

All positions are under the general schedule of the Classification Act. Grades range from GS-2 through GS-18. Included are 13 supergrades allotted from the Government-wide quota.

9. What capital equipment, such as ADP, if any, do you rely upon to fulfill this program?

This program relies upon the use of in-house computers and printing and reproduction equipment. The Commission's computer center is utilized, for example, to process data collected on agency training activities and to appraise the Commission's own training courses. As another example, an inventory of Federal employment is maintained on the computer, identifying Federal civilian position by such groupings as: pay system, grade level, occupation, and agency. The equipment of the computer center is also utilized when available in Commission ADP training courses.

Printing and reproduction facilities are needed to publish such essential items as tentative classification standards, Federal personnel manual chapters, and personnel management handbooks, to name a few.

10. Do you expect the expenditures or the benefits of the program to grow appreciably in the future?

We have not recently analyzed the quantitative growth potential of this program as a whole. However, we have developed some projections on two or three major elements of the overall program.

In the executive manpower area, we expect expenditures to increase by approximately \$110,000 in fiscal year 1968. There will be a corresponding increase in benefits through capability to handle increased workloads, more agency staffing reviews (on a more intensive basis), and improvements in executive manpower motivation.

In the training area, a 3-year plan through 1970 calls for an increase of \$550,000 over the fiscal year 1968 allotment of \$549,000 for personnel services. One-half of the increase requested is in the fiscal year 1969 budget—the remainder will be in fiscal year 1970. The reimbursable training program will increase approximately \$915,000 in fiscal year 1969 for the purpose of launching the Federal Executive Institute. Benefits will result from (1) expanding evaluative systems, consultation, and guidance to field activities through the regional offices; (2) fully implementing a program of guidance and consultation at the central office; and (3) completing the development of information and evaluation systems at the national level.

The Intergovernmental Manpower Act, a legislative proposal presently under consideration in the Congress, would, if passed, authorize the Commission to provide assistance to State and local governments in strengthening their staffs and personnel systems. (One goal would be to improve the administration of grant-in-aid programs.) The fund authorizations sought to carry out this program are \$20 million in fiscal year 1968, \$30 million in fiscal year 1969, and \$40 million in fiscal year 1970.

11. At what level are the personnel responsible for the various parts of the program coordinated to determine if the program as a whole is being efficiently carried on?

The overall coordination of the total personnel management leadership program is the responsibility of the Executive Director of the Commission, reporting to the Chairman and the Commission.

In the areas of policy development and review, legislation, pay studies, developing and maintaining regulations, systems and instructions, position classification, and standards development, the Director of the Bureau of Policies and Standards is the responsible coordinating official.

In the training area, the Director of the Bureau of Training is the responsible coordinating official.

In the executive manpower area, the Director of the Bureau of Executive Manpower is responsible.

In the area of assessing agency personnel management, the Director of the Bureau of Inspections is responsible.

In the special programs areas, the program coordinating responsibility, above the level of the head of the particular program concerned, rests either with the Executive Director or the Chairman, depending on the specific program.

12. Is there a continual program review within the agency, other than the annual budgetary review, to determine more effective and efficient ways to achieve these program objectives?