

mission training programs, and the practical uses to which technical advice, assistance, consultation, and information provided by the Commission is put by congressional committees, Federal agency management, employees and employee groups, educational and training institutions, State and local governments, and the general public. The overall personnel management leadership influence of the Commission is also, of course, an intangible output. The list of intangible products could also be considerably extended, but the items listed are fairly representative of the whole.

5. Can you quantify this output in any way?

The intangible products of this program, which form a very important part of the total output, cannot, of course, be quantified.

The more tangible products can be quantified in many cases, and quantified records are maintained wherever they are needed for management planning or control purposes.

The following data are representative. In all cases, except where specifically noted, the data is a count of actual Commission work.

Twenty-two administration legislative proposals were developed during the 90th Congress, and 222 bill reports were prepared during the first session of the 90th Congress.

There were 3,711 appeals processed at the first level of appeal to the Commission, and 2,111 appeals were considered by the Commission's Board of Appeals and Review, during fiscal year 1967.

Seven personnel management methods and informational pamphlets will be written or revised during fiscal year 1968.

Twenty-five white-collar and 12 blue-collar classification and job grading standards will be produced during fiscal year 1968.

The estimated number of special salary rates to be established during fiscal year 1968 is 35. Altogether, the Commission has set special salaries covering about 75,000 positions.

The estimated number of positions to be classified at the GS-16, GS-17, or GS-18 levels for this fiscal year is 1,300.

The estimated number of basic rates to be established for scientific and professional positions of the Public Law 313 type for this fiscal year is 1,000.

In the area of training during fiscal year 1968, the Commission has programed 192 courses of instruction, involving 1,436 training sessions, 43,599 classroom hours of instruction, and 41,290 participants.

The number of staffing reviews of agency executive manpower programs scheduled for this fiscal year is 19.

The number of agency personnel management reviews (involving onsite inspections and evaluation reports to agency managers) programed for fiscal year 1968 is 459, including 431 inspections of agency field installations, 20 inspections of agency headquarters or subordinate bureaus, and eight overall agency evaluations.

Two hundred and seventy-nine special inquiries are programed for fiscal year 1968, covering specific high interest programs or following through on previous inspection findings.

Fifty-eight community reviews are scheduled for fiscal year 1968. (These are equal employment opportunity reviews conducted on a Federal communitywide basis at centers of Federal employment.)

Four consolidated Government-wide reports of overall personnel programs will be made in fiscal year 1968.

The number of agency position classification actions reviewed during fiscal year 1967 was 7,543; and the number of decisions on classification appeals during fiscal year 1968 was 1,654.

Two hundred and eighty-four new exclusive recognition agreements were negotiated by agencies with employee organizations between August 1966 and November 1967, bringing the total of such agreements to 882; 184,331 Federal employees were added to those represented by employee organizations with exclusive recognition between August 1966 and November 1967, bringing the total number of such employees to 1,238,748. (These quantified data are only indirectly reflected in the Commission's workload.)

During fiscal year 1967, 72 complaints against State and local employees and 105 complaints against Federal employees were made relative to prohibited political activity; and 54 political activity cases involving State and local employees and 107 involving Federal employees were disposed of during fiscal year 1967.