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REPORT TO THE CONGRESS

74-0291 096008



Proposed Elimination Of The Apportionment Requirement For Appointments In The Departmental Service In The District Of Columbia

B-84938

U.S. Civil Service Commission

**BY THE COMPTROLLER GENERAL
OF THE UNITED STATES**

~~701785~~ 096008

NOV. 30. 1973



COMPTROLLER GENERAL OF THE UNITED STATES
WASHINGTON, D.C. 20548

B-84938

To the Speaker of the House of Representatives
C1 and the President pro tempore of the Senate

This is our report on the proposed repeal of the apportionment requirement of the Civil Service Act of 1883 (5 U.S.C. 3306).

We made our review pursuant to the Budget and Accounting Act, 1921 (31 U.S.C. 53), and the Accounting and Auditing Act of 1950 (31 U.S.C. 67).

We are sending copies of this report to the Director, Office of Management and Budget, and to the Chairman, Civil Service Commission.

A handwritten signature in cursive script, reading "James B. Axtell".

Comptroller General
of the United States

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ABBREVIATIONS

GAO General Accounting Office

CSC Civil Service Commission

COMPTROLLER GENERAL'S
REPORT TO THE CONGRESS

PROPOSED ELIMINATION OF THE
APPORTIONMENT REQUIREMENT FOR
APPOINTMENTS IN THE DEPARTMENTAL
SERVICE IN THE DISTRICT OF COLUMBIA
U.S. Civil Service Commission
B-84938

D I G E S T

WHY THE REVIEW WAS MADE

The Civil Service Act requires appointments to competitive civil service positions in the departmental service in Washington, D.C., be apportioned on the basis of population among the States, territories, and the District of Columbia.

By Executive order the requirement has been extended to departmental positions in the Washington metropolitan area. Apportionment is based on the belief that all parts of the country should be represented in Government operations at the national level.

The practice existed largely as a matter of custom until 1883 when the apportionment requirement was incorporated into the Civil Service Act as an expression of public policy. (See pp. 3 and 6.)

In March 1973 GAO initiated a review of the apportionment requirement in operation to assess its current effect on the Federal hiring process in view of the Government's present day decentralization.

On June 26, 1973, Congressman Joel Broyhill introduced House bill 8972 to eliminate the apportionment requirement for appointments to the departmental service in the District of Columbia. (See pp. 4 and 6.)

FINDINGS AND CONCLUSIONS

The effect of apportionment has been minimal. Only 15 percent of the approximately 326,000 civilian Federal employees in the Washington metropolitan area in May 1973 were counted against the apportionment requirement because:

--Excepted service appointments and veterans by law are not subject to apportionment. (See p. 7.)

--The law permits the requirement to be waived for certain individuals and positions in the interest of good administration. (See p. 7.)

For those jobs which were apportioned, equitable distribution has not resulted.

Currently, 41 States and Territories are in arrears and 15, including the Washington metropolitan area, are in excess of their apportionment quotas. The approximate same imbalance has existed for the past 25 years.

One of the main reasons for this condition is the reluctance of applicants from areas away from Washington to move to the Capital area. (See p. 9.)

Although the apportionment requirement has been ineffective:

- The nationwide competitive examination system facilitates considering qualified applicants from all parts of the country. (See p. 10.)
- Rotating agency personnel and decentralizing decisionmaking and policy formulation in agencies insures that the points of views of the different geographic areas of the Nation are represented in Government affairs at the national level. (See p. 10.)

Although the cost of administering the apportionment requirement is minor, the requirement should be eliminated so that agencies and departments will no longer be required to comply with a requirement that has outlived its usefulness. (See p. 12.)

RECOMMENDATIONS

This report contains no recommendations to the Civil Service Commission since proposed legislation has been introduced to eliminate the apportionment requirement. (See p. 11.)

AGENCY COMMENTS

The Civil Service Commission said that GAO's report provides com-

prehensive and well-reasoned support to the conclusion that apportionment has 'outlived its usefulness.' It shares GAO's belief that apportionment is a requirement that should be eliminated.

The Commission has long held that the apportionment requirement is outmoded, ineffective, and cumbersome to administer. The most objectionable aspects of apportionment, in the Commission's view, are its adverse effects on the merit system and on the achievement of equal employment opportunity objectives.

Thus, the Commission believes that apportionment, enacted to meet the needs of a markedly different period in civil service history, has no place in a modern merit system. (See p. 12.)

