reconnaisance patrol during field training period

Division rifle squad trains in river crossing exercise

26TH (YANKEE) INFANTRY DIVISION

The fiscal year began with the 3d Brigade of the Division, with attached elements, participating in Annual Training during the period 30 June - 14 July 1973. Division Headquarters and remaining division elements attended Annual Training during the period 28 July - 11 August 1973. After 22 years of annual training at Camp Drum, N.Y., the famed "YANKEE" Division "invaded" the south, attending annual training in Virginia at Camp Pickett and Camp A.P. Hill. Mostly infantry units, with some combat support and combat service support units, were at Camp A.P. Hill. The division command element, armor and artillery were at Camp Pickett. Organic vehicles were moved by road with no major accident and a minimum of vehicles deadlined, a significant accomplishment in itself. Personnel not involved in vehicle movement were transported by commercial buses, and privately owned vehicles where authorized.

Training of divisional units included the conduct of platoon-size combat patrolling and reconnaissance-in-force. Army Training Tests at various levels from squad to company, company-size airmobile assault exercises, and two battalion-size waterborne amphibious exercises were conducted in the vicinity of Fort Story in conjunction with a U.S. Army Reserve Terminal Battalion. All units of the division achieved a satisfactory rating during this annual training period.

Other annual training periods were scheduled for selected elements of the division in order to accomplish specialized training. The Automatic Data Processing Section of Headquarters and Headquarters Company trained at Fort Hood Texas, and personnel of the Redeye Platoons received MOS-awarding training in their assigned air defense weapons at Fort Bliss, Texas.

In addition to a successful training year, the Division made important contributions to the safety and welfare of many citizens of the Commonwealth. On 14 October 1973 the Division sponsored a march for the benefit of "Horizons for Youth". This is an organization that operates a 300 acre facility on Lake Massapoag in Sharon for needy, disadvantaged, retarded and handicapped teen-agers and young adults. Led by Major General Vahan Vartanian, the Adjutant General, and Brigadier General Nicholas J. DelTorto, the Division Commander, more than 4,000 National Guardsmen marched 25 miles, with each of their solicited sponsors paying for every mile they walked. When final returns were made months later, officials of the "Horizons for Youth" organization were elated to find that approximately $80,000 was raised by the march. Besides participating in the march, National Guard personnel assisted in laying out the various march routes across the Commonwealth, distributing posters to promote it, circulating sponsor cards, hosting registration in the various armories for other marchers and sponsors, providing aid stations and manning check points.

However, this eventful day was not destined to end there, a disastrous fire had broken out in the City of Chelsea during the afternoon and personnel of the Division were called upon to contribute even more. The following account taken from an issue of our publication, The Minute Man, dramatically tells the story of what happened thereafter.

THE CHELSEA FIRE

Wires drooped low across narrow streets as smoldering ruins unlocked curling spires of smoke. Heaps of rubble lay scattered near partially standing walls. Trees, charred and stripped, cast mournful shadows over grave-like foundations.

A scene from London during the Blitz? "It's all I can think of", said a graying National Guardsman who said he had seen some of London's wartime devastation. "It's eerie."

It was, in fact, Chelsea, Massachusetts 48 hours after a blaze leaped the gap from alarm to holocaust and men of the National Guard were on duty.

In all, 18 city blocks were ravaged by the windswept inferno, and 12 more were damaged. A total of 56 businesses, 238 industrial buildings and 107 apartment houses were wiped out. The actual number of homeless never was determined. Incredibly, there was no loss of life.

On the afternoon of Sunday, October 14, Chelsea's National Guard armory had been opened to welcome back weary volunteer marchers from a 25 mile hike sponsored by the Guard to benefit disadvantaged children. The march was just ending when the fire flew into a frenzy. It would be many days before the lights would dim in the armory.

Red Cross workers hustled in and set up shop. LTC William Fuller, Commander of the 126th Signal Battalion, ordered a 24 hour mess. Up to 800 persons a day were fed at the peak of the operation.

"We had no idea of the intensity of the problem until midnight Sunday," said Colonel Fuller. "Then the evacuees began piling in and we got the picture."

Just eight hours after the fire screamed across the shabby urban renewal target, Guardsmen were on State Active Duty at the request of Governor Francis W. Sargent. While firemen fought the blaze, the National Guard sheltered the homeless, provided roadblocks and manned roving and static patrols.

By the fifth day after the fire, Chelsea had settled down, but thousands of curious spectators were jamming the roads to take a first-hand look. Chelsea Mayor Phillip Spellman asked for the Guard's continued help in keeping on-lookers out so leveling work could progress safely.

It wasn't until 15 weary days after the fire that the National Guard's civilian-soldier role concluded.

Silhouetted against a backdrop of ruin, the helmeted Guardsmen seemed strangely at home. No cries of protest rose over his presence. Help was his mission and it was understood.

BG Nicholas J Del Torto, 26th (Yankee) Infantry Division Commander, offers his thanks and congratulations to MG Vahan Vartanian upon completion of the 25 mile march sponsored by the division to raise funds for the "Horizons for Youth" camp. Over $80,000. was raised by the march.

Men of the 26th Division successfully complete their search for ten year old Billy Lundy who was lost in the vicinity of Camp Drum. Over 1000 men of the Division devoted their own time to the search.

Division tank-infantry teams conduct combined-arms training at Camp Drum, N.Y.

Jeep-mounted recoilless rifle moves in for the "kill"

One of the many left homeless by the Chelsea fire attempts to salvage a few meager belongings. Thanks to the efforts of many Guardsmen they were sheltered and fed at the Chelsea Armory.

Vehicle patrols of the 26th Infantry Division assisted in policing fire - ravaged areas

"The Guard bailed us out." exclaimed Chelsea's grateful Police Chief.

And bail them out the Guard did. By hustling water trailers into the Boston suburb, the Guard prevented evacuation of two hospitals whose water pressure was fading. Searchlights, kitchens and cots were trucked in as well to help with the job.

Over 1,500 men responded to the call in Chelsea. One National Guard Sergeant, whose trembling hand betrayed his sleepless nights during the first days after the fire, spoke for them all. "Hell, what can you say? They really needed us here. It was a good cause."

The citizens of Chelsea expressed their thanks to the Guard for its role in the fire by a resolution passed by the Chelsea Board of Aldermen and presented to Major General Vahan Vartanian commending the Guard for "outstanding effort in its utilization of men, facilities and equipment for the City of Chelsea in its greatest hour of need."

Personnel of the State Headquarters assisted in directing the operation and a compilation of statistics by the Directorate of Plans, Security and Training show that the total cost to the Commonwealth for this operation was $133,361.77 for pay, allowances, rations and miscellaneous expenditures, and Division units participating in this operation and their present-for-duty daily strengths are shown below:

October	1/220 Inf	1/182 Inf	126 Sig Bn	1/101 Inf	26 S&T Bn	26 MP Co	1st Bde 26 Div	HHC 26 Div
14	287	215	158	9	4	-	-	4
15	461	235	319	-	1	-	-	12
16	461	116	341	-	1	-	-	6
17	-	-	235	-	-	-	-	-
18	-	268	149	-	-	-	5	-
19	-	282	-	-	-	-	5	-
20	-	281	-	-	-	-	5	-
21	-	280	-	-	-	-	6	-
22	-	463	-	-	-	-	6	-
23	-	225	-	-	-	-	6	-
24	-	226	-	-	-	-	6	-
25	-	226	-	-	-	-	4	-
26	-	226	-	-	-	96	-	-
27	-	-	-	-	-	96	-	-
28	-	-	-	-	-	96	-	-

Division community actions continued throughout the year, as shown in more detail elsewhere in this report, and reached a climax during the Division's second annual training period at Camp Drum, N.Y. during the period 22 June 1974 - 6 July 1974.

During the middle weekend, Division members donated their off-duty time and services to search for a young ten year old boy, Billy Lundy, lost in one of the communities close to Camp Drum. Nearly 1,000 Division members volunteered, the response being overwhelming to the extent that many volunteers had to be turned back in order to maintain control and continuity in the search effort. The efforts expended were truly rewarded with the safe rescue of young Billy Lundy.

A matter of continuing interest has been the recruitment of members of minority groups into the National Guard. The Division has been successful in nearly tripling the number of minority members within the fiscal year. Some of the outstanding organizations are shown below:

	BLACKS	LATINOS	INDIANS	ASIANS
1st Bn, 101st Field Artillery	63	28	1	6
1st Bn, 104th Infantry	48	12	1	0
1st Bn, 101st Infantry	45	15	0	1
1st Bn, 220th Infantry	28	5	0	2
126th Signal Bn	18	14	0	3
1st Squadron, 26th Cavalry	10	40	0	0

On 30 September 1973 the first Logan Interstate Match was conducted at the Massachusetts National Guard Training Center, Camp Curtis Guild at Reading. The match, named in honor of Major General Edward F. Logan, former Division Commander, was instituted to foster competitive rifle and pistol matches between elements of the Division in Massachusetts and units of the Division's 43d Brigade in Connecticut. The winners were a composite team from the 43d Brigade of Connecticut.

Annual General Inspections were conducted during the period April - May 1974 with a marked improvement in results over the previous year.

As the year began so it ended with the Division at field training during the period 22 June 1974 - 6 July 1974. Again the Division main elements were doing their annual training at Camp Drum, N.Y. In an effort to conserve fuel, however, most of the Division's artillery battalions trained at Camp Edwards.

Special operations training at Camp Drum included nine company combined-arms exercises, eight company-size river crossing exercises, eight company-size airmobile exercises as well as Army Training Tests at various levels.

Something new was added. For the first time female members of the Division participated in Annual Training. Personnel of the 26th AG Co and ADP Section of Headquarters and Headquarters Company were authorized to perform annual training on a year-round schedule at home station.

26th (Yankee) Infantry Division helicopter completes mission

"Bazooka" team gets set for the target

Active Army Signal Corps personnel conduct training
for members of 109th Signal Battalion

Personnel of 101 Engineer Battalion construct
a pontoon bridge during Annual Training period

102D AREA HEADQUARTERS (LABOR SUPERVISION)

The 102d Area Headquarters (Labor Supervision) located in Fall River, Massachusetts, has as a Federal mission the primary responsibility of providing command, administration, and labor supervision of non-United States labor elements such as native labor, or other quasi-military groups. It also supervises the labor of prisoners of war within the parameters established by the Geneva-Hague Convention. The headquarters, through the attachment of subordinate Area Centers, Districts and Sections, has the capacity of providing supervision for up to a maximum of 25,000 such individuals.

The Adjutant General of Massachusetts has assigned the headquarters a twofold state mission:

Military Support to Civil Authorities: It acts as a Task Force Headquarters and provides essential military support to Massachusetts Civil Defense Area II, located in Southeastern Massachusetts. This area is bounded by a line including Quincy, Dedham and Millis to the North; Millis, Foxboro and the Rhode Island Border on the West; and includes Cape Cod and the islands of Nantucket and Martha's Vineyard on the South. Military resources within the task force include 5 battalion-size units and 2 company-size units of Army National Guard and selected elements of the Massachusetts Air National Guard. An Operational Readiness Inspection was conducted at all elements of the Task Force during the month of February 1974 and all were found to be operationally ready to perform this most important function. Additionally, selected elements of the Task Force were called upon during June 1974 to assist in the search for the child of a Brockton attorney. The search was unsuccessfully terminated by local officials when evidence indicated the child was the victim of abduction. In addition, one battalion of the command assisted in the search for victims of a drowning accident on Cape Cod.

Command and Control Headquarters: On 12 September 1973, the command was reorganized to include all non-divisional elements of the Army National Guard with the exception of those elements which provide direct support to the 26th Infantry Division, and the 1st Battalion, 241st Air Defense Artillery. Under this reorganization the headquarters was designated a Major Command of the Massachusetts Army National Guard with direct responsibility to the Adjutant General of Massachusetts. The command now consists of one battalion each of Field Artillery, Signal Corps, Military Police Corps, and Engineer Corps; one Ordnance Company and two small detachments of Medical Corps. Plans are underway to include the 215th Army Band within the command in early Fiscal Year 1975.

The Commander of the 102d Area Headquarters takes great pride in the fact that all elements of the command satisfactorily passed Annual General Inspections conducted by First United States Army during the reporting period and that all elements of the command received satisfactory ratings by First U.S. Army during Annual Training 1974. These inspections are indicators of the high state of readiness of elements of the command and the state of training.

In addition to the training responsibilities necessary to achieve these satisfactory results, the 102d Area Headquarters was assessed the responsibility of conducting a series of Army Training Tests for selected units of the 26th Infantry Division Artillery. These tests were conducted during a four week period in June 1974 at Camp Edwards, Massachusetts and Camp Drum, New York. The professionalism of the test team received favorable comment from Regular Army Evaluators and the Commanders of the units tested.

The recruiting and retention effort has been of paramount concern to the Commander and has met with great success which is indicative of the high state of morale and esprit de corps within the command. The authorized strength of the command is 2,458 officers and enlisted members and the actual strength total is 2,346 - a shortfall of 112 individuals. To a large extent, this shortfall was caused by the transfer of approximately 80 individuals of the Headquarters Company, 109th Signal Battalion to the Holyoke-Springfield Area during the past year. That unit had been relocated from Holyoke to Rehoboth during an earlier reorganization.

The Commander continues to place emphasis on its Race Relations and Equal Opportunity Programs and has met with moderate success in the recruitment of Spanish surnamed individuals, particularly in the Taunton-Rehoboth area, and the recruitment of Blacks in the New Bedford-Cape Cod area. The enlistment of female personnel has been successful with the enlistment of 18 women during the past Fiscal Year.

The technician workforce within the command consists of 103 Federally-funded administrative, supply, training and maintenance technicians.

During the past Fiscal Year, the command participated in a variety of civic and community actions, many of which were performed on the member's own time. Examples of these projects include assistance to the elderly in a number of communities on Cape Cod; participation in a Health Fair for the elderly; Project "Reach-out" conducted by Battery A, 1st Battalion, 211th Field Artillery in Fall River, wherein funds and toys were solicited from the community to provide Christmas gifts for disadvantaged children; participation in local Red Cross functions (the Battalion Commander of the 1st Battalion, 211th Field Artillery serves as a member of the Board of Directors of the New Bedford Chapter; and also served on the New Bedford Mayor's Task Force on Energy during the energy crisis;) personnel of the 1st Battalion, 211th Field Artillery worked as telephone solicitors during the Jerry Lewis Telethon for Cystic Fibrosis victims; personnel of the 685th Military Police Battalion provided traffic control assistance to local and state police forces on weekends on Cape Cod.

