

The layer marked business/professional is about 18 percent of our total, and this represents professional types in all disciplines other than engineering and scientific, so that, in total, our professional people amount to 63 percent of the Center authorization.

At this point I want to speak to the KSC manpower management program and discuss the validation of manpower requirements.

Until recently manpower resources were allocated by Dr. Debus personally after each director had presented his requirements. This process generally took several days. This method is excellent in some respects and is particularly useful to a small organization, but large establishments are such that it requires quite a lot of time when detailed inquiries are necessary.

We are faced with the need to develop a better method of validating our manpower requirements because our civil service program has leveled out, and in addition we need to validate the effectiveness of the distribution of the manpower spaces we have made in the new KSC organization.

Considering these factors, the staff recommended, and Dr. Debus approved, a manpower validation program based on making surveys in depth, and we have now moved into that program. A small but competent professional staff has been authorized and has now been hired. The first survey of a major organizational element is just about completed. We are confident this method will improve the effectiveness of KSC manpower management.

This chart (fig. F-5) portrays the cost of our civil service manpower program in millions of dollars. Compensation shown on the top line includes all pay items such as regular pay, overtime pay, holiday pay, shift differential pay, and others.

The items included in the personnel benefits are self-explanatory. The fiscal year 1968 increase in compensation is caused by three factors, an increase in the average man-years of employment from 2,591 in fiscal year 1967 to 2,683 in fiscal year 1968, in-grade step increases as authorized by law, and a pay increase averaging 6 percent for our professional scientific and engineering people.

KENNEDY SPACE CENTER

PERSONNEL COSTS

(IN MILLIONS)

	ACTUAL FY 66	ESTIMATED FY 67	PROPOSED FY 68
PERSONNEL COMPENSATION	\$27.8	\$30.9	\$32.8
PERSONNEL BENEFITS	1.8	2.3	2.4
CONTRIBUTION RETIREMENT FUND			
CONTRIBUTION EMPLOYEE LIFE INSURANCE			
CONTRIBUTION EMPLOYEE HEALTH INSURANCE			
INCENTIVE AWARDS			

FIGURE F-5