

departments and agencies to assist in determining the suitability of those who are candidates for Federal employment.

Mr. Wilson Matthews is Director of the Office of Hearing Examiners for the Commission, and also serves as the project coordinator for the Commission's responsibility in the voter rights field, an assignment that was given to the Commission by the Congress in the Voter Rights Act of 1965.

Mr. Kenneth Mulligan is Director of the Commission's Bureau of Training. Mr. Mulligan is responsible for the Commission's expanding role in exercising leadership in training of those in the Federal service, both for training within the Government and in facilities outside of the Government.

Mr. Andrew Ruddock is the Director of the Bureau of Retirement and Insurance, which is the largest pension and insurance business in the world. His Bureau is concerned with the responsibility of stewardship for the retirement program, the life insurance program, and the health benefits program, all of which include among their clientele Members of Congress, as well as those in the executive branch.

(Discussion off the record.)

Mr. MACY. Mr. Gilbert Schulkind is the Director of the Bureau of Inspections. This is the Bureau that is concerned with the evaluation of personnel programs through the Federal service. They conduct periodic inspections of personnel programs to ascertain the degree to which the agencies comply with statutes and regulations, and provide advice and assistance to agencies as to how they can improve the manner in which they are conducting their personnel management program.

That, Mr. Chairman, is the cast of characters from the Civil Service Commission. I am happy that you called for all of them to be here. As the head of the agency, I am very proud of the quality of executive leadership that exists in each of the Commission's units, and I am pleased to present them to you and to the members of the subcommittee.

Mr. BROOKS. Thank you very much, Mr. Macy, and I might say that this committee and this Congress, I think, has the highest regard for the way in which you have conducted the very involved and very personal judgments and decisions that the administration must make.

PART 1.—OVERALL AGENCY OPERATIONS

A. GENERAL SUPPORT PROGRAM

The general questions affecting a department or agency as a whole are the ones I want to go into with you now, but I would like first to put in exhibits A, B, and C. Your combined program fact sheet is exhibit A, your organizational breakdown is exhibit B, and C is your program structure and major categories, which we will put in the record at this point, without objection.

(Exhibits A, B, and C follow :)