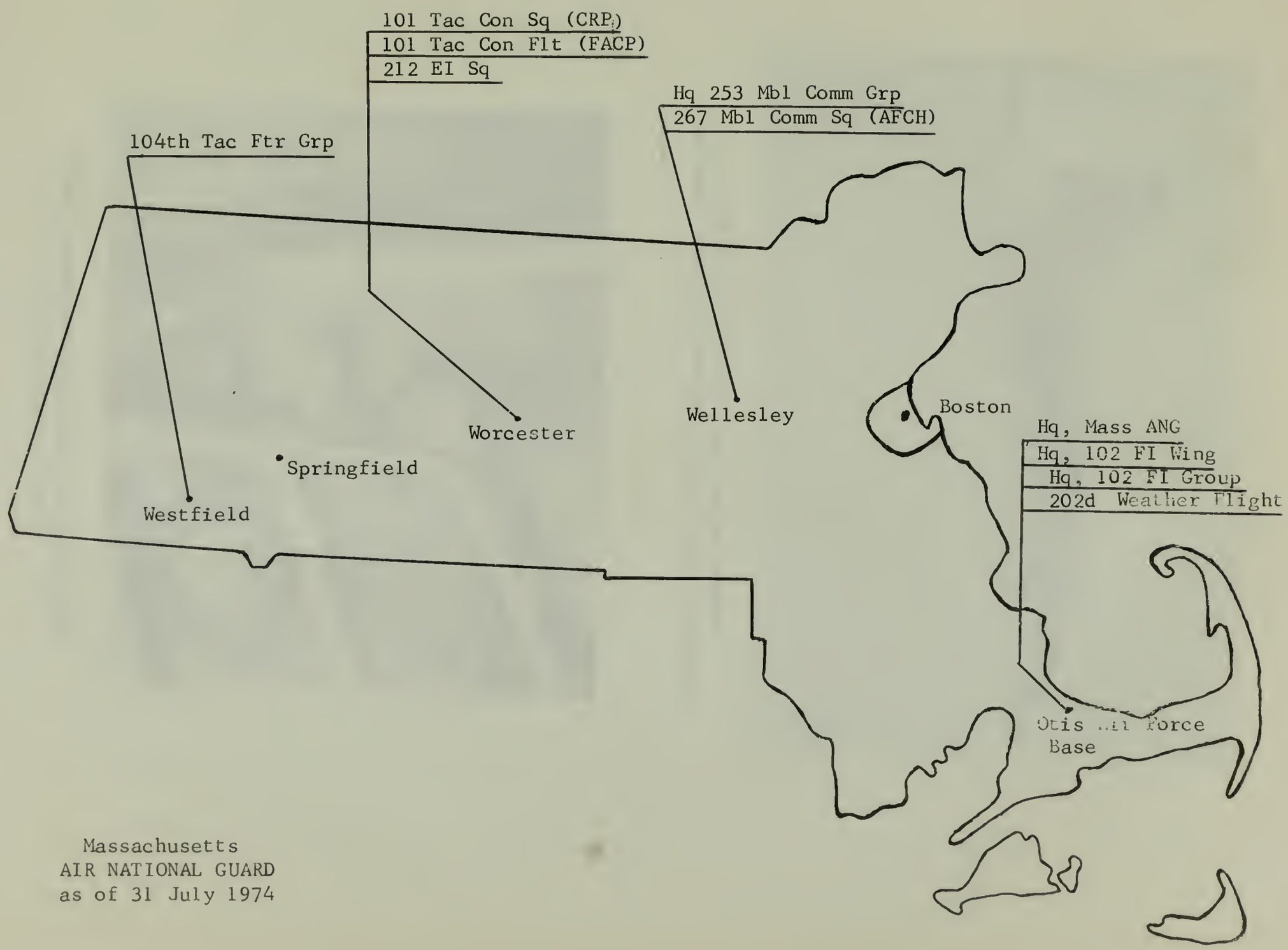
Women of the Massachusetts National Guard participate in field training

A wide variety of civil engineering projects were undertaken by the 181st Engineer Battalion which provided training for the unit, and supported the efforts of local community leaders. Examples of these projects include: Rehabilitation of a camping area utilized by the Brimfield Urban League; development of a playground and picnic area in Bridgewater; work on sluice ways at a dam in Webster; emplacement of a panel bridge for local emergency use at Holland; construction of a complex of Little League ballfields in Webster; assistance in the construction of soccer fields for the Community Youth Activities Committee in Whitinsville; redirection of a stream and clearing of a wooded area in Northampton; clearance of an area for tennis courts in Webster; and construction of a parking lot for the Court House in Worcester.

AIR NATIONAL GUARD - MASSACHUSETTS

The Air National Guard of Massachusetts is composed of four major commands, the 102d Fighter Interceptor Wing, the 104th Tactical Fighter Group, the 253d Mobile Communications Group and the 202d Weather Flight. The organizations, their locations and authorized strengths are shown below:

	Headquarters Location	Authorized Strengths Off	Airmen	Total
Hq, MassANG	Otis AFB	16	14	30
202d Weather Flight (SA)	Otis AFB	3	15	18
Hq, 102 Fighter Interceptor Wing	Otis AFB	23	31	52
Hq, 102d Fighter Interceptor Group	Otis AFB	13	17	30
101st Fighter Interceptor Squadron	Otis AFB	26	19	45
102d Consolidated Aircraft Maintenance Squadron	Otis AFB	11	379	390
102d Combat Support Squadron	Otis AFB	25	256	281
102d Supply Squadron	Otis AFB	5	69	74
102d USAF Clinic	Otis AFB	12	31	43
102d Civil Engineering Flight	Otis AFB	4	81	85
101st Weather Flight	Otis AFB	4	13	17
567th Air Force Band	Otis AFB	1	34	35
Hq, 104th Tactical Fighter Group	Westfield	18	22	40
131st Tactical Fighter Squadron	Westfield	26	10	36
104th Consolidated Aircraft Maintenance Squadron	Westfield	7	266	273
104th Combat Support Squadron	Westfield	20	202	222
104th TAC Clinic	Westfield	9	17	26
104th Civil Engineering Flight	Westfield	4	88	92
104th Mobile Support Flight	Westfield	3	57	60
104th Weapon System Security Flight	Westfield	1	36	37
104th Communications Support Flight	Westfield	2	27	29
131st Weather Flight	Westfield	4	13	17
Hq, 253d Mobile Communications Group	Wellesley	18	35	53
267 Mobile Communications Squadron (AFCH)	Wellesley	13	294	307
101st Tactical Control Squadron (CRP)	Worcester	26	212	238
101st Tactical Control Flight (FACP)	Worcester	6	47	53
212th Electronics Installation Squadron	Worcester	12	164	176
			TOTAL	2,761



Massachusetts
AIR NATIONAL GUARD
as of 31 July 1974

A 102d Fighter-Interceptor stands ready for take-off
in the Massachusetts Air Guards new mission at Otis Air Force Base

Aircraft maintenance takes on added importance at Otis.
They must fly at any time.

AIR NATIONAL GUARD

The primary mission of the Massachusetts Air National Guard is to provide fully ready units to the United States Air Force for the purposes of tactical air support, aerospace defense, communications and electronics, and weather observation. Its units are in four locations in the Commonwealth -- Otis Air Force Base, Barnes Airport at Westfield, Wellesley ANG Station, and Worcester ANG Station.

Otis Air Force Base

On 1 January 1974, the Air Guard became the principal operator of Otis Air Force Base, acting on behalf of the National Guard Bureau in Washington, D.C. Most significant about this situation is the fact that in taking over the operation of this facility, the Air National Guard's 102d Fighter Interceptor Group also took over a fulltime air defense mission from the regular Air Force and shortly will assume an Air Defense Command Alert commitment which imposes severe security controls on the operation of the base. The Group has undergone an Initial Capability Inspection conducted by Air Defense Command and successfully met all requirements of the inspection. The 102d Fighter Interceptor Group is responsible for 102 buildings, the airfield complex, airfield lighting, fuel facilities, railroad sidings and a central heating plant.

The air defense mission of the 102d FI Group is a total obligation. Poised in a special alert facility, with immediate runway access, are F-106 fighter-interceptor aircraft manned and fully armed. This operation is in effect twenty-four hours a day every day of the year. Each day the unit must provide two primary aircraft on 5-minute alert with one additional aircraft as back-up. This requires six primary pilots, three back-up pilots and twelve maintenance/launch airmen on duty at all times. Aircraft may be "scrambled" at any time at the express direction of North American Air Defense Command (NORAD) through the NORAD Air Division charged with aerospace defense of Northeastern United States and Eastern Canada. Once airborne, the aircraft are under operational control of the NORAD commander and, at sonic speeds are directed to the unknown aircraft by highly sophisticated electronic means for the purpose of making positive identification of a friendly aircraft, or in the final eventuality attacking and destroying a hostile aircraft. On behalf of the United States they join with their brother airmen of Canada to provide the primary shield against enemy airborne attack. Further, they must prevent unauthorized intrusion of friendly airspace or unauthorized reconnaissance of the defended area.

In order to accomplish its mission, the Group is manned by 965 military personnel, 380 of whom are employed as full-time Air Technicians. An additional 200 personnel are Department of the Air Force Civil Service employees providing support of housekeeping and facility maintenance requirements.

Current inventory value of equipment and installations at Otis Air Force Base is in excess of $120,278,000., the principal valued items being the Group's sixteen F-106 aircraft.

Since January 127 work order requests have been completed to bring security measures on the base up to standard. Other renovation plans are being drawn, the largest of which will be a re-design of the base's major hangar. This project will allow consolidation of several units into one building, thus reducing overhead costs. A number of commercial contracts were completed to effect the repair, modification, and/or upgrading of certain facilities as follows:

Rehabilitation of Arnold Hall Dining Facility, Bldg 159 ($38,700)
Erosion Control - ADC Ammo Storage Area ($46,900)
Relocation of Fire Alarm Center, Bldg 122 ($800)
Replace Roofing, Bldg 120 ($27,900)

In addition, engineering design and inspection support was furnished by ADC for the following projects:

Repair Alert Hangar Heating, Bldg 175 ($39,800)
Repair Central Heating Plant ($23,900)
Repair RAPCON Air Conditioning, Bldg 130 ($22,300)
Repair Control Tower Air Conditioning ($8,900)

Barnes Airport

FY 1974 was a banner year for the 104th Tactical Fighter Group. The Westfield-based unit earned national recognition when it recently was selected as "the most outstanding Air National Guard unit in the nation equipped with jet fighter aircraft," and will be awarded the Winston P. Wilson Trophy. In addition, the 104th, along with the 102d Fighter Interceptor Group, was awarded a "Flight Safety" Certificate by the U.S. Air Force Safety Awards Board. The Group passed the Tactical Air Command's Operational Readiness Inspection/Management Effectiveness Inspection for the second successive year with many outstanding findings.

If that were not enough, the 104th was named by the Department of Defense as the top Air National Guard unit in the country for its community service programs that included sponsorship of or participation in the following programs:

Westfield Little League
Westfield Citizens Scholarship Fund
United Fund Campaign
Pioneer Valley Boy Scouts of America
Westfield YMCA Building Fund
American Red Cross Blood Donor Program
Westfield WHIPS Glass Recycling Program
Neighborhood Youth Corps
Junior ROTC Unit
104th TFG Speakers Bureau

Families, friends and neighbors "inspect" F-100 aircraft of the 104th Tactical Fighter Group during Open House Day at at Barnes Airport, Westfield

Postflight procedures are an important requirement of every F100 Tactical Fighter mission

Among the many other awards received by the unit and its members were the following:

NGB Meritorious Service Award - Community Relations
NGB Citation - Unit Newspaper, Airscoop
104th TFG Rifle Team - Second Place, Tri-Color Matches, Camp Curtis Guild, Massachusetts
Community Service Award - Pioneer Valley Boy Scouts of America

Annual Training this year was segmented, with approximately 160 personnel participating in Exercise "BRAVE SHIELD IX" out of Ellington AFB, Texas; about 400 going to Alpena, Michigan; about 90 in or temporarily attached to the Civil Engineering Flight going to Lakenheath AB, England; and the remainder doing tours at home station during July and August on the modified "Texas Plan". Training in section and unit mission requirements, as well as in individual skills, was the primary goal of this annual training year.

The Base newspaper, Airscoop, continues to be published bi-monthly on photo-offset print with distribution of 1,000 copies. Airscoop celebrated its 25th anniversary on May 21st with a special anniversary edition, and received a special letter of commendation from the Director, Air National Guard.

Special mention should be made of TSGT Robert J. Murphy of the 104th who will be awarded the "National Guard Association Valley Forge Cross" for heroism later this year. Sergeant Murphy, without consideration for his personal safety, rescued two workmen in the City of Westfield who were entrapped below ground due to an excavation cave-in.

Wellesley & Worcester

The 253d Mobile Communications Group and its assigned units participated in a Tactical Air Control System exercise, nicknamed "SENTRY BUILDER", in July 1973. Other major organizations participating in this successful Air National Guard field training operation were the 156th Tactical Control Group, Rhode Island ANG and the 105th Tactical Air Support Group, New York ANG. This was the first joint exercise in which the new Program 407L equipment of the TAC Control and Mobile Communications Groups was integrated and used in a controlled operation.

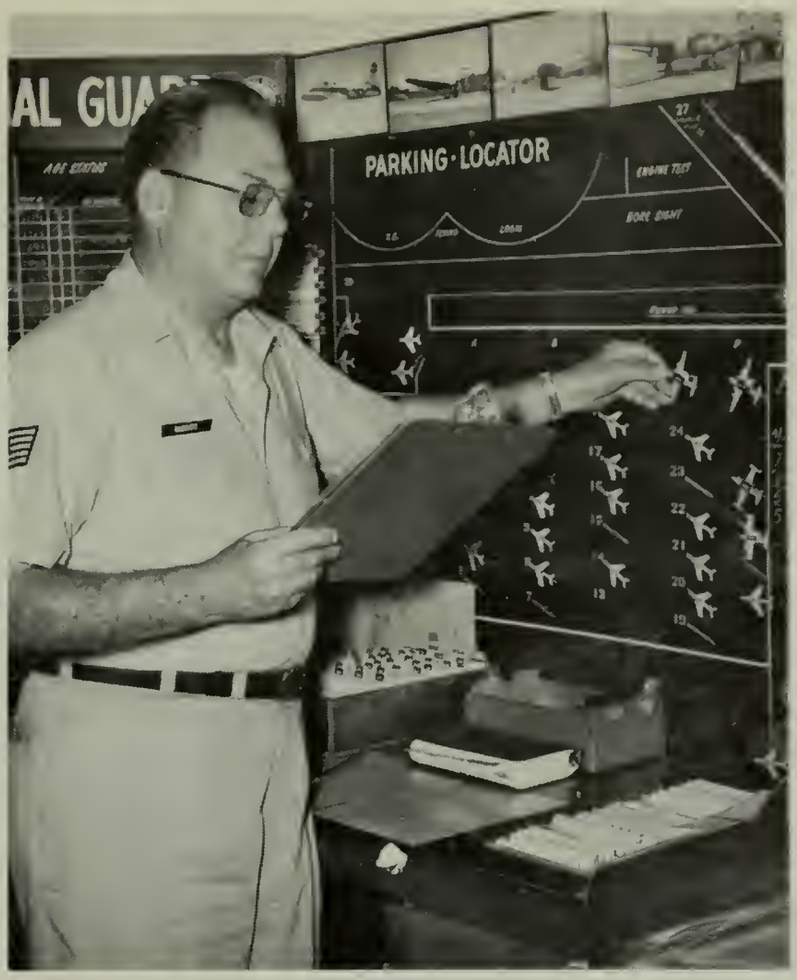
The Wellesley Weekend News is published monthly by the Group for distribution on the Unit Training Assembly weekend. This publication includes information of interest to the members of the Group and keeps them informed of activities which have occurred since the last publication, as well as future plans and projected activities.

The 101st Tactical Control Squadron (CRP) at Worcester was the recipient of an ORI/MEI (Operational Readiness Inspection/Management Effectiveness Inspection) in September 1973. Personnel from the Inspector General's Office, Hq Ninth Air Force performed the inspections. Both portions of the inspection were passed and the 101st Tac Con Sq became the first Tactical Control unit in the history of the Air National Guard to pass the combined ORI/MEI. The newly formed 101st Tac Con Flt was the recipient of an MEI during the same period and successfully passed its inspection. The 212th Electronic Installation Squadron was inspected by a team from the Northern Comm Area of the Air Force Communications Service Command during 19-21 April 1974. The results of this inspection disclosed no major deficiencies existed in that Squadron.

The 101st Tactical Control Squadron (CRP) deployed to Brunswick Naval Air Station, Brunswick, Maine during the period 14-28 July 1973. This was the first time the squadron deployed since receipt of the semi-automated 407L Tactical Air Control System. The squadron mobility plan was implemented and a convoy carried the mission equipment of the squadron to the Topsham Annex of the Brunswick NAS where an operational radar site was erected by squadron members. The New England 407L Tactical Air Control System was activated and other units located at South Portland, Maine; Ft. Devens, Mass; Otis AFB, Mass and Montauk Point, Long Island, NY, contributed to the operation. At the conclusion of the exercises, the site was disassembled, loaded onto squadron vehicles and returned to home station. During the same period, the 101st Tactical Control Flight (FACP) deployed to South Portland, Maine with their equipment. A radar site was set up, made operational and integrated into the New England ANG Tactical Air Control System. The personnel were quartered at the South Portland ANG Station, Maine and the radar site established at an unimproved location 3 miles from the station.

This marked the first time since the 101st Tactical Control Flight (FACP) was created on 30 September 1971 that the unit had been deployed and operated as part of the New England Tactical Air Control System. The Flight implemented its mobility plan during this deployment and redeployment, and considering the newness of the unit, and relative inexperience of most of its members, their accomplishments during the training period were commendable.

The 212th Electronics Installation Squadron utilizes the year round annual training concept to fulfill its training requirements. Highly trained teams were dispatched to various installations to perform specialized tasks. Some of the projects included installation and maintenance of cable and cable systems, telephone central office and dial systems, navigation aids, ground radio and navigation radar systems. Some of the installations to which teams were sent are as follows: Ramore Canadian Air Force Base, Canada; Vandenberg AF Station, Connecticut; Griffiss AFB, NY; K.I. Sawyer ANG Base, Mich; Volk ANG Base, Wisc; McGuire AFB, NJ; Andrews AFB, MD as well as ANG installations in Massachusetts, Rhode Island and Connecticut.



Maintenance control of aircraft of the
104th Tactical Fighter Group remains in capable hands

Color guard of the 104th Tactical Fighter Group
participate in Bi-centennial parade at West Springfield

During May 1974, a television filming team used the facilities of the Worcester ANG Station to produce a TV commercial film highlighting communications and electronics opportunities within the Air National Guard. This commercial will subsequently appear on TV channels within a 150 mile radius of ANG C&E units across the nation. Several guardsmen assigned to units at the Worcester ANG Station appeared in the production together with professional actors.

