

utive Manpower. We have several subprograms which are included in this major program.

The first subprogram, policy development and review, encompasses analyzing and reporting some 200 legislative proposals in response to requests from Congress; developing the Commission's legislative program; studying the comparability of Federal salaries with salaries in private industry, and formulating appropriate recommendations.

Mr. BROOKS. Pardon me. Are you making a serious and concerned effort to evaluate comparable salaries in the computer field, not just in your own operation, but across the Government?

Mr. OGANOVIC. Yes; this is across the Government. For shortage occupations we have the authority to raise the rates above the minimum level.

Also included in this subcategory is our responsibility to coordinate the entire wage board system throughout the executive branch, which covers some 800,000 workers.

Another major item in this program area is conducting special studies in the fields of position classification, veterans' preference, merit promotion programs, and manpower planning. Providing advisory service to executive branch officials and the Congress round out this program segment.

The second subcategory, development and maintaining systems and instructions, deals primarily with the formulation of implementing policies and procedures, and the preparation of regulatory material to carry out new laws, court decisions, presidential directives, and program decisions. This embraces the Commission's extensive issuance system of external and internal instructions, the management phase of our appellate activities, and advisory assistance to agencies, Commission offices, and other sources.

The third subdivision, the assessing of agency personnel management, involves our Bureau of Inspections, to which the chairman has referred. Briefly, just recapping that, we delegate authorities to agencies in this area and then make inspections to determine how well they are complying with the standards which the chairman enumerated a little while ago, and also with the provisions of the laws passed by the Congress.

In addition, we furnish agencies advice and counsel in problem areas as necessary. The chairman mentioned the Department of Defense program where we are expanding because of Vietnam. Another illustration concerns our close working relationships with the Internal Revenue Service during the automation of their programs, contributing to an orderly transition from manual to computer operation.

We plan to conduct 675 inspections across the country during this fiscal year.

The fourth subcategory concerns the area of position classification and primarily the development of pay standards for positions in the Government service. This fiscal year our goal is to establish 25 new classification standards in the white-collar area and 60 blue-collar classification standards. These standards will cover some million white-collar employees and some 800,000 blue-collar employees. Classification appeals have also been included under this segment.

The fifth subdivision is the executive assignment system under the jurisdiction of Mr. Berlin in the Bureau of Executive Manpower. In