

And then finally a third source is advances and reimbursements, primarily given to the Commission by departments and agencies, to pay for training conducted by the Civil Service Commission for employees of those departments and agencies, and that amount comes to \$4.5 million.

Now, the man-years that are involved in the grand total of \$62 million come to 5,407.

Mr. MOORHEAD. What is the 5,407?

Mr. MACY. 5,407 man-years are funded out of the \$62 million that is available to the Commission from these four sources: salaries and expenses on direct appropriation, salaries and expenses on transfer from trust funds, money made available through a revolving fund to pay for investigations conducted on a per case cost, and advances and reimbursements made by departments and agencies from their own appropriations to pay primarily for training that is provided by the Civil Service Commission.

The Commission staff, as of the end of January, totalled 5,396, against a ceiling prescribed by the Bureau of the Budget at 5,565. Of the actual strength, the full-time permanent strength came to 5,026 against a full-time permanent ceiling of 5,200. You can see that the Commission at that time was operating at a point roughly 175 below our full-time permanent ceiling limitations.

The Commission is widely dispersed. We have 2,286 of our employees here in Washington in our central office, and 3,110 at locations throughout the country. We have employees in 10 regional offices and four branch offices. We have them located at 176 duty stations across the country, where investigators are stationed, so they can efficiently and economically make the investigative contracts that are required in the course of an investigation.

We have 65 interagency boards of examiners that have been created in the course of the past 2 years to bring together, at principal points of Federal activity, an examining source, so that the departments and agencies in those areas can utilize that one source in obtaining names of individuals for civil service appointment. This also brings together, at one point, information about employment for the public so that the public is able to turn to one point.

And then the Commission has 42 civil service representatives, who are in 42 locations, to represent the Commission across the board in all of its activities, but particularly with the departments and agencies located in those particular centers.

The Commission has personnel in all 50 States. The only personnel located beyond the 50 States are a few employees we have in Puerto Rico in order to service the Federal activities in that island.

Composition of our work force—we have 2,226 men, 2,811 women. This is we feel, a reasonable balance between the sexes. Our minority employment is about 23 percent of the total. Of the total employment, the Negro employment is roughly 20.6 percent, and the balance of the minority groups being Spanish-American, American Indian, and oriental.

As far as grade is concerned, the average grade in the Civil Service Commission is GS-7.1. The median grade is 6. I have more detailed information about grade distribution if that is of interest to your subcommittee.