The 253d Mobile Communications Group was selected as the first Air National Guard Communications Group to receive one of the five production models of the new Tactical Weather System (TWS).

The TWS was developed by Headquarters, Electronics System Division at L.G. Hanscomb AFB, Bedford, Mass, in conjunction with S.D.M. Corporation, Wilmington, Mass. It consists of two major components, the Tactical Weather Analysis Center and the Tactical Air Base Weather Station. The TWS is a complete weather system capable of being deployed anywhere in the world and becoming completely operational in a matter of hours. For the first time the U.S. Air Force has a system which can tie in bases of outlying regions into one weather network. The system enables the unit to receive, process, and pass on weather information in the field by all of the most modern methods available, including satellite photos.

Personnel

Recruiting for the State's Air Guard units has been accomplished in a variety of ways including booths in downtown shopping areas manned by the Worcester unit, presentations to high school and community groups and simple word of mouth. Wellesley had a full-time active duty recruiter who signed up 67 airmen during the first nine months of CY 1974. The Air Guard accomplished a net increase in strength of 286 in FY 74.

Various recruiting periodicals and brochures and other materials such as ball point pens, ash trays, frisbees and bicycle safety pennants were received and distributed to likely recruiting sources. Also, newspaper advertisements and high school year book advertisements were purchased. It is felt that the best recruiting methods are person to person meetings between the recruiter and the prospective recruit, or by Guardsmen persuading their friends and acquaintances to join. Within the past Fiscal Year a $15.00 recruiting prize was awarded to Guardsmen assigned to the Worcester ANG Station who furnished the names of individuals who were successfully recruited.

Retention efforts, which usually include formal interviews between personnel scheduled for separation and their commanding officers, have met with varying degrees of success. The Wellesley unit retained 55% of its men elegible for separation during Fiscal Year 1974, Worcester retained 43.2% and Westfield retained an impressive 68.6%. New to the Wellesley retention effort this year was a retention council chosen from within the unit.

There has been a common thread running through the Fiscal Year 1974 activities of all Air Guard units in the Commonwealth, reflecting new priorities. It has been seen in areas like ambitious summer active duty training, extensive community involvement, and successful attempts to reach and join forces with the Commonwealth's minority groups as part of the past year's far-reaching recruitment and retention efforts.

Strong emphasis on minority recruiting by 104th Tac Fighter Gp has resulted in the unit achieving a minority strength as follows:

Black males	6
Spanish-American males	8
American-Indian males	1
WAF Officer	1
WAF Airwomen	11
Nurses, female	2
Total	29

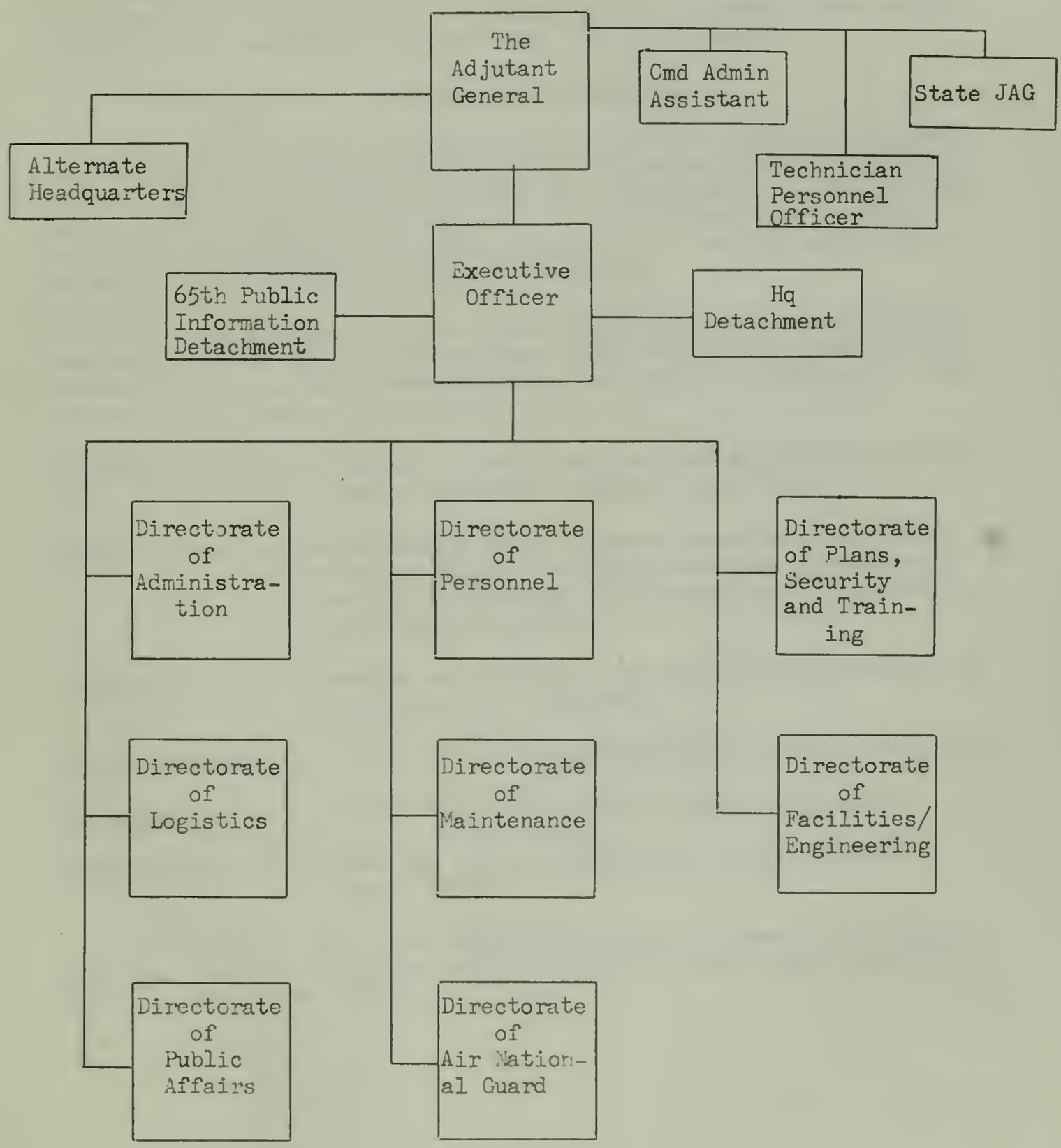
Six black airmen and three women were enlisted in the Wellesley ANG Station units during the past year.

At Worcester ANG Station, during Fiscal Year 1974, out of a total of 10 non-prior service enlistees, 4 were from minority groups, and of 67 prior service enlistees, 7 were from minority groups.

The extensive involvement of Air National Guard units in civic affairs and domestic actions is indicated in more detail in the Public Affairs section of this report. All of this involvement along with the outstanding accomplishments noted above add up to a very successful, fruitful and rewarding year.

STAFF ORGANIZATION

HEADQUARTERS, MILITARY DIVISION



ALTERNATE HEADQUARTERS

The Alternate Headquarters, consisting of nine officers and three enlisted men, is an integral part of Headquarters and Headquarters Detachment, Massachusetts National Guard. Commanded by a Major General, this 12-man unit would serve as the tactical command post in the event of a mobilization and would be responsible for the operational control of all military forces within the Commonwealth, including those active military units assigned to Massachusetts in an emergency.

Training and Operation

During the normal training year, the Alternate Headquarters staff spends most of its time preparing and administering training exercises known as Command Post Exercises (CPX) for Massachusetts National Guard units. These exercises are designed to test the operational plans, procedures and effectiveness of the tested units, and as such, are a valuable training tool for military commanders.

Since its inception, the Alternate Headquarters has prepared and conducted several State-wide exercises which required in each case an expansion of its staff to meet planning and control requirements. Most noteworthy of these major exercises are:

Operation Pre-AGI---A project to help marginal and unsatisfactory units prepare for Annual General Inspections.

LABMATE I----------A State-wide civil disaster exercise designed to test the Guard's ability to respond quickly to a natural disaster and held jointly with the State's Civil Defense Agency.

LABMATE II----------Similar to LABMATE I, but designed specifically to test Task Force Cheyenne.

CPX Tripphammer-----A field CPX for the 685th Military Police Battalion.

CPX Ramparts--------A field CPX for the 181st Engineer Battalion.

Yankee Logex--------A CPX for the 26th Division's Combat Service Support Units.

The value of these test exercises can best be demonstrated by the fact that they are currently being utilized by Active Army and Reserve Units in some other States.

TECHNICIAN PERSONNEL OFFICE

Under the provisions of Public Law 90-486, The Adjutant General of Massachusetts is vested with the authority to employ and administer Massachusetts National Guard Technicians. The Technician Personnel Office (TPO) carries out the Adjutant General's policies with regard to the technician program and is responsible for the administration of, and the personnel services for, approximately 1,600 National Guard Technicians.

National Guard technicians are Federal Civil Service Employees in the Excepted Service. That is, membership in the National Guard is a prerequisite for excepted appointment to 95% of the positions, and the remaining 5% may be occupied by competitive Civil Service Employees. Federal funds support the program and U.S. Civil Service Commission regulations are applicable in most part, to technicians.

Organization & Responsibilities

The Technician Personnel Office (TPO) is located at the U.S. Property and Fiscal Office, Natick, Mass. and is currently staffed as follows:

Technician Personnel Officer (ANG)

Assistant Technician Personnel Officer (ARNG)

Personnel Assistant ANG Otis AFB

Personnel Assistant ANG Barnes Airport

Supervisory Services
- Supervisory Personnel Management Specialist
- Clerk-Typist

Employee Services
- Personnel Management Specialist (ARNG)
- Personnel Assistant (ARNG)
- Personnel Assistant (ARNG)
- Personnel Assistant (Civ)
- Personnel Clerk-Typist (ARNG)
- Secretary
- Clerk-Typist
- Clerk-Typist

The following are the principal responsibilities of the TPO:

- Management of Army and Air Manning Structures
- Technician Regulations
- Employee-Management Relations Program
- Health and Insurance Programs
- Performance Ratings
- Incentive Awards
- Technician Training
- Retirement Counselling
- Alcohol and Drug Program
- Publication of Technician Information Bulletins and Job Announcements
- Maintenance of Official Personnel Folders
- Technician Personnel Management Information System (Automatic Data Processing)
- Employees' Grievances, Appeals and Classification
- Combined Federal Campaign
- Workmans' Compensation

Listed below are the number of employed technicians as of the end of each month for FY 1974:

Month	Army NG	Air NG	Total
July	900	586	1486
Aug	890	609	1499
Sep	880	627	1507
Oct	875	632	1507
Nov	876	641	1517
Dec	882	638	1520
Jan	897	644	1541
Feb	895	643	1538
Mar	882	648	1530
Apr	872	642	1514
May	886	651	1637
Jun	905	642	1547

Significant Events

In July 1973, the TPO was consolidated and, for the first time, administration of Army NG and Air NG technicians was centralized.

Reclassification

The reclassification (downgrading) of many Army and Air NG technician positions, primarily in the maintenance areas, was completed 15 August 1973 as directed by the National Guard Bureau. This reclassification, which also affected supply and fiscal personnel in the Army NG program, was required in order to align the technician positions with the Federal Civil Service standards as required by PL 90-486. Many reclassified technicians

were adversely affected. However, "save pay" provisions of the reclassification action lessened the overall adverse financial impact of downgradings.

Air Guard Technicians

During Fiscal Year 1974, the number of Air Technicians increased from 582 to 647, a total increase of 65. Most of this increase was for the Air NG technician force in the F-106 Air Defense Interceptor program of the 102d Fighter Interceptor Group at Otis AFB. During FY 75, the ANG is faced with a programmed decrease of 24 positions, all at Otis AFB, due to the decrease in the number of tactical aircraft assigned. In May 1974, the 102d Fighter Interceptor Group assumed its operational Air Defense mission.

Army Aviation Technicians

The Army Aviation Support Facility (AASF) was relocated from the Fitchburg Municipal Airport to the new ANG hangar facility at Otis AFB recently vacated by the 102d Fighter Interceptor Group. The initial move was accomplished on 1 Nov 73 and the final move completed on 30 June 1974. Those AASF technicians desiring to relocate their residences were moved at government expense. The average cost for relocation allowances was $3500 per technician.

Air Defense Technicians

On 4 February 1974, the Department of Defense announced the phasing out of all NIKE-HERCULES Air Defense units in Continental U.S. This action had a great impact on the Army NG technician program since the 203 positions of the 1st Bn, 241st Arty are to be eliminated by 26 October 1974. Concurrent with this announcement, the NGB authorized each effected state to increase its Army NG manning structure to 100% in order to provide continued employment for Air Defense technicians.

As of 30 June 1974, all Mass. Army Air Defense Technicians who desired to relocate to new positions were accommodated. Many Air Defense technicians were downgraded by placement action, however, in most cases, they will continue to receive their present salaries for a period of two years under the provisions of Civil Service Regulations.

Equal Employment Office

Responsibility for the Equal Employment Opportunity (EEO) program was transferred from the Technician Personnel Office to the newly created EEO section of the Adjutant General's Office effective in January 1974.

Technician Training

Many courses of instruction were provided for technicians either through the facilities of the U.S. Civil Service Training Center, Boston or by in-house training. The types of training and number of technicians who attended is as follows:

SUBJECT MATTER	NUMBER TRAINED
Executive and Management	9
Supervisory (Phase I and II)	254
Legal, Medical, Scientific or Engineering	10
Administrative	19
Specialty and Technical (including AST school)	84

In January 1974, the TPO requested the Boston Regional Office, U.S. Civil Service Commission to make direct distribution of the Civil Service Commission training pamphlets to all our facilities and organizations in order to make technicians aware of the training available to them.

The TPO has scheduled additional courses for supervisors and other technicians in the coming year. The Reduction-in-force of our Air Defense Battalion has created a need for retraining. Technicians reassigned as ASTs will be given the opportunity to attend special administrative and specialized courses. One such course is the basic and advanced typing course presently being coordinated with the Boston Regional Training Center of the U.S. Civil Service Commission.

Air Defense Technicians reassigned as mechanics will be afforded the opportunity of attending appropriate military service schools in technician status.

Labor-Management Program

At the present time there are five labor unions representing the Army and Air National Guard technicians.

- Local R1-154, National Association of Government Employees represents the Army Air Defense Employees. The contract and representative authority will automatically terminate on 26 October 1974 with the final phase-out of the Air Defense Missile Battalion.

- Local 1629, National Federation of Federal Employees represents all Army NG technicians except those employed in the Air Defense Program.

- Local 1670, National Federation of Federal Employees represents the Air National Guard technicians employed at the Worcester and Wellesley Air National Guard Stations. The contract, originally negotiated over two years ago, continues in effect because of an automatic renewal provision negotiated as part of the original contract.

- Local 3004, American Federation of Government Employees represents the Air National Guard technicians, less security guards, at the Air National Guard facility, Otis AFB. During the past year a new labor-management agreement was negotiated and was approved by the National Guard Bureau on January 15, 1974. The contract will be effective for three (3) years.

- Western Massachusetts Chapter, Association of Civilian Technicians represents the Air National Guard technicians employed at Barnes Municipal Airport. No contract is in effect at present since the original contract terminated on 9 May 74.

Performance Ratings and Incentive Awards

Every National Guard technician is rated annually on his performance. During the past year an additional category was added to the rating system with the rating categories of Outstanding, Excellent, Satisfactory and Unsatisfactory. Based on the recommendations of their supervisors, ten technicians were awarded "Quality Step Increases" and 19 were awarded "Sustained Superior Performance Awards" with each receiving a cash award of $150 to $200. There were 21 "suggestions" submitted by technicians during FY 74, three of which were approved with a cash award of $200. One special achievement award of $200 was made to a technician

DIRECTORATE OF ADMINISTRATION

Administration of the Military Division, Commonwealth of Massachusetts, is directed by the Assistant Adjutant General for Administration with an authorized force of 217 State employees. The mission is to provide the following services to elements of the Military Division:

- Publications Management
- Commercial communications
- Receipt and dispatch of mail
- Maintenance of Central Files
- Reproduction facilities
- Records holding area
- Central library
- Claims processing
- Inspector General functions
- War Records section
- Unit Funds Audit
- Budget Management, State Funds

Within the functions of the Military Division of the Commonwealth of Massachusetts the work force of State employees is allotted to the following activities:

Activity	Number of Employees
The Adjutant General's Office - Administration	39
Division Headquarters and Special Staff	8
War Records Section	10
Maintenance of Armories	110
Training Center, Camp Curtis Guild	7
Storage and Maintenance Facilities (Natick and Ft. Devens)	33
Army Aviation Facility, Otis AFB	10
	217

Expenditure of State funds in the amount of $2,867,414 was authorized in Fiscal Year 1974. A total of $117,481 was received during the same period.