The 15 major departments and agencies contacted also advised GAO that the apportionment requirement should be eliminated. (See p. 13.)

MATTERS FOR CONSIDERATION BY THE CONGRESS

This report is designed to assist the Congress in considering legislation to repeal the apportionment requirement. GAO recommends that the Congress act favorably upon the proposed legislation. (See p. 13.)

CHAPTER 1

INTRODUCTION

The Civil Service Act of 1883 which established the Civil Service Commission (CSC) as an independent agency of the executive branch of the Federal Government in pertinent part (5 U.S.C. 3306) provided that appointments to the competitive civil service in the District of Columbia be apportioned on the basis of population as ascertained at the last census among the States, territories, and possessions of the United States, and the District of Columbia. The principal intent of the apportionment requirement was to:

- Obtain geographical representation from different areas of the Nation, thus bringing various viewpoints into the Government service at the national level.
- Insure that all qualified and interested persons would have an opportunity to be considered for appointment to Federal positions at the headquarters offices of the national Government.

In fulfilling its administrative responsibility to assist agencies in filling Federal vacancies in the competitive service, CSC prepares lists of qualified applicants. An eligible's place on a list is determined, in part, by his place of residence if the job to be filled is subject to apportionment. (See ch. 3 for a discussion of which jobs are subject to apportionment.) Listed first, in order of their ratings, are eligibles from States and territories in arrears of their apportionment quotas and veterans from the other States and territories and second, are nonveterans from the State or territory in excess of its quota by the smallest percentage. This process is repeated a State at a time for each State in excess of its quota. Nonveterans from the Washington metropolitan area are listed last.

CSC prepares and maintains a list of States and territories showing which are currently in excess or in arrears of their apportionment quotas based on census data and each agency's reports on appointments and separations from apportioned jobs. Each agency is responsible for assisting CSC in maintaining an accurate count of all States and territories in excess and in arrears.

SCOPE OF REVIEW

The objective of our review performed from March through June 1973 was to examine the apportionment requirement in operation to assess its current effect on the Federal hiring process. We obtained information on the history and operation of the requirement through discussions with appropriate CSC headquarters officials and by examining pertinent documents and records available at CSC. We also requested 15 departments and agencies to provide their (1) official position concerning whether apportionment should be retained or eliminated and (2) estimate of the annual cost of applying and administering the apportionment requirement. In addition, we visited six of these departments and agencies and obtained information on problems in administering the apportionment requirement.

CHAPTER 2

HISTORICAL BACKGROUND OF THE

APPORTIONMENT REQUIREMENT

The apportionment principle appeared in several forms before the enactment of the Civil Service Act in 1883. Without using the actual term, President Washington expressed his support of apportionment by stating that appointments to Federal jobs should be distributed to people in different States in the Union. A special committee of the first session of the 35th Congress expressed additional support in its report of May 17, 1858, concerning a bill to apportion clerks and messengers in the departments in Washington among the States, territories, and the District of Columbia.

The committee noted in its report that, in establishing and organizing the Federal Government, statesmen saw the necessity of requiring Congressmen to be inhabitants of the States which they represented. The report also mentioned that a form of apportionment was also applied in the appointment of cadets to the West Point Military Academy as well as midshipmen to the Annapolis Naval Academy. These actions set a precedent for establishing a similar requirement in the executive branch of the Government.

History has shown that before 1883, appointments to Federal jobs in Washington were awarded to friends and relatives of politicians and persons occupying high official positions. The spoils system showed little regard for merit or qualifications and resulted in thousands of persons coming to Washington in search of jobs.

The findings of the Grant Commission in 1873 showed that the influx of job seekers into the Nation's Capital resulted in residents filling most jobs. A lack of adequate transportation and communication facilities made it difficult for administrative officials to select prospective appointees from distant States. In addition, persons residing in distant areas were hesitant about uprooting themselves from family ties and a familiar environment to journey to a strange city in search of new employment.

The first apportionment requirement was enacted in 1875; however, it covered only Treasury Department jobs in Washington. In 1882 it was suggested that this law be repealed or applied to the entire system. Subsequently, the apportionment requirement was incorporated into the act of 1883, as an expression of public policy to insure all sections of the country a proportionate share of Federal appointments in Washington. Executive Order 9830, dated February 14, 1947, extended the requirement to headquarters jobs in the entire Washington metropolitan area. A copy of the law as it is presently codified in 5 U.S.C. 3306 appears as appendix II.

