

\* Separation pay will be based on the annual salary, using a formula of onemonth's basic pay with two-year or \$15,000 maximum. Those separated for "show cause" reasons would receive one-half month's salary per year of service, with a half-year maximum. Career enlisted members would be eligible for separation pay, as well as for the disability severance pay they can now get.

\* Another provision would insure that under the military salary system no member receives less take-home pay than he received before.

The new two-step retirement plan designed into the Hubbell proposal, according to the December 25 edition of Navy Times, was receiving its last minute finishing touches when that newspaper went to press.

A boost in retirement pay is planned between ages 55 and 60. Those who served longer would get the "increased retirement pay" at the minimum age of 55, and those who retired with 20 years would get it at age 60. As length of service increases, the eligibility age decreases in proportion.

Those who stay longer not only get a boost earlier, but also get more. They receive more because their active duty salary will have increased through raises due to longevity in pay grade, general pay raises, and possibly through promotion. The additional years are used to increase the percentage of active duty salary they will receive.

The increased second-step retired pay will be staged in over a period of five years to prevent a mass exodus of long-servicemen who would qualify for it at once or soon. The idea is to keep as many potential retirees as possible from retiring right away. The second-step retirement pay plan would increase in amount for each additional year served, up to the fifth year.

The Hubbell Pay Plan study began as a result of the 1965 military pay law. Although military pay has been adjusted upwards annually since the present pay system came into being in 1949, lately the retention rate has been falling. The consensus in Washington, D.C., was that the current pay system was inadequate; that it was not doing the job. So a Defense task force headed by Admiral Hubbell was formed.

At the time of this writing, the revolutionary pay plan has not received the blessing of the Administration. If the plan

gets out of the Bureau of the Budget alive, according to Navy Times, chances are it then will be submitted to Congress in January as part of the Federal budget for the coming fiscal year.

continued from page 3

In addition to the military, the clowns and Santa was Bobby Riha, 10, an up-and-coming movie star. Riha is not handicapped, but was invited to attend the Party. He played Mayo in Walt Disney's "Genuine Original Family Band" motion picture, appeared in "Jack and the Beanstalk", and has been on "Art Linkletter", "Bonanza", "Lassie", and "Gomer Pyle, USMC".

Mrs. Emma Gaughan of Midway City, party organizer, began hosting Christmas parties exclusively for crippled children 12 years ago. Most of the expense of setting up the party and of purchasing gifts for the children was borne by her, and she still carries the brunt of the load.

Explained Chuck Victor of the parish, "We really believe in what this woman (Mrs. Gaughan) is doing for the crippled children. This party won't be our last."



WHO'S RECEIVING THE PRESENT?--By seeing Capt. James C. Hallen's smile, the old saying "It is better to give than to receive" is apparent. Capt. Hallen helped during the Crippled Children's Christmas Party in Garden Grove on Dec. 21.