Schedule of Expenditures

Administration and Maintenance	$ 442,558
State Uniform Allowance	64,713

Special Duty	$ 250,651
Unit Fund Allowances	170,600
Accident and Damage Claims	16,504
War Records Section	76,315
Administration - State Quartermaster	6,879
Armories - Operation and Maintenance	1,494,899
Rifle Range - Operation and Maintenance	56,032
Maintenance of Storage Facilities	213,013
Maintenance of Aviation Facility	72,350
Spanish War Benefits	1,500
Military Reservation Costs	1,400
	$2,867,414

Schedule of Receipts

Armory Rentals	$ 68,818
Rental - Camp Edwards Lease	38,223
Sales	8,764
Other Rentals	518
Miscellaneous	1,158
	$ 117,481

Central Files

Central files are in the process of review, with a view of reducing required file space and retirement of 1964 through 1969 files to the Records Holding Area. Micro-filming of enlisted personnel records, military records and historical documents within the War Records Section is continuing. Records are being reviewed as directed by the State Records Conservation Program and is expected to be completed by 1 October 1974. Permission has been received to destroy enlisted personnel paper records one year after being placed on micro-film.

Facilities

Facility improvement has been effected at the State Headquarters with painting, papering and installation of carpeting. Installation of new telephone facilities, programmed for Fiscal Year 1974 has been postponed because of New England Telephone Company production problems.

A program of inventory and preservation of historical documents, trophies, pictures and artifacts was initiated during this period with the end in view of establishing an historical military museum.

Inspections

A new command and technical inspection technique was instituted in Fiscal Year 1974 culminating in a review and detailed anlysis of all inspection reports and follow-up aimed at improving unit operations. This resulted in improved performance in Annual General Inspections with a greatly increased percentage of Satisfactory ratings.

War Records

The War Records Section is an interesting adjunct to the Directorate, it being the source of certification of military service. As an indication of how broad an umbrella that phrase "military service" is, during the past year 23,840 of those certificates were issued from the following wars:

World War I	2,640
World War II	5,707
Korean Conflict	4,669
Vietnamese Conflict	2,306
Spanish-American War	61
Civil War	267
Mexican Border War	27
The Mexican-American War (1846-48)	9
Shay's Rebellion	3

The remainder of that total was for more routine requests such as certificates of education and State Guard Service. The War Records Office also has compiled in book form the final record of the 1,420 Massachusetts casualties in the recent conflict in Southeast Asia. It also is the War Records Section that verifies Vietnam service for Massachusetts veterans so that they may claim the State Vietnam Bonus authorized in 1968. Since that time, 64,000 such applications have been certified.

Because of a serious fire at the National Personnel Records Center in St. Louis, Missouri in July of 1973, the War Records Section has been engaged in a records reconstruction program. In excess of 200 inquiries a month were received from the National Records Center to replace military records were destroyed in that fire.

DIRECTORATE OF PERSONNEL

Personnel Section

This section, with five State employees and nine Army National Guard Federal technicians assigned, is charged with the following responsibilities:

- Maintenance of personnel data
- Processing of enlistment & discharge records
- Processing of Unit Morning Reports
- Preparation of Special Orders directing personnel actions
- Preparation of administrative directives
- Preparation of & verification of Statements of Service
- Administration of REP-63 active duty training
- Administration of Line of Duty investigations
- Administration of military service school program
- Issuance of CONFIDENTIAL security clearances
- Processing of requests for higher level clearances
- Processing of Unsatisfactory Participation actions
- Processing of military retirement of National Guard personnel

During this reporting period there was increased activity because of extensive recruiting and increased enlistment and the added requirement of selective retention processing of enlisted members. In excess of 500 enlisted men were considered by retention boards and all were considered eligible for retention. Selective retention boards also considered 113 Officers and Warrant Officers for retention eligibility.

Microfilming of military personnel records is continuing. Over 13,800 records have been filmed to date. The project is massive, and therefore, time consuming. At the close of Fiscal Year 1974 approximately 75% of the records for calendar year 1972 had been completed.

Maintenance of personnel data is of continuing concern because of the ultimate effects upon the individual's pay, allowances, retirement credits, disability claims and promotion status. Anywhere from 6,000 to 7,000 data changes are processed monthly and forwarded to National Guard Bureau. New data requirements necessitated going into the field to gather, process and key punch additional data cards on all personnel. Some of the data is required for implementation of the Joint Universal Military Pay System (JUMPS) in Fiscal Year 1975. Units, through major commands, are provided with TOE rosters each month for their use in preparing Special Orders relating to reassignments, transfers or other personnel actions.

Unsatisfactory participation in scheduled drill assemblies and annual training has been a matter of great concern to all commanders and this headquarters. During the period 1 February 1973 - 30 June 1974 131 cases were considered under the provisions of AR 135-91 with the following results:

50 - Ordered to active duty for unsatisfactory participation
38 - Cases still pending final determination
18 - Appeals allowed at this headquarters or at Reserve Components Personnel Administration Center, St. Louis
11 - Returned for resubmission because of administrative errors
8 - Discharged because of hardship, medical or criminal matters
4 - Recalled by units for other action
1 - Appeal pending in St. Louis
1 - Transferred to U.S. Army Reserve

Recruiting and Retention

During Fiscal Year 1974, there was no concern that commanded more of the energies and ingenuity of the Massachusetts National Guard members than those relating to personnel. Bringing manpower up to a level commensurate with the increased importance of the National Guard led to ambitious recruiting work across the state as well as to a greater emphasis on retaining existing Guard personnel.

During the year a sharp rise in new enlistments was somewhat slowed by the loss of personnel opting for their normally scheduled separation. However, manning levels were increased by an overall net gain in strength of 305 for the year in ARNG and a net gain of 286 in ANG.

Since it has been proven that men can be added to the ranks by enlistment more attention must turn to keeping them.

Besides the actual recruiting drives, efforts to build and maintain manpower strength have included the schooling of some 300 Guard personnel in one of five 2-day Recruiting and Retention schools, the creation of a re-enlistment program and a special effort to involve minority groups in Guard membership and leadership.

During Fiscal Year 1974, the Massachusetts National Guard created an Equal Opportunities Office and accelerated equal employment opportunities, social actions and race relations programs.

At the heart of the effort are two full-time staff positions -- an Equal Opportunity (EO) Officer and an EO Specialist -- both located at State Headquarters in Boston. The new office is responsible for stimulating increased participation in the Massachusetts Army and Air Guard by members of minority groups, developing a program of race relations instruction for Guard members, creating awareness of and seeking out areas of discrimination within the Guard, and encouraging the enlistment of women in the Guard.

This office also insures that Guard personel records are reviewed to find qualified minority group candidates for officers training programs and potential applicants for full-time technician positions. Records are also screened to promote minority participation in the Guard's specialty branches such as posts with the Military Police.

The technician EEO program is designed to insure that the Massachusetts Guard does not discriminate against its employees on the basis of race, religion, sex, age or national origin. A fundamental part of the program is a carefully defined complaint and review procedure for anyone who feels he has been discriminated against. The procedure which must be initiated within 30 days of the alleged incident, begins by approaching one of 30 equal employment opportunity conselors across the state and, should the grievance not be resolved in the eight-step grievance procedure, ultimately could lead to a hearing in a federal court.

Posters outlining the details of the procedure have been distributed to all Guard facilities by the counselors.

The program for technicians extends well beyond a complaint procedure, however. Technician applicants from various minority groups are being solicited in an effort to ensure that employees at a Guard facility reflect the character of the population in the area surrounding that facility. Also, a continuing emphasis is placed on the training and promotion of minority group technicians and a comprehensive effort is being maintained to ensure that no prejudice or discrimination exists within the Guard.

Fundamental to the success of the EO program is the development of a sensitivity to minority problems on the part of EEO personnel. This has been accomplished to a great extent by means of special training that has included attendance at numerous specialty schools and seminars.

Included in this training program were the Defense Relations Institute in Cocoa Beach, Florida, the Boston Civil Service Commission programs, the Spanish Surname Program, and the Federal Women's Symposium. This training proved invaluable in subsequent counseling sessions conducted during Fiscal Year 1974. There were six informal complaints of alleged discrimination and all were resolved at the local level by EEO counselors.

Minority membership in the Massachusetts National Guard more than doubled in Fiscal Year 1974 from 216 on 1 June 1973 to 548 on 30 June 1974. Minority membership is presently 4.2% of total guard strength in the State whereas minority groups comprise only 3.7%o f the total population of the State.

Female membership in the National Guard is a matter of continuing interest. A total of 38 females were enlisted during FY 74. Continuing efforts to further recruit must be emphasized since this valuable source of talent is barely tapped.

THE GUARD BELONGS!

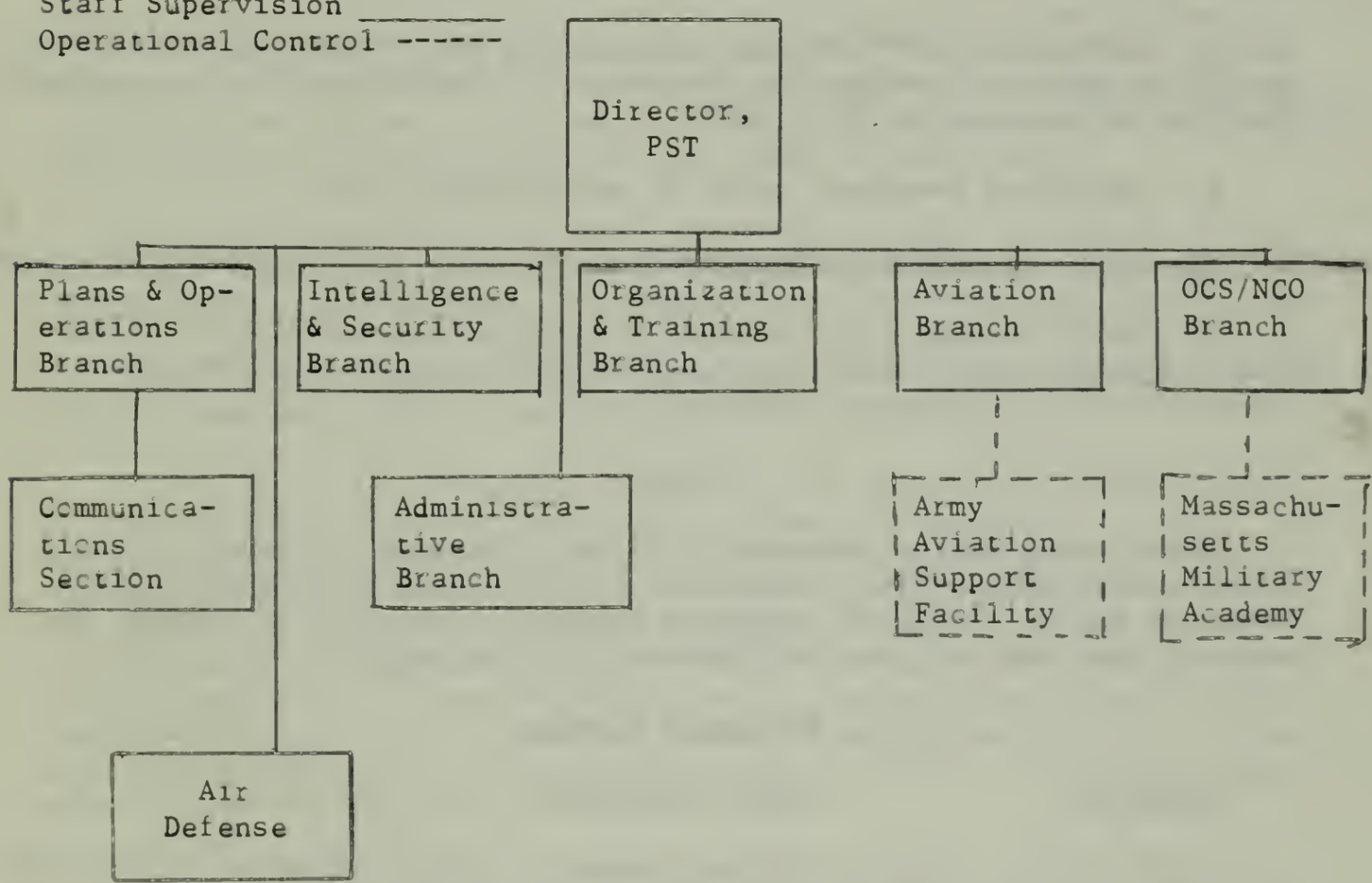
MAYBE YOU BELONG IN THE GUARD!!

DIRECTORATE
of
PLANS, SECURITY AND TRAINING

In September 1973, the Operations and Training Section and Military Support of Civil Authority Section of the Military Division were consolidated and redesignated as the Directorate of Plans, Security and Training (DPST) with responsibility for providing staff assistance to the Adjutant General in matters pertaining to plans and operations; organization and training; and intelligence and security. In addition, the DPST was charged with exercising operational control of the ARNG Aviation Support Facility (AASF) and the Massachusetts Military Academy (MMA).

Organization

The directorate is organized as follows:



The DPST is manned by full-time Federal and State employees as well as members of the Massachusetts ARNG assigned to State Headquarters who perform their inactive duty training (IDT) and annual training (AT) with the Directorate. With one exception, Federal employees are also members of the Headquarters & Headquarters Detachment. The following chart summarizes the personnel manning of DPST:

BRANCHES	FEDERAL EMPLOYEES	STATE EMPLOYEES	HHD MASS ARNG OFF	ENL
Director	1	0	1	0
Plans & Operations	1	0	3	2
Intelligence & Security	1	0	1	2
Organization & Training	3	0	4	3
Aviation	1	0	2	1
OCS/NCO Branch	2	0	13	6
Administrative	2	2	1	1
Communications	0	0	1	13
Totals	11	2	26	28

PLANS AND OPERATIONS BRANCH

The Plans and Operations Branch, DPST is specifically responsible for:

a. Preparing, coordinating, maintaining and publishing State-level operations plans and supporting documents for Federal and State emergency missions assigned to the Mass ARNG.

b. Reviewing emergency plans of subordinate units.

c. Planning exercises necessary to test and exercise emergency plans.

d. Establishing, coordinating, organizing and operating a State-wide communication (radio) system to include maintenance of equipment and publication of required instructions.

Plans

Three unclassified emergency missions have been assigned to the Massachusetts ARNG either by Federal or State statute or regulation as indicated below. A fourth emergency mission, classified as SECRET, has been assigned but will not be discussed in this report.

Emergency Mission

OPLAN NO.	Type of Emergency
1	Military Support of Civil Defense in the event of Nuclear Attack (Federal)
2	Military Support of Civil Authorities in the event of civil disturbances or natural disaster
3	Mobilization Plan to provide for the mobilization of ARNG units under a call or order to active Federal service

These supporting documents for the plans are maintained by this section:

Domestic Emergency Standing Operation Procedures

Communications-Electronics Standing Instructions

Communications-Electronics Operating Instructions

Operations

During Fiscal Year 1974, the Massachusetts ARNG assisted during the Chelsea fire in October 1973 and during a search for a person in Brockton in June 1973.

On 14 October 1974, under the provisions of Section 38, Chapter 33, General Laws of Massachusetts, Governor Francis W. Sargent directed The Adjutant General to order to State active duty necessary troops and equipment to assist the City of Chelsea in enforcing the law and protecting the lives and property of the citizens of Chelsea. This assistance became necessary when a disastrous fire destroyed approximately 18 city blocks in Chelsea and the Mayor of Chelsea, Philip J. Spelman determined that the usual police/fire protection services needed reinforcement.

Mass ARNG personnel and units assisted the City of Chelsea for 15 consecutive days from 14 October 1973 through 28 October 1973 and provided road blocks, roving patrols, and static guard posts in the disaster area.

Cost to the Commonwealth for this operation totaled $133,361.77 for pay, allowances, rations, and miscellaneous expenditures.

On 22 June 1974, pursuant to Section 38, Chapter 33, General Laws of Massachusetts, Governor Francis W. Sargent directed The Adjutant General to provide assistance to the City of Brockton in the search for a young boy who had been missing for 4 days. The 1st Battalion, 241st Air Defense Artillery was ordered to State active duty on 22 June 1974 for this mission. Approximately 145 members of this battalion assisted in this search on 22 June 1974 until early evening when the search was terminated by the City of Brockton without finding the lost boy. Total cost to the Commonwealth for pay, allowances, rations and miscellaneous expenditures was $2,286.53.

In order to insure that Mass ARNG units maintain a high degree of readiness for civil disturbance control operations, each unit assigned such a contingency mission, undergoes civil disturbance refresher training annually including a mandatory operational readiness inspection and a field training exercise.

