

Mr. BROOKS. It saved a half million dollars?

Mr. HYDE. Yes, sir.

Mr. BROOKS. That's a couple of months' running money for a good television station.

Mr. HAND. The Navy is using our computer 195 hours a month, third shift, and also some weekends.

Mr. BROOKS. You haven't had any problems coordinating that program? It worked out pretty well?

Mr. HAND. Yes.

Mr. BROOKS. Well, this is certainly to your credit. Have you checked over the other programs on your payroll programming?

Mr. HAND. Yes, sir.

Mr. BROOKS. None of them fit, or did you find one that fit?

Mr. HAND. They don't fit precisely, but the fundamentals that we saw being used in other agencies will apply to us, certainly.

Mr. BROOKS. I was just thinking of saving you time in programming it if one of them fit your needs.

Mr. HAND. It will, sir.

Mr. BROOKS. And you have the coordinating facility to adapt it?

Mr. HAND. No question but what the integrated plan we have seen can work.

Mr. BROOKS. What do you consider to be the most pressing problem that you need to overcome to make a better and more efficient use of computers in your agency?

Mr. HAND. I suppose I would be expected to say that programming talent shortage is always with us. It doesn't happen to be at the moment. So we have no problem there, and perhaps it's because we bring them in as trainees and move them up before they leave us to go to private industry or some other Government agency.

Our real problem today is input, getting qualified card punch operators, and I am inclined to think it's—my personal feeling is it's because of the standards that we have in connection with this particular field, card punching. A card punch operator has no avenue for advancement, really, beyond a grade 3. This word has gotten around.

So having no avenue for advancement, they look for other fields, such as the clerical field where they can get a grade 4 and possibly move up.

This is our biggest problem, input, and maintaining a good force to meet all of our input commitments.

Mr. BROOKS. What do you think would be a solution to that, Mr. Hand? I don't want to create any problem for you, but what do you think would be a method of solving your input manpower problem?

Mr. HAND. We are looking for the day when our input doesn't have to be through key punching. I think everyone is.

But if it's by typing, maybe there will be a shortage of typists, and I suppose there is a shortage now. I still feel that there should be a review of the standards for card punchers to try to raise them. It's very discouraging for a person who loves to punch cards, but can't get beyond a grade 3.

Mr. BROOKS. You think maybe the Civil Service Commission or your own agency should evaluate the advisability of changing the maximum grade for card punch operators?