

Many were advanced and considered but it was obvious that we needed to have a study as a prerequisite to any sound legislative solution.

Mr. SPRINGER. Mr. Chairman, I want to commend you because I think that is the right approach.

Mr. Moss. Thank you.

Mr. Guthrie, I believe you have some questions.

Mr. GUTHRIE. Mr. Secretary, in light of the urgency that is felt about this particular situation and the fact that you apparently are seeking a further period of time than the resolution provides for now, 24 months as I understand it, it seems to me that the record would be more useful if you could go into greater detail on what you contemplate doing during the four phases into which you indicate you are going to divide this study and investigation.

For the first phase you mention you are going to allot 3 or 4 months for staff selection and completion of basic organization and planning.

Can you spell out more fully what is going to be involved there?

Secretary BOYD. Yes, sir. First of all, under the Civil Service Commission rules while it is possible with no more effort than it takes to move mountains to go through the process in less than 90 days, you can only go to that well about once or twice in a Government career I have found.

We will have to identify and talk to people. We will have to talk to the heads of agencies, the professionals, and so forth, in order to make sure that we have an adequate and qualified staff. During this period we would also outline the future course of the study.

Mr. Mackey might like to elaborate a little more on this first phase.

Mr. MACKEY. The recruiting problem of identifying enough people who have the qualifications we would like and arranging for their availability will take time. People in the academic world who are knowledgeable in this area are not available immediately.

People who would come from State commissions or perhaps company backgrounds have to make some arrangements.

So you simply can't get organized.

Mr. GUTHRIE. There is a staffing problem primarily and not organizational planning?

Mr. MACKEY. We are already doing as much as we think we can before the resolution passes. We have made contacts with all the other Government agencies. We have made contacts with a number of people in the industry. But there is a limit to what you can do before the bill is actually passed.

Mr. GUTHRIE. You assign 1 year to basic collection of material, court records, insurance company statistics, State insurance commission data, and so on.

How do you propose to go about this? Are you just going to send investigators out to accumulate this material? What do you propose to do in this area?

Mr. MACKEY. I think the first thing is to remember that we really can't answer the questions nearly as precisely as you would like or as we would like.

We do not know the exact nature of the data which does exist in the States or in the companies. It would only be after we get a qualified staff together who can make some determination regarding what data