A feasibility test (CPX LABMATE II) of OPLAN 2 was conducted in March 1974. This was a joint exercise between the Mass ARNG and Mass CD Agency and tested the capability of both agencies to provide civil-military assistance in a simulated hurricane environment. Some 570 Guardsmen and 100 Civil Defense Personnel participated in this exercise.

ORGANIZATION AND TRAINING

Organization and Training Branch, DPST is specifically responsible for:

a. Developing and maintaining the troop basis to include organizing and equipping units, assigning, attaching and detaching units, detachments, and teams; and mobilizing, activating and inactivating units.

b. Allocating and controlling military manpower authorizations to include The Army Authorization Document System (TAADS) reports and submission of Modification Table of Distribution and Allowance (MTDA) changes for both personnel and equipment of Headquarters & Headquarters Detachment, Massachusetts Army National Guard.

c. Formulating, maintaining and supervising all aspects of the Commonwealth's training plans to include training objectives and needs; development of general and detailed training plans and programs including pertinent policies, directives, procedures and budgeting; and continuing evaluations of training of subordinate commands.

d. Supervising marksmanship and special training programs to include State Rifle and Pistol teams; staff training for HHD Mass ARNG and detachment training of HHD Mass ARNG

e. Programming and monitoring school training including the establishment of quotas and funding.

f. Monitoring and administering readiness reporting systems.

g. Administering the Military Occupational Specialty (MOS) test program.

Several major changes were made during Fiscal Year 1974 in relocating and consolidating units which were accomplished to increase efficiency by providing better facilities, to locate units in areas more favorable or practical to economically support.

UNIT/FACILITY	OLD LOCATION	NEW LOCATION
ARNG Avn Spt Facility	Fitchburg	Otis AFB
HHC 26 Avn Bn	Fitchburg	Otis AFB
Co B 26 Avn Bn	Leominster	Otis AFB
Co D 726 Maint Bn	Westfield	Leominster

UNIT/FACILITY	OLD LOCATION	NEW LOCATION
Co E 726 Maint Bn	Fitchburg	Otis AFB
HHT 1 Sq 26 Cav	Lowell	Reading
Trp A 1 Sq 26 Cav	Lowell	Reading
Trp B 1 Sq 26 Cav	Lowell	Reading
HHC 101 Engr Bn	Medford	Reading
Det 1 Co A 101 Engr Bn	Haverhill	Newburyport
Det 1 Spt Co 2 Bn 104 Inf	Pittsfield	Adams
Det 1 Co B 1 Bn 181 Inf	Orange	Gardner
293 Med Det	Quincy	Rehoboth

Individual Training

Individual training of members of the Army National Guard begins with their entry into the service and continues throughout their term of service through various educational methods available to them.

REP-63 training is a period of active duty which Federal law requires each non-prior service enlistee to undergo and consists of basic combat and advanced individual training. During Fiscal Year 1974, 710 non-prior service enlisted men underwent this training.

Additional educational opportunities are available through non-resident (extension) courses programmed by the various Active Army Service Schools. During Fiscal Year 1974, 450 Officers/Warrant Officers and 420 Enlisted Members of the Massachusetts Army National Guard participated in these courses.

Furthermore, resident education is available to members of the Army National Guard by attending Active Army Service and Area Schools as well as schools conducted at unit level.

The chart below indicates the attendance at such schools as well as the Federal funds expended for pay, allowances and travel of students.

Type of School	Number of Personnel Attending	Total Costs
Army Service Schools	144	$ 305,215
Army Area Schools	831	$ 134,699
Local Unit Schools	1,654	$ 113,795
Totals	2,629	$ 553,709

As part of the individual education program, each enlisted member is required by Army regulations to undergo an evaluation and examination in his Military Occupational Specialty (MOS) at least every four years or whenever his MOS is changed. During this Fiscal Year approximately 3,500 individuals were tested.

Unit Training

Unit training in the Massachusetts Army National Guard is conducted in accordance with policy, instructions and guidance furnished by Headquarters, United States Forces Commander (FORSCOM) and is under the general supervision of Headquarters, First United States Army (FUSA). The Adjutant General is responsible for insuring that training is conducted within the guidance furnished by these headquarters to insure that readiness is increased and that pre-mobilization training objectives are achieved.

Pre-mobilization training objectives and yearly training level objectives are established by FUSA for each unit. These objectives are based on Army Training Programs (ATP) and are expressed in the number of weeks of training in either Basic Unit Training (BUT) or Advanced Unit Training (AUT) depending on the type of unit. The primary training mission of all units is to reach the established pre-mobilization objective so, if mobilized, the shortest possible time will be necessary before units can be deployed to combat zones.

The Training Year (TY) begins with the first training assembly after Annual Training (AT) and ends on the final day of AT the following year. The TY is composed of two distinct phases - Inactive Duty Training (IDT) and Annual Training (AT).

IDT consists of 48 training assemblies (each of 4 hours duration) and is usually conducted within the Commonwealth using such facilities as Fort Devens and Camp Edwards as well as smaller facilities such as the Knightsville Dam, Douglas State Park and others.

IDT is conducted outdoors, usually on weekends, during the period 1 March through 15 November and indoors, at home armories, during the period 15 November through 28 February. The objective of IDT is to conduct refresher training, develop and sustain team (section, squad and platoon) skills and to conduct other training required by Army Training Programs.

Annual Training is the culmination of the training year and normally consists of 15 days of fulltime training at an Active Army installation with emphasis on company training, tactical realism and practical application. AT is designed to test, analyze and measure the combat readiness of each unit. Each unit undergoes a constant evaluation during AT by an Active Army evaluation team to determine its readiness and whether or not it has reached its yearly training level objective. Each unit that reaches its pre-mobilization objective must undergo an Army Training Test (ATT) to verify such achievement and this is also evaluated by Active Army personnel.

Since training conducted at AT is company-level training with live fire of weapons and combined arms (Infantry-Armor-Artillery) training, a large Active Army installation which has the facilities and geographical areas necessary to support such training is normally utilized. However, during AT 1974, because of the fuel shortage, eight battalions, which normally would conduct AT at Camp Drum were rescheduled to Camp Edwards. Commanders of these 8 battalions were required to use even greater initiative, imagination and improved management to insure that yearly training level objectives were satisfied.

Active Army Assistance

In July 1973, the active Army underwent a massive reorganization designed to make it more responsive to the needs of its reserve components, the National Guard and Army Reserve. This reorganization resulted in the creation of 4 Army Readiness Regions (ARR) whose mission is to assist the reserve components by providing them training advice, assistance and resources of the Active Army. ARR I, located at Fort Devens, Massachusetts, has a geographical area of responsibility encompassing New England and New York and has proven to be a tremendous asset by providing timely and expert assistance to units of the Mass ARNG.

Marksmanship Training

In mid-1973, The Adjutant General directed that State Rifle and Pistol Teams be reactivated in order to stimulate marksmanship training throughout the Army and Air National Guard.

Trials for these teams were conducted during June-July 1973 and, after team members were selected, they entered into various national and regional competitions during Fiscal Year 1974.

The achievements of these teams, as indicated below, in such a short space of time is indicative of the dedication and desire of the team members. Support of these teams is provided by the Federal government in the way of equipment and expenses for national matches. Expenses for regional matches, generally, are subsidized by State funds.

Marksmanship Awards FY 1974

Recipient	Type Competition
CPT Bernard M. Shuman 181 Engr Bn	1st Army Pistol Matches 1973
SGT Thomas E. Campbell 1 Bn 104 Inf	1st Army Pistol Matches 1973
CPT Bernard M. Shuman 181 Engr Bn	New England NG Gallery Matches 1974
PSG Vincent A. Pestilli 164 Trans Bn	New England NG Gallery Matches 1974
SSG Alfred W. Barasso 1 Bn 182 Inf	Duchess County Pistol Assn 1974

Recipient	Type Competition
SSG Robert Jekanowski 104 Tac Ftr Gp ANG	Duchess County Pistol Assn 1974
PSG Vincent A. Pestilli 164 Trans Bn	Duchess County Pistol Assn 1974
SP4 David Walbridge 1 Bn 104 Inf	Duchess County Pistol Assn 1974
SGM Donald Langille 1 Bn 110 Armor	1st Army Rifle Matches 1974
LTC William H. Crowley HHD MassARNG	1st Army Rifle Matches 1974

During the 1st US Army Rifle and Pistol Matches in April 1974, the Pistol Team finished in 18th place out of 37 teams competing and the Rifle Team finished in 8th place out of 42 teams competing.

Unit Awards Program

The unit awards program for the Massachusetts Army National Guard was developed to recognize outstanding unit achievements and to foster morale and esprit. Chart below lists those awards bestowed during FY 1974.

FY 1974 Unit Awards

Award Title	Achievement	Unit
Knox Trophy (FA)	Most Efficient Field Artillery Unit	Btry B 1 Bn 102 FA
Knox Trophy (ADA)	Most Efficient Air Defense Artillery Unit	Btry A 1 Bn 241 ADA
Sons of the Revolution Trophy	Most Efficient Infantry Unit	Co C 1 Bn 181 Inf
Armor Leadership Award	Most Efficient Armor or Cavalry Unit	HHT 1 Sqdn 26 Cav
Eisenhower Trophy	Most Outstanding Unit in the Mass ARNG	Co D 114 Med Bn
Maintenance Award	Unit with Most Efficient Maintenance Program	Co D 114 Med Bn
Superior Unit Awards	Unit with Most Efficient Training	HHB 1 Bn 241 ADA Btry A 1 Bn 241 ADA Btry B 1 Bn 241 ADA Co D 114 Med Bn

INTELLIGENCE AND SECURITY

The Intelligence and Security Branch, DPST, is specifically responsible for:

a. Producing intelligence to include the collection of information, the conversion of information into intelligence, and the dissemination of intelligence pertinent to emergency operations during natural disasters or civil disturbances.

b. Maintaining liaison with local, State and Federal law enforcement agencies.

c. Supervising and administering counterintelligence activities to include the protection of sensitive information, the protection of personnel against subversion, and protection of installations against sabotage, intrusion or theft.

Intelligence

The Massachusetts National Guard does not have the authority either by Army Regulations or State statute to conduct overt or covert intelligence operations. However, because of its responsibility to provide military support to civil authorities, it must be kept abreast of current situations throughout the Commonwealth which might result in the employment of National Guard units or personnel. Since 1967, close working relationships have been maintained with local, State and Federal law enforcement agencies. This has permitted the Military Division to be advised of conditions on a day-to-day basis which assists the National Guard in being prepared to meet its obligations under Sections 41 and 42, Chapter 33, General Laws, Commonwealth of Massachusetts.

Security

The areas of security responsibility can be clearly divided into two major functions: Document Security and Physical Security.

Document security encompasses the receipt, storage, handling, dissemination, downgrading, and destruction of documents (letters, regulations, pamphlets, etc.) classified by the Federal Government and which are required on a "need-to-know" basis by personnel and units of the Massachusetts National Guard.

In 1970, the Military Division entered into a phased procurement plan, using Federal funds, to replace all inferior storage cabinets at battalion and higher levels of command. Approximately 45 GSA-approved cabinets were procured at a cost of $23,000. This procurement program was completed in 1973.

Physical security is defined as the receipt, storage, handling, issue and use of Federal and State property and equipment issued to units and personnel of the Massachusetts National Guard.

The major emphasis of the physical security program has been towards improving the storage facilities used for weapons and ammunition as well as improvement of internal controls over these items.

Action taken to improve physical security of weapons and ammunition was divided into three phases:

a. Phase 1 - Improve the structural conditions of all weapons and ammunition vaults and concurrently modify weapons racks and storage containers and procure high security padlocks and hasps.

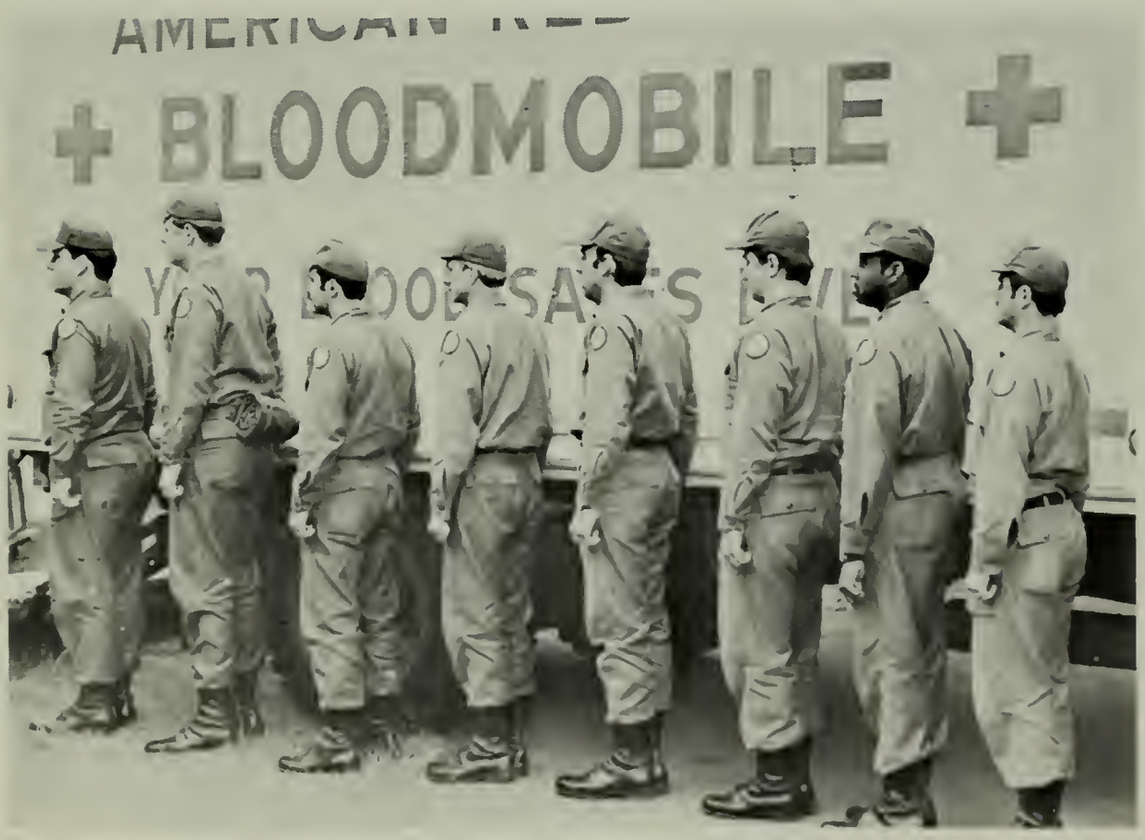
b. Phase 2 - Protect all weapons and ammunition vaults with Intrusion Detection Systems.

c. Phase 3 - Develop internal control systems to insure that weapons and ammunition are strictly accounted for when issued for training or other purposes; implement strict key control systems to insure that keys to weapons racks and ammunition storage containers are issued and used by a minimum number of personnel; and adopt improved methods for police surveillance of armories during non-working hours.

These improvements to the physical security program were completed in 1973.

A follow-on phase was initiated in 1974 to improve the structural configuration of supply rooms in each armory in order to provide improved security for equipment other than weapons and ammunition. This phase will require approximately two years to complete.

Cadets of the Massachusetts Military Academy pass the historic Old State House as they parade in Boston



In addition to their many military duties the MMA cadets find time to donate to critical Red Cross blood Banks

MASSACHUSETTS MILITARY ACADEMY

Officer Candidate School and Non-Commissioned Officer Academy

The OCS/NCO Branch, DPST is directly responsible for the operational control of the Massachusetts Military Academy at the National Guard Training Center, Camp Curtis Guild, Reading.

Officer Candidate School

The Massachusetts Military Academy has furnished commissioned officers for the MassARNG since 30 August 1913. It is the oldest State-operated OCS in the United States and on 11 January 1951, it became the first to be certified and accredited by the Chief, National Guard Bureau. The Massachusetts Military Academy became the model for other states that followed and now each State operates its own OCS.

The mission of the Academy is to train selected members of the MassARNG to accept the responsibilities of a commissioned officer. Its objective is to provide instruction, experience and motivation to each cadet enrolled so that he will acquire the knowledge and qualities of leadership required of a commissioned officer and to develop in him a sense of duty, character, integrity, loyalty, and discipline.

An Academic Board, established under the provisions of Section 19, Chapter 33, General Laws, Commonwealth of Massachusetts and National Guard Regulation 351-5, establishes the educational policies, courses of study and standards of admission for the Academy.

The United States Army Infantry School prepares, publishes and distributes the prescribed OCS program of instruction of approximately 300 hours which closely parallels the resident OCS program. This instruction is taught by the members of the OCS/NCO Branch augmented by additional instructors from MassARNG units.

Candidates for the Academy are volunteers who must possess specified prerequisites and successfully pass an entrance examination conducted by a selection board.