Congressman Joel Broyhill of Virginia, on June 26, 1973, introduced House bill 8972 which would repeal the apportionment of appointments to competitive civil service positions. (See app. I.)

CHAPTER 3

MINIMAL EFFECT OF APPORTIONMENT

The effect of the apportionment requirement on the Federal hiring process has been very minimal. CSC records indicate that this has probably been the case since the requirement was enacted. In May 1973 only about 50,000, or 15 percent of the approximately 326,000 Federal employees in the Washington metropolitan area, were charged against apportionment. The main reasons are that many Federal civilian positions and individuals by law are not subject to the apportionment requirement and that the law allows the requirement to be waived for certain individuals and positions.

POSITIONS AND INDIVIDUALS NOT SUBJECT TO APPORTIONMENT

As defined in 5 U.S.C. 3306, apportionment applies only to appointments to competitive positions in the headquarters offices of agencies in the Washington metropolitan area. Excluded are appointments to the excepted service, i.e., all civil service positions not in the competitive service. On May 11, 1973, Federal civilian jobs at larger agencies (2,500 or more civilian employees) in the Washington metropolitan area totaled 304,222. Approximately 70,000 of these jobs were in the excepted service.

Moreover, all veterans and others eligible for veterans' preference are excepted from apportionment under 5 U.S.C. 3306. This exception is derived from the Veterans' Preference Act of 1944. CSC estimates that approximately 50 percent of all Federal appointees are veterans.

Thus, by law, a sizable number of civilian positions and job applicants are not subject to apportionment.

WAIVER OF APPORTIONMENT BY CSC

The obligation to apply the apportionment requirement is not an absolute one. In keeping with the language of the law which states "as nearly as the conditions of good administration will warrant," CSC has established several general exemptions, as follows.

--Clerk stenographers and clerk typists and specially qualified scientific and professional personnel because CSC determined there was a shortage of the types of personnel.

--All GS-13s and above because CSC believes that in keeping with merit principles all qualified applicants for jobs at these grade levels should be considered.

Aside from the exceptions certain personnel actions and positions are also excluded from the apportionment requirement. Personnel actions not subject to apportionment consist of: (1) temporary and indefinite appointments to the competitive service, (2) any noncompetitive action under which the employee will serve with career tenure, and (3) career reinstatements under which the appointee will have career tenure.

Among the positions which do not come under the apportionment requirement are: (1) positions in headquarters offices which are located outside the Washington metropolitan area, (2) positions in agency field offices in the Washington area, (3) all positions in the District of Columbia Government, the Government Printing Office, and the National Capital Housing Authority, and (4) part-time and intermittent positions. In addition, other exceptions are not mentioned in the above exemption categories.

COMPARABLE REPRESENTATION NOT ACHIEVED

Even for those appointments to which apportionment was applied, comparable representation of the States and territories has not resulted. Forty-one States and territories at June 15, 1973, were in arrears (having less appointments than their allocated quotas) and 15, including the District of Columbia, were in excess of their apportionment quotas as shown below:

STATUS OF APPORTIONMENT--JUNE 15, 1973

<u>State</u>	<u>Number of positions to which entitled</u>	<u>Number of positions occupied</u>	<u>State</u>	<u>Number of positions to which entitled</u>	<u>Number of positions occupied</u>
IN ARREARS			IN ARREARS		
1. American Samoa	6	0	32. Wyoming	79	63
2. Virgin Islands	15	0	33. Mississippi	524	431
3. Guam	20	0	34. South Carolina	612	526
4. Puerto Rico	640	39	35. Arkansas	454	394
5. Alaska	71	7	36. Tennessee	927	835
6. Arizona	418	53	37. New Hampshire	174	157
7. Hawaii	182	24	38. New York	4,308	3,918
8. California	4,712	647	39. Rhode Island	224	204
9. Nevada	115	21	40. Missouri	1,105	1,007
10. Panama Canal Zone	10	2	41. Oklahoma	604	595
11. Michigan	2,096	471			
12. Oregon	494	127	IN EXCESS		
13. Washington	805	212	42. Minnesota	899	909
14. Texas	2,644	779	43. Massachusetts	1,344	1,404
15. New Mexico	240	84	44. Iowa	667	738
16. Louisiana	860	302	45. Kansas	531	617
17. Florida	1,603	692	46. North Dakota	146	177
18. Idaho	168	84	47. North Carolina	1,200	1,473
19. Indiana	1,226	648	48. Vermont	105	135
20. Utah	250	136	49. Pennsylvania	2,785	3,622
21. New Jersey	1,693	929	50. Maine	235	323
22. Colorado	521	293	51. Nebraska	350	586
23. Connecticut	716	408	52. South Dakota	157	266
24. Illinois	2,625	1,497	53. West Virginia	412	1,091
25. Ohio	2,515	1,460	54. Virginia**	880	3,847
26. Delaware	129	77	55. Maryland**	647	3,104
27. Wisconsin	1,043	642	56. Metropolitan Area of the District of Columbia	676	13,773
28. Georgia	1,084	688			
29. Montana	164	110			
30. Kentucky	760	528			
31. Alabama	813	581			
			Total Appointments		48,708

