

As far as occupational distribution is concerned, 1,075, or 21 percent of our employees are characterized in the occupational language as personnel specialists. We have 160 people employed in general administration, we have 755 who are classified as investigators, we have 112 retirement claims examiners, and 2,404 clerical personnel. Fifty percent of our employees are in grades 1 through 5. We do have a substantial group that are in the clerical occupations.

In fiscal year 1967, we had an average monthly accession rate of 4.75 percent, just slightly higher than the Government as a whole. The Government monthly average was 3.13.

Our average monthly separation rate last year ran 2.62 percent, against a Government average of 2.3.

I have distribution of personnel by location, both organizationally and geographically, if that is desired by the committee. I have the personnel strength for the end of each fiscal year, going back 10 years. I would say that the Commission's employment over that period of time has generally been stable with the exception of the increase that took place when we created the Inter-Agency Board of Examiners and the Commission took over from some 600 individual agency Boards of Examiners the work that had been funded by the departments, and agencies using staff on their own rolls.

In the judgment of the Appropriations Committee, it was better for the Commission to fund those positions directly rather than to have the funding handled on a reimbursable basis.

Mr. MOORHEAD. Excuse me, Mr. Chairman, I think it might be helpful to have this in the record.

Mr. BROOKS. On the recommendation of Mr. Moorhead, we would be pleased to put that in the record, that detail that you outline, plus the breakdown on personnel and the general facts that you have been working from, Mr. Chairman, if that is all right.

Mr. MACY. Very good.

Mr. MOORHEAD. Mr. Chairman, it might also be interesting to show in the record over the 10 years not only the employment of the Commission, the number of people, but also the total number of employees of the Government, because if you have been able to maintain your Commission's personnel at the level figure while the total employment is going up, I think that would indicate efficiency and economy in Government.

Mr. MACY. I would be happy to add the total strength of the Government for each of the dates I have on here.

(The material referred to follows:)

CIVIL SERVICE COMMISSION PERSONNEL MANAGEMENT

I. OBJECTIVE

To obtain, develop, motivate, and retain a high quality work force.

II. ORGANIZATION FOR PERSONNEL MANAGEMENT

A. Decentralized system

1. *Personnel division.*—Functions as personnel advisor to all elements of Civil Service Commission; provides all central office bureaus and staff offices with personnel services in recruitment, classification, training, etc.

2. *Regional offices.*—Within limits of delegations perform own personnel functions.