All training is conducted at the Massachusetts National Guard Training Center, Camp Curtis Guild, Reading. The training year covers a period of 13 months and is divided into three phases.

PHASE I - 15 days full time duty

PHASE II - 12 weekend training assemblies

PHASE III - 15 days full time duty

At the successful completion of Phase III of the training year, each cadet is commissioned as a Second Lieutenant and assigned to duty with a unit of the MassARNG.

A total of 124 cadets were initially enrolled in this year's class. 88 of the cadets successfully completed training and graduated.

An important facet of the Academy program, is the recognition of outstanding cadets by presentation of awards for their accomplishments within the academic year. These awards are made available in some cases by the generous support of donor organizations. The following awards were presented to graduates in FY 1974:

AWARD	DONOR	RECIPIENT
Leadership	NG Association of Massachusetts	2LT DAVID S HOYTE HHC 1 Bn 110 Armor
Academic	Massachusetts National Lancers	2LT CHARLES M LOW Co B 1 Bn 182 Inf
Drill & Ceremony	LTG Otis M Whitney (In memory of MAJOR DAVID J WHITE)	2LT PHILLIP J SILVIA HHB 1 Bn 211 FA
Achievement	Military Order of Foreign Wars of the US, Massachusetts	SGT ALAN R PURDY Btry A 1 Bn 241 ADA
Field Leadership	Massachusetts Bay Chapter, Association of the United States Army	2LT DOUGLAS T WATERS HHC 101 Engr Bn
Outstanding Class Contribution	Massachusetts Military Academy Alumni Association	2LT JOSEPH E CUTLER Co C 109 Sig Bn
Honor Graduate	Ancient & Honorable Artillery Company of Massachusetts	2LT PHILLIP J SILVIA HHB 1 Bn 211 FA
Sergeants' Award	Sergeants, Ancient & Honorable Artillery Company of Massachusetts	2LT PHILIP J SILVIA HHB 1 Bn 211 FA
Erickson Trophy	National Guard Bureau	2LT PHILLIP J SILVIA HHB 1 Bn 211 FA

NCO Academy

In mid-1973, The Adjutant General, recognizing a need to provide quality education for potential non-commissioned officers and junior non-commissioned officers, tasked the Academy with the additional responsibility of operating a Non-Commissioned Officers Academy at the National Guard Training Center, Camp Curtis Guild, Reading.

The mission of the NCO Academy is to provide leadership and instructor training to selected enlisted personnel of the MassARNG who are potential or actual junior NCOs. Its objective is to increase the overall proficiency and effectiveness of the NCO Academy students.

The program of instruction developed for the NCO Academy parallels that of its active Army counterpart except that it has been telescoped into a two-week period of full time training duty.

Candidates for entrance to the NCO Academy are volunteers who must possess certain prerequisites and pass an entrance examination conducted by local Selection Boards.

Class Number 1 of the NCO Academy began on 8 June 1974 with an enrollment of 70 students, 69 of whom graduated on 22 June 1974. This initial attempt at operating an NCO Academy was an unqualified success and it is planned to continue operation with the expectation that enrollment will increase in ensuing years.

An awards program was established for outstanding students of the NCO Academy. The following members of the first graduating class were presented awards in June 1974:

AWARD	DONOR	RECIPIENT
Honor Graduate	The Adjutant General, Massachusetts	SP5 MICHAEL P STAGLIANO HHC 101 Engr Bn
Leadership	The Adjutant General, Massachusetts	SGT GEORGE W LEWIS III HQ Trp 1 Sqdn 26 Cav
Academic	The Adjutant General, Massachusetts	SP4 STEPHEN J AMARAL Btry B 1 Bn 211 FA
Achievement	The Adjutant General, Massachusetts	SP5 JOSEPH A FRANCIS Btry A 1 Bn 241 ADA
		SP4 DANA C RACINE Co A 101 Engr Bn

ARMY AVIATION

The primary mission of Army Aviation elements of the Massachusetts Army National Guard is to augment the capability of the 26th Infantry (Yankee) Division in the conduct of tactical training and emergency support.

The Aviation Branch experienced a constant growth during Fiscal Year 1974. The Mass ARNG is authorized a total of 84 aviators and 45 crewmember/non-crewmember positions in 11 separate aviation units or sections. At present 96% of all aviator military positions and 46% of all crewmember/non-crewmember military positions are filled with qualified personnel.

During the 3d quarter of Fiscal Year 1974, the authorized manning of technician personnel from 58% (29 personnel) increased to 100% (50 personnel).

Facilities at Otis Air Force Base are adequate to support aircraft/helicopter assets, technician personnel and the 11 separate aviation units/sections of Army National Guard in all aspects of aviator training and maintenance support.

A total of eleven UH-1 utility helicopters and twenty-nine OH-6 observation helicopters are assigned. Fixed-wing aircraft have been reduced throughout the Army National Guard inventory and the Mass ARNG assets now contain only one single engine U6A aircraft. Fiscal Year 1975 programming of aircraft includes one each UH-1 and OH-6 helicopter to complete the authorized inventory. Further programming includes the turn-in of the one single-engine fixed-wing aircraft in the 2d quarter of Fiscal Year 1975 and the accepting of one multi-engine U8D command aircraft. All helicopters of the Mass ARNG are turbine powered and are of the same type now utilized by Active Army units throughout the world.

The Army Aviation Support Facility is organized into two major elements, the Training and Operations Section and the Logistics (Maintenance/Supply) Section. A major relocation of the facility from the Fitchburg Municipal Airport, Fitchburg, Mass to Otis Air Force Base was effected in November 1973 without incident.

During Fiscal Year 1974, aircraft ferry crews participated in the pick-up and delivery of approximately 30 helicopters throughout the United States without accident.

Transition Training and Rotary Wing Qualification of all aviators was initiated in late Fiscal Year 1973 and has been completed locally. New training programs are being and have been implemented to qualify assigned aviators. Much effort is being directed toward training of aviators to fly helicopters under instrument flight conditions.

AIR DEFENSE

On 4 February 1974, the Department of Defense announced plans to deactivate all NIKE-HERCULES air defense sites in the Continental United States except for the Florida units in the Miami-Homestead and Key West Defenses. Deactivation plans required that the two sites manned by Army National Guardsmen in Massachusetts at Lincoln-Wayland and Hull-Weymouth cease operations on 1 May 1974 and become completely inactive by 31 October 1974.

The principal effect of this action would be the loss of 203 technician spaces and the loss of 336 military spaces from the Mass ARNG troop list. Since a large number of the technicians started their employment careers in February 1955, this might have caused loss of jobs for personnel only a few months short of 20 years' technician service.

However, two important actions were taken. The Adjutant General "froze" all existing technician vacancies on 4 February 1974 and National Guard Bureau authorized funding for 100% technician manning in all states accepting transfer of displaced air defense technicians. As a result, the Reduction-in-Force effects were alleviated to a great extent and the following results were attained: Of the 197 air defense technicians on board, 135 were offered technician positions in other ARNG organizations, 11 were offered positions in ANG and all accepted. An additional 18 accepted technician positions in other States, 4 filed for retirement and 29 resigned to accept outside employment.

During its service in air defense, the battalion compiled an enviable record including the following accomplishments:

1963 - Winner of ARADCOM Commander's Trophy for "Outstanding ARNG Battalion in the CONUS Air Defense Task Force".

1963/64 - Commendation - All units, HQ and 4 Firing Batteries, received SUPERIOR ratings in Annual General Inspections.

1965 - Commendation - Highest Scoring Battalion in ARADCOM at Short Notice Annual Practice (Battalion average score of 99.0%).

1966 - Commander's Trophy - "Outstanding Battalion in 1st Region, Army Air Defense Command".

1967 - Commander's Trophy - "Outstanding Battalion in 1st Region, Army Air Defense Command". Only battalion ever to win the award two successive years. During the history of the award, only one other battalion, an Active Army battalion in Thule, Greenland won the award twice.

1966, 68, 70, 72 - A total of six "CLOSED REPORTS, NO REPLY REQUIRED" in Nuclear Technical Proficiency Inspections, three conducted by Defense Nuclear Agency inspection teams and three conducted by Army Air Defense Command inspection teams.

1967-1971 - All SUPERIOR ratings in Annual General Inspections of all units in the Battalion. AGI's have not been rated since 1971. The HQ Battery received a "CLOSED REPORT" in the 1972 AGI.

1967-1969 - Command Maintenance Management Inspections resulted in 3 Certificates of Proficiency, "All areas satisfactory, rating in excess of 90%," and 3 certificates of Merit, "Rating in excess of 90%." A total of 15 Zero Defects Awards were received by the firing batteries. "Scoring of CMMI was discontinued after 1969."

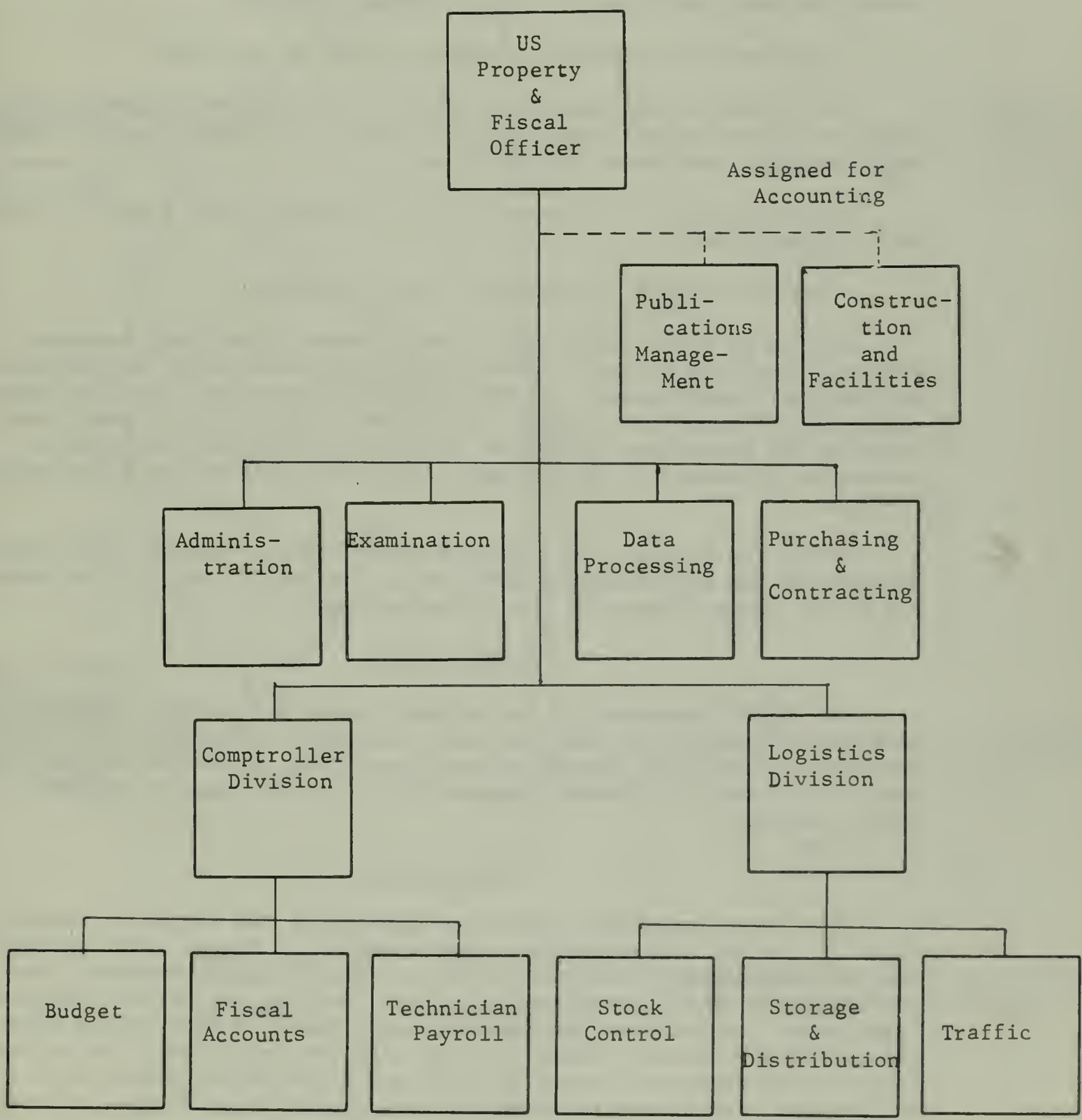
1971-1974 - NGB "Superior Unit" awards to all units of the battalion.

1974 - "Sustained Superior Performance at Annual Service Practice" awarded by the Commanding General, U.S. Army Air Defense Command for FY 1971-1974 SUPERIOR service practice scores in both firing batteries.

During FY 1974, personnel of the battalion continued their support of community activities with open house tours for school and scout groups, support of charitable groups such as the New England Home for Little Wanderers, support of local blood bank programs and participation in community sports programs.

DIRECTORATE OF LOGISTICS
U.S. PROPERTY & FISCAL OFFICE

The USPFO activity is under the supervision of the United States Property & Fiscal Officer. Organization of the activity is shown below:



The U.S. Property & Fiscal Officer is responsible to the Adjutant General for the proper obligating, accounting, reporting, financial planning and administrative control of all federally appropriated funds allotted to the State for National Guard use.

These funds are allotted to the State by National Guard Bureau and other Government agencies for the following purposes:

- Maintenance of Federal equipment issued to the State.

- All Federal contractual functions for the National Guard of the State including Federal construction contracts and procurement of National Guard supplies, equipment and services.

- Authorization of transportation of National Guard supplies, equipment and personnel.

- Federal pay and allowances of all personnel.

Manning of USPFO activities is established by periodic manpower surveys. Staffing patterns result from statistical survey of workloads and man-hour requirements. As of 1 July 1973, the USPFO activity was authorized 94 technician spaces. Effective 1 July 1974, a technician force of 115 spaces was authorized with full employment permitted to accomodate placement of Air Defense technicians affected by a Reduction-in-Force.

During the Fiscal Year covered by this report, Federal funds were allotted to the Massachusetts Army and Air National Guard for the purposes and in the amounts shown on the following page.

Budget Branch

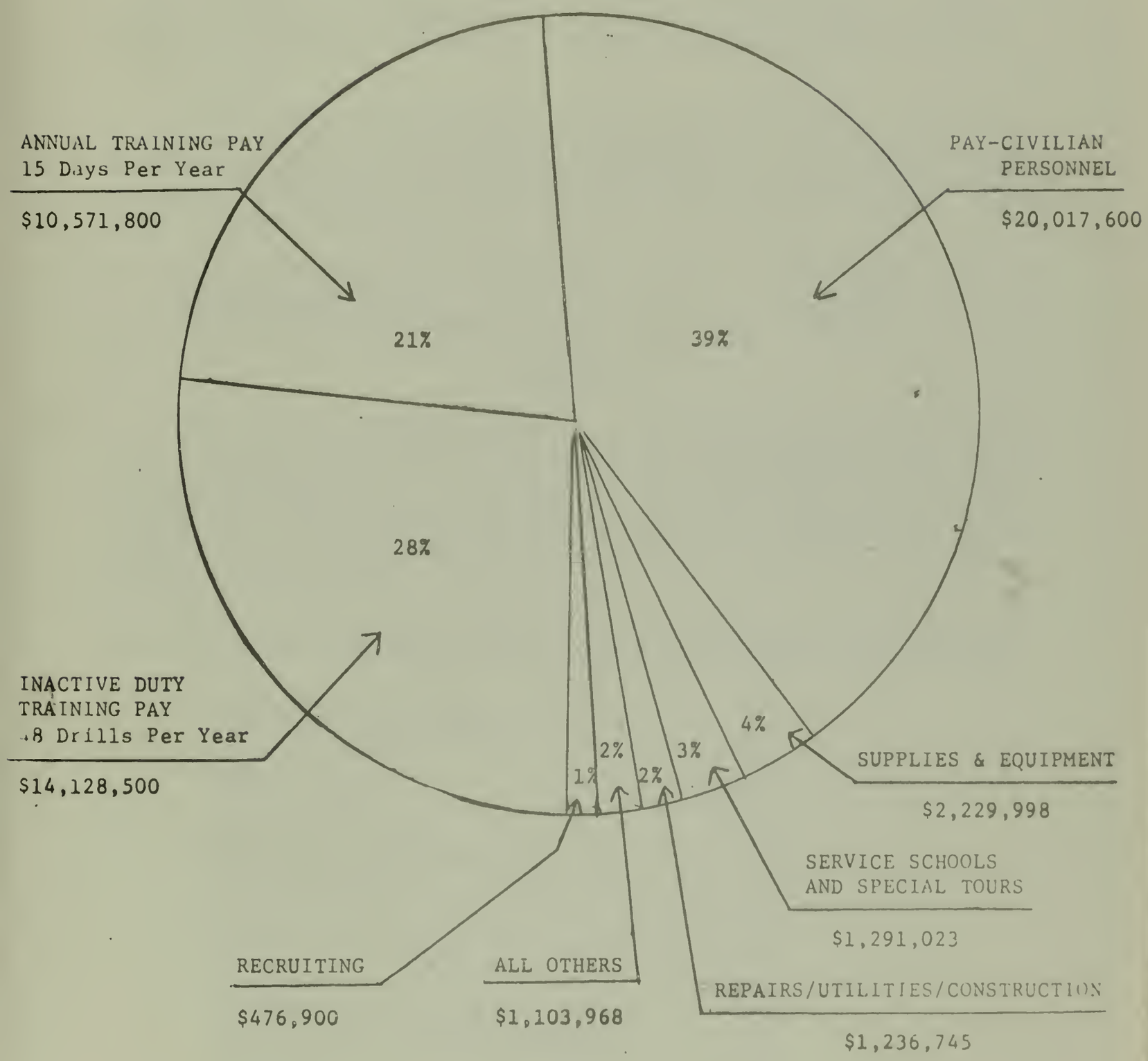
The USPFO recommends to the Adjutant General an annual financial plan for utilization of Federal funds allotted to the State. The Budget Branch is required to prepare budget submissions, supervise monthly reports and submit reports to budget Program Directors and conduct quarterly budget reviews.