** Except for areas within the metropolitan area of the District of Columbia.

Source: Civil Service Commission report.

The States, territories, and the District of Columbia have tended to maintain their same relative positions for the past 25 years.

One reason comparable representation has not been achieved is the continuing reluctance of job applicants from distant States to move to the Washington area. Although the agencies responding to our questionnaire cited a number of different reasons for applicants' declining job offers, the one explanation mentioned by every agency was the applicants' unwillingness to relocate in Washington. One agency noted that 30 percent of its out-of-town applicants declined positions for this reason. Factors related to this reluctance were the high cost of living in the Washington area and the District's crime problem.

The agencies cited other reasons for applicants' declining job offers, such as delays in obtaining firm job commitments, acceptance of another job, too much travel involved

with certain jobs, and continuing education. The number of applicants declining positions varied depending on the grade levels of the positions. At the lower grade levels, one agency had declinations up to 50 percent of its job offers; as the grade levels increased, the percentage of declinations decreased.

Although the apportionment law has not accomplished its original purpose of distributing jobs proportionately on the basis of population, the nationwide competitive examination system facilitates considering qualified applicants from all parts of the country. In addition, rotating agency personnel and decentralizing the agencies insures that the points of views of the different geographic areas of the Nation are represented at the national level. In 1883, residents of the Washington area had an advantage in competing for jobs in the Capital. Now, however, there is far better access to headquarters jobs through the nationwide examining system CSC administrators. Anyone today, regardless of their place of residence or place of examination, desirous of coming to Washington to work in the national headquarters of the Government can readily compete in examinations leading to such employment.

Comparable representation of States and territories is also being achieved by the rotation policies of many Government agencies, open lines of communication, and the increased mobility of the population. Many Federal appointees are hired in a regional office and later transferred to the headquarters office in Washington. This provides an influx of ideas and various points of view into governmental affairs at the national level. In addition to the personnel transfers which are frequently made, our modern system of communications allows for a more rapid exchange of ideas between headquarters and regional offices. Visits between the offices in conducting Government business also cause the regional offices and the headquarters offices to be in frequent contact with each other.

CHAPTER 4

CONCLUSIONS, AGENCY COMMENTS, AND

MATTERS FOR CONSIDERATION BY THE CONGRESS

CONCLUSIONS

We believe the apportionment requirement should be eliminated so that agencies and departments will no longer be required to comply with a requirement that has outlived its usefulness. Even to the small percentage of appointments to which apportionment was applied, comparable representation has not resulted. The nationwide competitive examinations and rotation policies of agencies, to a large extent, have probably served the original purpose of the apportionment requirement.

We are making no recommendations to the Civil Service Commission since proposed legislation has been introduced to eliminate the apportionment requirement.

AGENCY COMMENTS

CSC said (see app. III) that our report provides comprehensive and well-reasoned support to the conclusion that apportionment has "outlived its usefulness." It shares our belief that apportionment is a requirement that should be eliminated.

CSC has long held that the apportionment requirement is outmoded, ineffective, and cumbersome to administer. The most objectionable aspects of apportionment, in CSC's view, are its adverse effects on the merit system and the achievement of equal employment opportunity objectives.

From a merit standpoint, the problem is that apportionment is based on quotas that do not take into consideration the relative qualifications of applicants in the examinations. It is possible for a marginally qualified applicant from a State in arrears of its quota to rank far ahead of an extremely well-qualified applicant from a State in excess. The equal employment opportunity problem arises primarily from the fact that veterans are exempt from the requirement. For this reason, women have had to bear more than their fair share of the burden of apportionment.

Thus, CSC believes that apportionment, enacted to meet the needs of a markedly different period in civil service history, has no place in a modern merit system.

