

with budget development. They are concerned with administering payroll; they are concerned with meeting the vouchering costs. They provide all of the financial functions of the Commission. We also have a fiscal staff in each of the regional offices to provide fiscal records and maintain fiscal accounts for the regions. We have a total of 102 people that are engaged in this activity, and that totals \$873,000.

Office services involves the more detailed administrative functions—the provision of printing services, messenger services, files. This is again the backup for all of the logistic service involved in running an organization which is predominantly administrative. And you will see that here, too, we have employees in the regional offices as well as in Washington. There are 124 in Washington, 65 in the regional offices, for a total of 189; and the payroll cost is \$1,252,000, roughly a million and a quarter.

The next category is the “Personnel services” for the Commission’s personnel. This becomes a particularly difficult task in the Civil Service Commission where all of the operating officials you are dealing with view themselves to be experts in the personnel field. So the personnel staff in the Commission is a unique function. We have 46 people in the central office staff and 27 distributed among 10 regional offices, for a total of 73, and a funding of \$641,000.

The Commission, Mr. Chairman, is very proud of its library. This is the finest library in the country on personnel management. It employs 13 people in the central office. It has very fine space and arrangements in our building, which we still call new, although we have been in it nearly 4½ years. The payroll level for that function is \$108,000.

We have a public information service which is a very important part of the Commission because we have to deal with so many publics. We have to reach the public generally in order to attract recruits for the system. It is necessary that we give a high degree of accountability to the public on the various personnel policies for which we have responsibility. We have 21 people in our central office, with a cost roughly of a quarter of a million dollars, \$241,000.

We have an employee health unit within the Commission which serves our employees in the central office. We have four people there at a cost of \$35,000.

And the final item is a separate one for personnel interns. These are young people who are assigned to our regional offices. They are recent graduates from the colleges and universities who we hope will be our successors in some later day. They’re distributed among the regional offices receiving as broad and deep an experience as possible in terms of personnel management. There are 20 of them, and that comes to a cost of \$133,000.

So, Mr. Chairman, that is the basic story on general support. To give you a further reading on it, this comes to 11 percent of the total funds available to the Commission in 1968, 11 percent of \$62 million. The total cost in this category is around \$7 million. We feel that does not represent an excessive overhead. We feel that it is realistic and necessary, not only for control, as you identified, but also to perform central services that can be more efficiently provided from a central point within an organization of this size rather than disbursed among the various program units.