Fiscal Branch

This branch maintains records pertaining to the status of Federal funds to include obligations and disbursements of funds, assuring correctness of vouchers and necessary follow up and filing of vouchers after disbursement. This branch also allocates funds to the Air National Guard bases after receipt from the National Guard Bureau. Records are maintained for the current Fiscal Year and also two prior years, to include reports of allotments, status of allotment by projects, commitments, obligations, disbursements, expenditures, expenditure refunds, collections and adjustments, military pay and per diem payments.

EXPENDITURE OF FEDERAL FUNDS
MASSACHUSETTS NATIONAL GUARD FY 1974

$ 51,056,534



Technician Payrolls

Biweekly payrolls for National Guard Technicians during Fiscal Year 1974 included the preparation of technician payrolls and maintaining of retirement records, insurance records, health benefit records, leave records, and various reports as required by the National Guard Bureau, Civil Service Commission and the State Board of Retirement of Massachusetts.

During FY 1974 Massachusetts National Guard technicians purchased U.S. Savings Bonds, through payroll deductions, at a total purchase cost of $205,731. Technicians are authorized to participate in three insurance programs. Payments are made through payroll deductions biweekly. Insurance purchases are as follows:

N.G. Association Insurance Trust	$149,240
Health Benefit Plans	457,522
Federal Employees Government Life Insurance	46,252

Logistics

The Logistics Division, under the supervision of the Supply Management Officer, is organized to include Inventory Management Branch, Storage and Distribution Branch, Transportation Branch, Repair Parts Center and Service Stock Account for Clothing. During FY 1974, 311,283 supply transactions (Issues and Receipts) were processed. Service Stock, established to issue individual clothing, processed over 97,834 line items during the same period.

The status of selected items of mission-essential equipment in the hands of units of the Massachusetts Army National Guard is as follows:

Aircraft, Fixed Wing	1
Aircraft, Rotary Wing	41
Revolver, Cal .38	115
Rifles, small	13,686
Machine guns	801
Howitzers, towed	76
Howitzers, self-propelled	2
Armored vehicles	23
Truck, 1/4 ton	800
Truck, 3/4 to 2 1/2 ton	1,434
Truck, 5 and 10 ton	310
Trailers, cargo	1,639
Semitrailer, all types	84
Engineer Construction equipment	62
Radio Set	1,356
Generator Set, Trailer Mounted	55

In addition, special equipment provided by separate funding from Military Support to Civil Authorities allowances is made available for troop use in civil disturbances.

Batons	1,726
Face Shields	3,634
Body Armor, Fragmentation	3,753
Disperser, Riot Control	106
Shotguns	300
Sniper Rifles	71

Transportation

During this period a total of 133 transportation requests were issued for movement of personnel to and from Annual Training sites. Travel was arranged by commercial carriers, either airline or bus, at a total cost of $307,600. Approximately 256 tons of supplies and equipment was shipped out and incoming shipments of 1,178 tons were received. Total shipment costs of approximately $21,000 were obligated from funds allotted to the State. An additional 860 tons, incoming and outgoing, were funded by other agencies.

Purchasing and Contracting

The major areas of daily operations within this branch include purchase and contract for lubricants and heating fuels, gasoline, purchase procedures for subsistence items and the issue of, delivery, and purchase orders for the local procurement of equipment and supplies which cannot be obtained through the Army Supply System. Underground refueling stations are maintained in 20 locations throughout the State for refueling government vehicles and equipment.

The total dollar value of all gasoline and diesel fuel purchased for travel to and from Annual Training sites and during Inactive Duty Training periods was $342,500. Two service contracts were administered for operation of training sites and Logistical Support Facilities. An expenditure of $61,300 was required for training sites $16,000 of which was provided for utilities and $37,400 for materials and supplies for maintenance and repair. The remaining $7,900 was for several costs of a miscellaneous nature. Operation and maintenance of Logistical Support Facilities required an expenditure of $330,300. Of this amount, $141,200 was for utilities and $109,050 for material and supplies for maintenance and repair. Also included is the amount of $59,000 for minor construction projects at logistical support facilities. The remaining $21,050 was for several costs of a miscellaneous nature.

Data Processing

The mission and responsibility of this branch is to provide management data service and support to all functional areas of the Office of the USPFO and the State Military Department. This section is currently operating with an IBM 360/20 Card Processor Computer with 8,000 memory positions and is in the process of converting to 1401 Magnetic Tape System with 8,000 memory positions. Below listed figures are for Fiscal Year 1974:

Total cards prepared for data update	3,240,000
Total bytes of data stored	55,040,000
Number of active computer programs	416
Total machine hours utilized	13,320

Among the primary active computer programs are those pertaining to inventory and stock control, personnel data and rosters, and personal data pertinent to processing of technician payrolls.

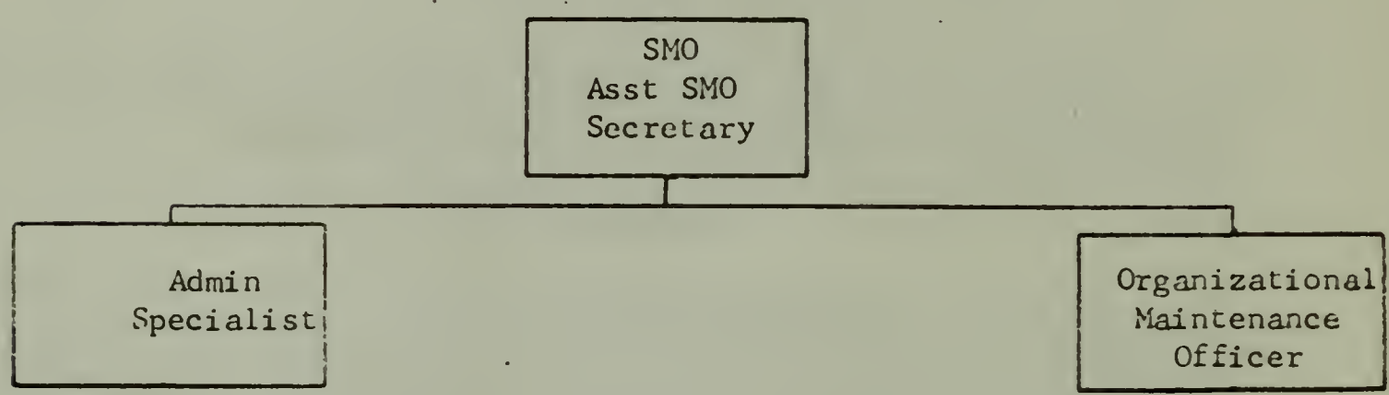
Examiner Branch

The mission of the Examiner Branch is to perform annual examinations of accounts between the United States Property and Fiscal Office and the responsible officers entrusted with Federal property and to conduct internal reviews within the office of the USPFO. In addition to reviewing accounting records, making corrections when required, conducting inventories of property, evaluating the application of regulations and directives, a review is made of the last State and Federal Annual General Inspections to insure compliance with reported items. During this reporting period 72 annual and special audits were completed.

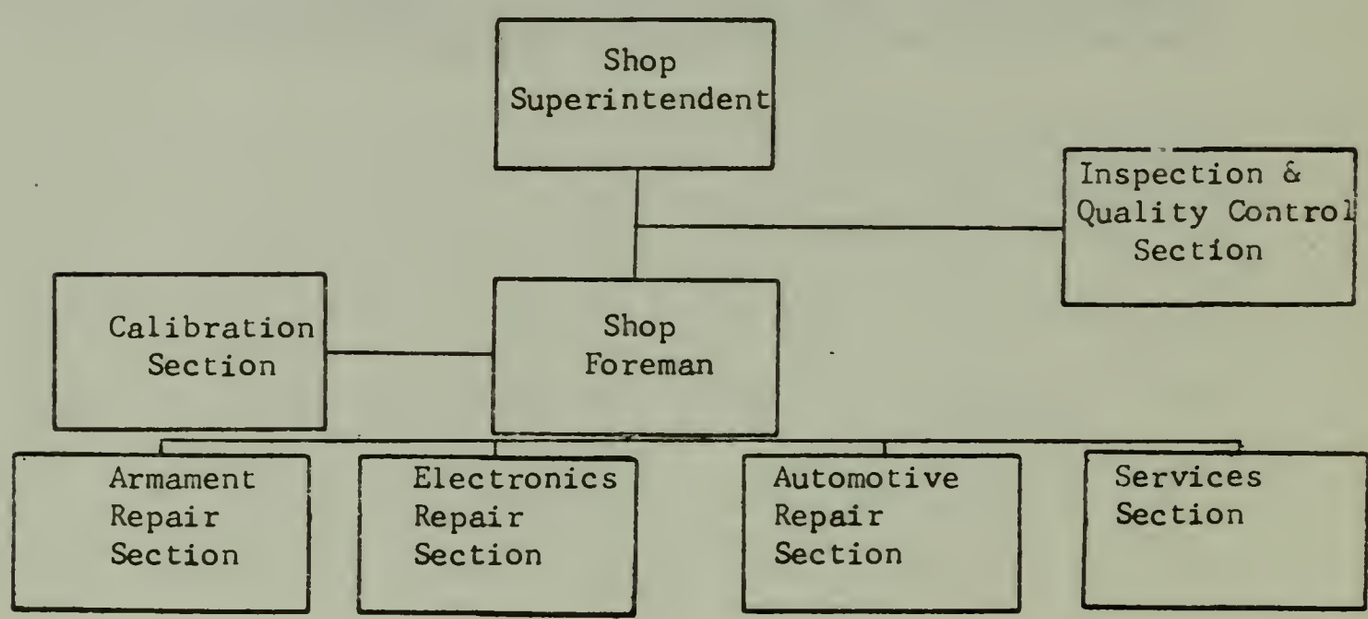
DIRECTORATE OF MAINTENANCE
STATE MAINTENANCE OFFICER

The Directorate of Maintenance, under the supervision of the State Maintenance Officer, administers the State maintenance program and provides support maintenance activities for organizations and activities of the Army National Guard except Army Aviation and Air Defense mission equipment. Present organization of the Shop Control Office and Combined Support Maintenance Shop is shown below:

Shop Control Office



Combined Support Maintenance Shop



Several manning structure changes occurred in the Fiscal Year and the State Maintenance Office was authorized 100% technician manning, as opposed to the previous 79% manning to accomodate displaced air defense technicians where possible. There are presently 95 positions authorized within the organizational structure.

From its Shop Control Office and Combined Support Maintenance Shop at Fort Devens it plans for and provides technically qualified personnel in order to -

-- conduct inspections, provide assistance, technical guidance and instruction for local units through its Inspection and Quality Control Section.

-- perform maintenance and repair of all types of automotive and allied equipment and components, including tactical support, combat, commercial and special-purpose vehicles.

-- perform or arrange for maintenance and repair of all types of armament, including weapons, sighting and fire control instruments, tank turrets and allied equipment.

-- provide for maintenance and repair of all types of electronic and communications materiel, including telephone, telegraph, radio, radar and surveillance equipment.

-- perform support work for other shop sections by providing services such as welding, glass cutting, woodworking, painting and canvas and leather repair.

During this period approximately 15,000 work requests from supported units were completed to include repairs, modifications and calibration of all types of equipment. To assist in enhancement of the security of small arms a total of 750 rifle racks were modified, vault hinges and security lockers and chests were also modified.

Personnel of this activity have completed training requirements related to vehicle repair of the M609 series truck and the M151. Additional personnel have been trained in Tire Classification and Repair and Fuel Injection Systems. A total of 42 maintenance personnel are presently enrolled in appropriate extension courses.

Some improvement has been made in facilities such as installation of an exhaust system in the shop, repair of fences to improve security and provision of a rest area for smoking and eating.

In addition to regular duties personnel have been involved in recruiting activities and in conjunction with the Fort Devens Community Relations Office have provided assistance in clean-up projects and equipment displays.

DIRECTORATE OF FACILITIES AND ENGINEERING

State Quartermaster's Office

The office of the Director of Facilities and Engineering oversees capital expenditure for construction of new and maintenance or repair of existing National Guard facilities. This office designs and monitors construction of new facilities, makes plans for renovations and provides inspection support for both.

Approximately $100,000 worth of work was contracted for in the areas of fuel dispensing facilities, battery storage rooms, paving, shop additions and roofing. Personnel also prepared long range capital expenditure studies and economic and feasibility studies of various facilities.

The high point of FY 1974 for the facilities and engineering personnel was the official acceptance and occupation of the new armory at Reading, a unique and innovative Army National Guard facility. This armory, built by a private contractor at a cost of approximately $800,000, is a multi-unit facility housing four units in its 36,000 square feet of space. Its features include air conditioned classrooms, modern kitchen facilities including dishwashers, a modern dining hall and ground level supply rooms for easy loading and storage.

The new facility replaces two armories, in Medford and Lowell, and relieves overcrowding in several others. During the year, armories in Haverhill, Fitchburg and Medford were turned over to local governments for civilian use.

Approximately $61,300 was spent for reconditioning and renovation at the Massachusetts National Guard Training Center, Camp Curtis Guild, Reading and at the former NIKE-AJAX missile site at Rehoboth, now occupied by HHC, 109th Signal Battalion.

One of the more important accomplishments has been completion of the installation of Intrusion Detection Systems in all installations of the Army and Air National Guard containing arms storage facilities. Along with modification of arms storage racks, storage lockers, arms rooms and arms room doors, this has greatly enhanced the security of small arms.

Another important function of the engineering and facilities office is its armory inspection capability. During FY 1974, numerous inspections were made by a team from the office which included specialists in security, mechanics, fire prevention and construction. These inspections result in further renovations and improvements as required.

Community Action

The National Guard has a long history of close community ties, and it is natural that today's Massachusetts Army and Air National Guard units add to the tradition. They are doing so in a variety of projects ranging from Boy Scout troop sponsorship to antipollution efforts. All are in accordance with a program the Department of Defense calls "Domestic Action."

In 1969, the National Guard Bureau announced it hoped each local unit would be involved in at least one Domestic Action program each year, a move which resulted in activities that far outpaced that goal. Adding to the motivation to participate, is a Defense Department policy of recognizing outstanding projects each year with special awards and ceremonies. One of its top awards during Fiscal Year 1974 went to the 104th Tactical Fighter Group at Barnes Municipal Airport, Westfield, in recognition of its extensive community involvement previously outlined in this report.

Major General Francis S. Greenlief, Chief, National Guard Bureau, said, "We consider that work in Domestic Action is second in importance only to actual readiness training." As a result, there are few restrictions on National Guard community projects. The major guideline is that National Guard units may not perform the community work in lieu of training for their primary mission. The community projects must be in addition to or a by-product of mission training.

Under this policy, an engineering or construction unit can make a community project an especially useful way to learn to use equipment and perfect skills while helping to improve public facilities such as parks and recreation areas.

What the guidelines do not allow, however, is a combat unit using valuable drill time for a clean-up project or recreational outing.

Training time for the Guard has become precious as units seek to become and remain fully capable of mobilizing shortly after ordered to do so. In its role as primary back-up for the active armed forces in future emergencies, National Guard units cannot afford to "take a break" in training to perform some other service, regardless of the value of that service to society.

The policy thus requires that a project must contribute to the development of a unit or individual skill if it is to be done during training periods and supported by training funds. Otherwise, the project must be done on a voluntary basis, but certainly with National Guard equipment or facilities when appropriate.

Community projects have a significant effect on the people performing them as well as the people they serve.