All 15 of the departments and agencies we requested position statements from were in favor of eliminating the apportionment requirement because it (1) is not in keeping with merit principles, as it operates to cause less qualified candidates to be certified ahead of those who may be better qualified, (2) is cumbersome to administer, time consuming, and archaic, (3) has outlived its usefulness to the Federal civil service, (4) reflects adversely on the image and character of the Federal service, and (5) has placed an additional burden on both applicants and agencies without any commensurate results. At least two agencies indicated that, although the apportionment requirement has not been a problem in that they rarely have to contend with it, they would, nevertheless, support its elimination.

CSC and all 15 of the departments and agencies indicated that the cost of administering the apportionment requirement was minimal. Actual cost data was not available, but seven departments and agencies and CSC did provide us with cost estimates which ranged from \$450 to \$13,000 per year. The other departments and agencies did not make estimates.

MATTERS FOR CONSIDERATION
BY THE CONGRESS

We are issuing this report to the Congress to assist it in considering the legislation which has been introduced to repeal the apportionment requirement. We recommend that the Congress act favorably upon this legislation.

93d CONGRESS
1st Session**H. R. 8972***BEST DOCUMENT AVAILABLE*

IN THE HOUSE OF REPRESENTATIVES

JUNE 26, 1973

Mr. BROYHILL of Virginia introduced the following bill; which was referred to the Committee on Post Office and Civil Service

A BILL

To repeal section 3306 of title 5, United States Code, to eliminate the requirement of apportionment of appointments in the departmental service in the District of Columbia.

1 *Be it enacted by the Senate and House of Representa-*
 2 *tives of the United States of America in Congress assembled,*
 3 That (a) section 3306 of title 5, United States Code, relating
 4 to apportionment of appointments in the departmental serv-
 5 ice in the District of Columbia among the States, territories,
 6 possessions, and the District of Columbia on the basis of
 7 population as determined at the last census, is repealed.

8 (b) The table of sections of subchapter I of chapter 33
 9 of title 5, United States Code, is amended by striking out the
 10 following:

“3306. Competitive service; departmental service; apportionment.”.

I

1 (c) Section 3302 of title 5, United States Code, is
2 amended by striking out "3306 (a) (1),".

93^d CONGRESS
1ST SESSION

H. R. 8972

A BILL

To repeal section 3306 of title 5, United States Code, to eliminate the requirement of appointment of appointments in the departmental service in the District of Columbia.

By Mr. BROVIRL of Virginia

JUNE 26, 1973

Referred to the Committee on Post Office and Civil Service

BEST DOCUMENT AVAILABLE

§ 3306. Competitive service; departmental service; apportionment.

(a) (1) The President may prescribe rules which shall provide, as nearly as conditions of good administration warrant, that appointments in the departmental service in the District of Columbia be apportioned among the States, territories and possessions of the United States, and the District of Columbia on the basis of population as ascertained at the last census.

(2) Paragraph (1) of this subsection does not apply to a preference eligible, but he may be required to furnish evidence of residence and domicile.

(b) An application for examination for appointment in the departmental service in the District of Columbia shall be accompanied by—

(1) a certificate under the seal of an official of the county and State of which the applicant claims to be a resident, that the applicant was a legal or voting resident of the State when he made the application and had been for at least 1 year before making the application; or

(2) a statement of the applicant under oath setting forth his legal or voting residence for 1 year before making the application, accompanied by letters from three reputable citizens of the State in which residence is claimed corroborating the statement.

This subsection does not apply to an employee serving in the competitive service with competitive status who seeks promotion or appointment to another position. (Pub. L. 89-554, Sept. 6, 1966, 80 Stat. 419.)

HISTORICAL AND REVISION NOTES

<i>Derivation</i>	<i>U.S. Code</i>	<i>Revised Statutes and Statutes at Large</i>
(a) (1)	5 U.S.C. 633 (2)3 1st sentence).	Jan. 16, 1883, ch. 27, § 2(2)3 (1st sentence), 22 Stat. 404.
(a) (2)	5 U.S.C. 855 (so much as relates to apportionment).	June 27, 1944, ch. 287, § 6 (so much as relates to apportionment), 58 Stat. 389.
(b)	5 U.S.C. 633 (2)3 (less 1st sentence).	Jan. 16, 1883, ch. 27, § 2(2)3 (less 1st sentence), 22 Stat. 404. Oct. 28, 1949, ch. 778, § 1, 63 Stat. 950. June 14, 1950, ch. 238, 64 Stat. 213.

