

Determining the degree of agency compliance with legal, regulatory, and public policy requirements and the effectiveness of agency management in carrying out the intent of executive and legislative direction in the use of manpower resources.

Assisting agencies in improving the management of their manpower resources and providing technical advice and assistance on personnel management matters.

Providing guidance, advice, and encouragement to agencies in activities designed to assure equality of employment opportunity.

Considering and deciding appeals from employees and agencies.

Developing legislation and recommending new or changed policies to make basic improvements in Federal personnel management.

Developing regulations and instructions to implement new laws and policies, judicial decisions, etc.

Developing position classification and job grading standards.

Developing pay recommendations and coordinating Federal wage systems.

Authority for this program is derived from the following:

Title 5, United States Code, "Government Organization and Employees."

Section 3502 of title 39, United States Code, "Appeals to the Civil Service Commission."

Executive Order 10987, "Agency Systems for Appeals From Adverse Action."

Executive Order 9830, part I, "Organization for Personnel Management."

Executive Order 10988, "Employee-Management Cooperation in the Federal Service."

Executive Order 11073, "Providing for Federal Salary Administration."

Executive Order 11246, "Equal Employment Opportunity."

Executive Order 11315, "Executive Assignment System."

Executive Order 11348, "Providing for the Further Training of Government Employees."

Section 202 of the Postal Field Service Compensation Act of 1955.

Section 223 of the Postal Revenue and Salary Act of 1967.

2. Who is the person primarily in charge of this program at the operative level (name and title)?

Nicholas J. Oganovic, Executive Director, for total program.

O. Glenn Stahl, Director, Bureau of Policies and Standards, for the policy development and review function.

Seymour S. Berlin, Director, Bureau of Executive Manpower, for the executive manpower function.

J. Kenneth Mulligan, Director, Bureau of Training, for the training function.

Gilbert A. Schulkind, Director, Bureau of Inspections, for the inspection function.

3. How much money and capital equipment are available under this program for fiscal year 1968?

Funds available for fiscal year 1968 total \$10,922,000, of which \$95,000 is for capital equipment.

4. Would you describe the output generated by this program.

Because of the complex nature of this total program, the output is necessarily quite varied.

It may roughly be divided for the purpose of this report, into tangible and intangible products.

Tangible products, for example, include draft legislative proposals, bill reports, draft Executive orders, agency inspection and evaluation reports, training and educational materials, regulations and instructions, position classification standards, personnel management pamphlets, grade level determinations at GS-16, GS-17, and GS-18, basic pay rate determinations for scientific and professional positions of the Public Law 313 type, special salary rates, pay study reports and recommendations, travel and transportation expense determinations, work force forecasts, personnel policy studies and recommendations, and decisions on appeals. Many more such products would need to be listed to complete the catalog, but these are among the most important.

Intangible products, for example, include the positive effects of Commission reviews of agency executive staffing plans, the improvements in agency personnel management resulting from Commission inspections and evaluations, the broadened perspectives and sharpened skills acquired by agency participants in Com-