

Grade structure of civilian personnel employed by Coast Guard

<i>Grades and ranges</i>	<i>Number</i>	<i>Grades and ranges</i>	<i>Number</i>
GS-18, \$27,055-----	----	GS-4, \$4,995 to \$6,489-----	849
GS-16, \$20,982, to \$26,574-----	3	GS-3, \$4,466 to \$5,807-----	513
GS-15, \$18,404 to \$23, 921-----	46	GS-2, \$4,108 to \$5,341-----	64
GS-14, \$15,841 to \$20,593-----	71	GS-1, \$3,776 to \$4,910-----	4
GS-13, \$13,507 to \$17,557-----	123	Grades established by the Com-	
GS-12, \$11,461 to \$14,899-----	199	mandant of the Coast Guard:	
GS-11, \$9,657 to \$12,555-----	318	Lighthouse keepers and light	
GS-10, \$8,821 to \$11,467-----	28	attendants-----	21
GS-9, \$8,054 to \$10,475-----	362	Academy faculty-----	29
GS-8, \$7,384 to \$9,598-----	33	Ungraded-----	1, 489
GS-7, \$6,734 to \$8,759-----	372		
GS-6, \$6,137 to \$7,982-----	156		
GS-5, \$5,565 to \$7,239-----	552	Total-----	6, 259

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

In addition to those listed in appendix I, the Coast Guard has major ADP installations as follows: five primarily administrative applications (accounting, supply support functions, etc.); one engineering functions; one educational functions (Academy); one Amver (automated merchant vessel reporting system).

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

Moderate growth in expenditures and benefits are expected in rough proportion to the increase in gross national product and the increase in population.

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 out?

Headquarters office chief (program director) level.

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

Yes. Program managers are continually reviewing the program execution on a routine basis as well as on specific occasions required by constraints being imposed in the form of limitations on obligations, expenditures, and personnel. The proposal of new initiatives as well as periodic "crisis" situations (i.e., deployments of facilities to meet contingency requirements, etc.) also require additional program reviews.

13. To your knowledge, does this program duplicate or parallel work being done by any other agency?

This program does not duplicate work being done by any other agency but some Coast Guard work in our areas of responsibility is similar to work being done by other agencies as follows:

Our aids to navigation systems serve the mariner as FAA systems serve the airman; we conduct oceanographic activities in areas not covered by Navy and ESSA.

14. Is your organizational structure such that the program is being carried out most efficiently and effectively?

Our organizational structure has met our needs in the past; however, the introduction of PPBS has resulted in certain changes to date and will probably result in some further changes to match organization to program structure as it is evolving in the Department.

15. Are there any outstanding GAO reports on this program? If so, what is the status of the GAO recommendations the report contains?

Refer to questions 70 and 71.

16. What significant problems, if any, are you facing in accomplishing the program objectives?

The erosion of the dollar has led to shortages of funds due to higher prices than estimated at the beginning of the budget process. The imposition of limitations on obligations and expenditures has delayed modernization of certain facilities. The backlog of maintenance on our aging facilities continues to mount. The reenlistment rates of our personnel are low creating serious problems in maintaining the required number of trained technical personnel.