In subsection (a) (1), the authority of the President to prescribe rules is added on authority of former section 633(1), which is carried into section 3302.

In subsection (b) (1), the word "official" is substituted for "officer" in view of the restrictive definition of "officer" in section 2104.

Standard changes are made to conform with the definitions applicable and the style of this title as outlined in the preface to the report.

SECTION REFERRED TO IN OTHER SECTIONS

This section is referred to in section 3302 of this title.

SECTION REFERRED TO IN D.C. CODE

This section is referred to in sections 31-1603, 31-1623 of the District of Columbia Code.



UNITED STATES CIVIL SERVICE COMMISSION

IN REPLY PLEASE REFER TO

WASHINGTON, D.C. 20415

September 26, 1973

YOUR REFERENCE

Mr. Forrest R. Browne
Director, Federal Personnel and
Compensation Division
United States General Accounting Office
Washington, D.C. 20548

Dear Mr. Browne:

Thank you for giving us the opportunity to review and comment on the final draft of your report to the Congress on apportionment. We are impressed with the content and quality of the report and the comprehensive, well-reasoned statement supporting your conclusion that apportionment has "outlived its usefulness."

The Commission has long held that the apportionment requirement is outmoded, ineffective, and cumbersome to administer. For these reasons alone, repeal of the requirement is amply justified. However, the most objectionable aspects of apportionment, in our view, are its adverse effects on the merit system and on the achievement of equal employment opportunity objectives.

From a merit systems standpoint, the problem is that apportionment is based on quotas that do not take into consideration the relative qualifications of applicants in our examinations. Thus it is possible for a marginally qualified candidate from a State in arrears of its quota to rank far ahead of an extremely well-qualified applicant from a State in excess. The equal employment opportunity problem arises primarily from the fact that veterans are exempt from the requirement. For this reason, women have had to bear more than their fair share of the burden of apportionment.

We do not believe that this requirement, enacted to meet the needs of a markedly different period in our civil service history, has any place in a modern, streamlined appointment system, the keystone of which is merit. We share your belief that it is a requirement that should be eliminated and we are pleased to have this opportunity to join with the General Accounting Office in the effort to achieve this end.

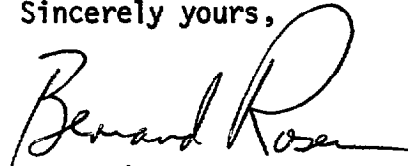
THE MERIT SYSTEM—A GOOD INVESTMENT IN GOOD GOVERNMENT

We have made a few suggested comments on the enclosed copy of the draft you sent us. We hope you will find them helpful. Should you have any questions concerning any of these comments, or any other aspect of apportionment, please feel free to call Mr. Stanley Berg, Director of the Office of Staffing Policies of our Bureau of Recruiting and Examining. He can be reached on 632-6817.

Again, we appreciate your courtesy and interest in this matter.

By direction of the Commission:

Sincerely yours,

A handwritten signature in cursive script that reads "Bernard Rosen". The signature is written in dark ink and is positioned above the printed name and title.

Bernard Rosen
Executive Director

Enclosure

APPENDIX IV

DEPARTMENTS AND AGENCIES IN FAVOR OF
ELIMINATING THE APPORTIONMENT REQUIREMENT (note a)

Department of Commerce

Department of Defense

Department of Health, Education, and Welfare

Department of Housing and Urban Development

Department of the Interior

Department of Justice

Department of Labor

Department of State

Department of Transportation

Department of the Treasury

General Services Administration

National Aeronautics and Space Administration

Small Business Administration

Veterans Administration

^a GAO contacted only these agencies.

PRINCIPAL OFFICIALS OF
THE CIVIL SERVICE COMMISSION
RESPONSIBLE FOR ADMINISTRATION OF ACTIVITIES
DISCUSSED IN THIS REPORT

	<u>Tenure of office</u>	
	<u>From</u>	<u>To</u>
COMMISSIONERS:		
Robert E. Hampton, Chairman	Jan. 1969	Present
L. J. Andolsek	Apr. 1963	Present
Jayne B. Spain, Vice Chairman	June 1971	Present
EXECUTIVE DIRECTOR:		
Bernard Rosen	June 1971	Present
DIRECTOR, BUREAU OF RECRUITING AND EXAMINING:		
Ziv Remez	June 1971	Present

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