"In manning, for example," according to Dr. Theodore Marrs, Deputy Assistant Secretary of Defense for Reserve Affairs, "we have found that the units that are exceptionally active in social projects generally have the highest morale. These people feel a greater sense of purpose and accomplishment. Through group practice of full citizenship responsibilities they enjoy a greater public prestige and respect and thus public attitude is reflected in the willingness of local people to become reservists and for reservists to remain in their units for additional terms of service."

While many Guard community action projects develop in answer to local community needs, there are a few projects that are common to large numbers of units either by design or coincidence.

Eutrophication Survey

One planned instance of this has been a joint Department of Defense-Environmental Protection Agency (EPA) nationwide water sampling effort, the National Eutrophication Survey Eutrophication occurs when excessive plant growth, notably algae, strangles a lake or water body. This growth is speeded by an overabundance of nutrients such as phosphates which enter the water via municipal and industrial wastes.

In an effort that concluded during Fiscal Year 1974, thousands of National Guardsmen, including many in Massachusetts, sampled designated bodies of water at regular intervals, sending water specimens to an EPA laboratory for analysis. The overall effort helped the EPA pinpoint water bodies in the most danger of pollution damage.

Response from the project to Major General Vahan Vartanian, The Adjutant General, included a letter from Louis R. Dworshak, coordinator of Military Resources for the survey, who said, "As we approach the eleventh month of Phase III, tributary sampling of the National Eutrophication Survey in Massachusetts, may we pass along the comment from our laboratory in Carvallis, Oregon, the receiving point of your water samples, that "all is well."

"Our thrust has been," the letter continued, "to develop sufficient and necessary knowledge of nutrient source, concentration and threat to selected fresh water lakes as a basis for structuring recommendations leading to comprehensive and coordinated State, regional and national management practices with respect to sewage treatment plant effluent and industrial discharge nutrient removal and land use controls in tributary drainage areas."

Aftermath of the Chelsea fire - eighteen city blocks totally destroyed

Weary firefighters rest while a Guardsman stands by to keep sightseers away from the smoldering and dangerous ruins

Miscellaneous Community Projects

A random sample of feedback from other Massachusetts National Guard community action programs follows:

"On Tuesday evening, December 4, the Josepheens of St. Joseph's Parish, Holbrook, held their annual Christmas party. Our honored guests this year were the senior citizens of Holbrook and the evening's entertainment was a grand and glorious Christmas concert provided by the 215th Army National Guard Band. The concert was of exceptionally generous length and did our hearts good to see so many golden agers tapping their toes and softly singing along."

Mrs. Gloria Murphy, Vice President
of the Josepheens, Holbrook, Mass

"On Tuesday and Wednesday of this week, four groups of 4 year olds from our school visited the National Guard armory here in Whitinsville. The men were most cordial to the children and showed them their equipment. Not only did the children learn a great deal; the teachers had a good education of the overall work of the Guard."

Mrs. Helen D. Walker, Director
pre-kindergarten, G.M. Whitin
Memorial Community Association,
Whitinsville, Mass

"The clean sweep on Saturday, December 1, was more than a success thanks to the presence and hard work of your men. They worked hard and long to help us remove the refuse people collected and when it turned out that there was much more than the two trucks could handle, the men shifted gears to coordinate with city departments.

People of the neighborhood were very impressed and pleased that the Guard would help them with a local problem. It encouraged people to get out and work even harder because they felt the Guard was there to back them up."

Rep. Melvin King, House of
Representatives, Boston, Mass

"On behalf of the Boy Scouts of America, Troop 32, of St. Mary's Parish, West Quincy, Mass. I would like to take this opportunity in expressing our thanks and appreciation for all the assistance you gave in helping to make our trip to Hidden Valley Camp, NH most enjoyable."

John J. McSweeney, Braintree, Mass

"The Task Force for the Health Fair for the Elderly of Greater New Bedford would like to express appreciation and commendation to the New Bedford Unit of the National Guard. The Health Fair for the elderly was a major undertaking for this community, and the assistance and support of the National Guard deserves special recognition. Specifically, the National Guard took charge of arranging transportation for the elderly to and from the Fair. Needless to say, it was an enormous operation and one vital to the success of the Fair."

Dr. Alvin J. Simmons, Director of
Public Health, New Bedford, Mass

There are many other community action projects with Army and Air National Guard involvement that can be detailed in this report. Many of the projects are performed quietly in neighborhoods across the State, coming to the attention only of those directly involved.

Here is just a sampling of other projects during the past 12-18 months involving Army and Air National Guardsmen in Massachusetts:

- In the spring of 1973, National Guardsmen from the North Adams area helped man checkpoints while 175 local youths made 20 and 30-mile bicycle rides to raise more than $2,000 for the Massachusetts Association for Retarded Citizens.

- Westfield Air National Guardsmen manned an ambulance at Westfield State College while local retarded children participated in the Special Olympics.

- Easter greetings and toy rabbits were brought to children confined in Lawrence Memorial Hospital, Medford, during the holiday, courtesy of the 101st Engineer Battalion.

- National Guard trucks were used to police the road between Abington and Hingham along which 800 volunteers were walking to raise money for a food cooperative in Mound Bayou, Miss.

- School bus riders in Holland, Mass were no longer endangered by the old, rickety May Brook Bridge after the 181st Engineer Battalion of Southbridge installed a portable Bailey Bridge on the site.

- Engineer Guardsmen from Woburn helped the Boys' Club of Stoneham by performing some land fill, leveling and walk and platform construction work.

- Springfield Guard members distributed "Coffee Day" kits from the Easter Seal Society to local restaurants.

One of our friendly recruiters of the 104th Tactical Fighter Group
at Holyoke for the St. Patrick's Day parade

Members of 104th Tactical Fighter Group in the
Polish-American Veterans parade at Chicopee

- During a week-long citizen clean-up of the Boston Harbor, National Guard volunteers and National Guard equipment were instrumental in removing debris from the headwaters of the Charles River.

- When Falmouth School Officials needed help moving equipment and books from an elementary school to an intermediate school, the National Guard provided much of the muscle.

- Red Cross Blood Drives across the State receive continual support from local National Guard units both Army and Air.

- In an effort to open up parts of the Wading River in Norton for canoeing and rafting, National Guardsmen waded in and cleared debris.

- Senior citizens in Salem who were unable to leave their homes to get their share of free U.S. Department of Agriculture foodstuffs had theirs delivered by the National Guard.

- When the Mystic Wellington Yacht Club hosted 450 underprivileged inner city youths at a cookout, National Guard buses and drivers got them there.

- When an 11-year old Hannond, NY boy was lost in the area of Camp Drum, NY hundreds of Massachusetts Guardsmen attending annual training took to the woods to find him. He rode home in a National Guard helicopter.

- The 114th Medical Battalion participated in a mass Casualty Exercise at Boston's Logan Airport.

- The Brockton based artillery Guard unit hauled 16 junked cars off to a scrap yard during a weekend, leading to the collection of $1,280 which sent 16 Brockton youths to camp.

- National Guard Armories were used during a series of breakfasts which raised $1.5 million for the Boy Scouts of America.

- A Taunton unit contributed the necessary materials for the construction of a nature trail for Raynham School children which will be constructed behind the Lillie B. Merrill School.

The Air National Guard has been as busy as its Army counterpart and the following is a list of just some of its activities:

- Personnel from Westfield provided primary assistance to the Westfield Fire Department during a recent major lumber yard fire.

- The previously mentioned Department of Defense citation to Air Guard personnel at Westfield was the result of a burgeoning community program which includes the sponsorship of Little League, a scholarship fund, United Fund, Boy Scouts and the YMCA, as well as participation in Rec Cross blood drives, recycling programs, Neighborhood Youth Corps, and a long list of parades, just to name a few.

- Personnel from Otis Air Force Base recently hosted a tour of the base by 12 Falmouth Selectmen.

- The 102d Engineering Flight from Otis helped with construction of a helicopter pad at Falmouth Hospital.

- The Worcester Air National Guard provides assistance to the Civil Air Patrol Squadron in the area, assisting in military training of cadets and instruction in areas such as electronics, mechanics and communications.

Legislative Program

Fundamental to creating and maintaining interest in belonging to the Massachusetts National Guard is a program of benefits that further enhances its attractiveness. Progress was made in that direction during FY 1974, and hopefully, there is more to come.

Meeting with approval in the State Legislature during FY 1974 was a group of bills which included the following:

---Provision for matriculation and tuition fees at State Schools for dependents of Guardsmen who die or sustain permanent total disability while on State active duty.

---Provision for the repair or replacement of a Guardsman's eye glasses, dentures or prosthetic devices destroyed or damaged while on State active duty.

---Provision for the establishment of "Massachusetts National Guard Week" to include Armed Forces Day. It will serve as an occasion for both recognition and recruiting.

---Provision for the creation of a special commission to study the possibility of a Massachusetts National Guard Training Center as well as to study several other Guard related matters such as revision of State militia laws and extending eligibility for membership in the State Employees Credit Union to National Guard personnel. The training center would be a consolidated training site with acreage and facilities adequate to fulfill training needs of various units in the State. Such a single site facility does not now exist and some units perform annual training out of the State.

Guardsmen collect toys, games, books and clothing to make Xmas merrier for some needy children

Guard engineers construct a temporary bridge

There were three other important changes during the year:

---One was the raising of the maximum coverage under the federally sponsored Serviceman's Group Life Insurance (SGLI) from $15,000 to $20,000 and extending the coverage of the policy to a fulltime basis rather than just scheduled training periods.

---The second was a State level life insurance coverage of $15,000 for State Active Duty periods. This State policy is payable in addition to the fulltime federal policy.

---The third was the provision for Post Exchange or Base Exchange privileges at Army, Air Force, Navy and Marine Corps Exchanges one day for each day of scheduled drill.

Significantly, more legislation is under consideration for submission to the Massachusetts Legislature for action at its next session. It would include the following:

---Adjustment of certain pay inequities incurred by lower ranking enlisted men when and if they are called to State Active Duty.

---Provision for Special NG registration plates with costs to be borne by the individuals.

---Provision for some retirement benefits between the ages of 50 and 60 for National Guard personnel eligible to receive Title III benefits after reaching 60 years of age.

---Provision for legal protection in the event civil or criminal action is brought against Guard personnel while they are on State Active Duty.

---A reenlistment bonus averaging $130 for enlisted men, grades E-1 to E-6.

---Provision for a $100 bonus for non-prior service enlisted men satisfactorily completing their first term of National Guard service.

---Payment by the State of 50% of the matriculation fee and tuition at State schools for National Guard members who are students.

---Annual State income tax exemption of $600 for active National Guard members successfully completing that calendar year's National Guard service.

---Provision for free parking for Guard personnel at State parks under the jurisdiction of the Department of Natural Resources and the Metropolitan District Commission.

---Provision for a 50% reduction in camping fees for Guardsmen using parks under the jurisdiction of the Department of Natural Resources.

---Provision for increased allotments to unit funds to offset increased costs of telephone service and other purchases.

---Provision for allowing compensation to Guardsmen for some forms of State Active Duty to be exempt from State income tax.

Public Information

The mission of the State Public Information Office is to provide public information, command information and community relations guidance and services for the Massachusetts National Guard.

The addition of the 65th Public Information Detachment to the State's troop list has helped greatly in accomplishing this goal. The Detachment is attached to and co-located with the Hq & Hq Detachment at Boston.

In addition to providing four officers and 13 enlisted specialists to support the public and command information functions, the Detachment also provides the Massachusetts National Guard with much needed darkroom and photographic equipment.

Public Information Activities

Public Information teams attend summer field training encampments with non-divisional units in the State in addition to the Massachusetts Military Academy and Non-Commissioned Officer Academy field training sessions.

In addition to providing information on these encampments and individuals to the local media, information personnel,

---provided guidance and suggestions to commanders on community oriented projects and recruiting.

---supported the State Recruiting & Retention Officer in the presentation and implementation of advertising and supporting publicity materials for the State-wide recruiting campaign.

---assisted the Equal Employment Opportunity Officer in publicizing the goals and accomplishments of the State EEO Office.

---assisted The Adjutant General and State JAG in the presentation of pertinent information surrounding the imprisonment of Guardsmen for unsatisfactory drill attendance.

---provided assistance to the news media during the Chelsea fire.

---provided publicity support for several community oriented projects, including the Guards' march for "Horizons for Youth."

Command Information

Public Information personnel provided full editorial services for the State's National Guard magazine, The Minute Man which was revived during the past year. After more than two years of non-publication, the magazine, funded entirely by advertising revenue and by the National Guard Association of Massachusetts, is distributed free to all Massachusetts Army and Air Guardsmen and is the major source of command information within the Massachusetts National Guard.

State Guard

A long inactive part of the State's military program took on new life and importance during the past year, leading to the emergence of a five-brigade State Guard.

What just a few years ago was a faded role in the State's military system--rich in tradition but devoid of manpower and official mandate--has emerged as a valuable adjunct to the State's National Guard. The State Guard is intended to serve in a reinforcement capacity to the National Guard, providing added strength in key parts of its mission. Thus, the State Guard must maintain some of the skills and expertise of the National Guard, one reason why a significant part of its members have been recruited from the ranks of retired National Guard personnel.

During WW II, the State Guard had an estimated strength of 15,000 but it was dissolved after the war. There was a State Guard reorganization in 1966, but it remained essentially a paper organization until recently.

Now, under the leadership of Maj Gen Raymond Wilkinson and with the official blessing of The Adjutant General who ordered it reactivated in 1973, the State Guard has again taken on the characteristics of a viable military organization.

The most recent step of the State Guard's steady resurgence was the training mission assigned by General Vartanian in May. It orders the State Guard to work closely with the Operations and Training Division of State National Guard Headquarters in reviewing, planning and actual support of a number of Civil Defense-related emergency plans. This will mean briefings and liaison work with State and local Civil Defense agencies.

Another area where State Guard personnel provide welcome assistance to National Guard efforts is in recruiting and retention, fields in which National Guardsmen have distinguished themselves this past year, but in which more help is always needed and appreciated.

After a kickoff presentation on recruiting techniques and guidelines by LTC Anthony Aprile, National Guard Recruiting and Retention Officer. State Guard Officers found themselves in such activities as a 15-day recruiting drive by the Massachusetts Military Academy. During the drive the State Guard's COL Robert Crowley, Everett's Commissioner of Veterans' Affairs, opened his office to recruiters, and went on the road to speak with community, business and veterans' organizations.

The State Guard's Deputy Surgeon, COL Francis Caliva, helped National Guard spokesmen reach students of the Malden Schools with word of their activities. He also helped with overtures to fraternal groups, business organizations and the Spanish-speaking community. Relations with other minority groups are being initiated by the minority group members of the Guard.

Brig Gen Thomas Arnott, Commander of the State Guard's 3d Brigade, saturated both National Guard and State Guard personnel in Central Massachusetts with recruiting lists gathered from Selective Service records, the State Bonus Division and Veterans' agencies. He also ensured that booths were established at several appropriate job and vocational functions, both in Boston and Central Massachusetts, to give the Guard some exposure and recruiting opportunities.

Certainly not to be forgotten are the many appearances before community groups that State Guard members make year round to carry the message of a modern Massachusetts Military organization to the public.

The mission of the State Guard, of course, extends well beyond the new Civil Defense involvement and the recruiting and retention efforts. The State Guard is and will assist in community service programs, move to solidify its own organization and continue with its busy training program.

An interesting part of that training program has been a "Visiting Speakers" series that has brought before State Guard members Brig Gen Nicholas J. DelTorto, Commander of the 26th Division; a speaker on Special Forces, the National Guard's Brig Gen William W. Molla, speaking on the rise and fall of a Panzer Division and several speakers on military food and equipment research.

Also on the drawing board is an update of the State Guard's history and the establishment of a State Guard Speakers' Bureau that will make Guard members available for public speaking engagements.

SELECTIVE SERVICE SECTION

The Selective Service Section of the Headquarters and Headquarters Detachment, Massachusetts Army National Guard, is authotized 7 Officers and 3 Warrant Officers. The section is presently at full strength.

During the Fiscal Year 1974, the mission of the Selective Service System was drastically altered by legislative action resulting in a severe reduction in force, budget, and services. At the present moment, the mission of the system is to register the youth of the Nation as they reach the age of 18 years and to maintain a nucleus of the system for future use.

The mission of the Selective Service Section of the MassARNG has changed in the same degree as that of the Selective Service system. At the beginning of the period training was principally "On-the-Job" at the Local Boards under the direction of the State Director of Selective Service. This type of training afforded each member of the section a working knowledge of the management of the Local Boards, their problems, and the solutions thereto.

The present training program is designed to provide system-wide uniformity in the training of all earmarked Reserve and National Guard Selective Service Officers. National Headquarters furnishes definitive priorities within a semi-annual training period, and the Regional Service Center Administrators and the State Director formulate the unit training program from the directive received from the National Headquarters.