## dCCOMEMT RESOAB

05691 - [B1166112] (Restriceed) Released
[ Heorganization Impact on the executive office of the
President ]. GGD-7b-63; B-191694. April 21. 197月. 7 pp. 6 enclosures ( 9 pp.).

Report to Rep. George H. Bahon, House conaittee on Appropriations: Hep. E. A. Cederberg: Rep. Ton Steed; Rep. Clarence E. Miller: by Bobert f. Keller, Acting Conftrcller General.

Contact: General Government Div. Budqet function: General Government: Executive Direction and Managenent (802).
orqanization Concerned: Executive office of the President. Congressional Relevance: House connittee on Affropriations. Rep. George H. Mahon; Rep. B. A. Cederterg; Rep. Ton Steed; Rep. Clarence E. Miller.
Authority: Reorganization Plan No. 1 of 1977.
The iapact of Reorganization flan Mo. 1 of 1977 on the funds; functions, and personnel of the Bxecutive office cf the President was examined. As of March 1978, there vere 14 units in the Executive office instead of the 21 that exietad in eariz 1977 and the 19 that vere in effect when the plan was sent to Congress. Full-tiae permanent positicnsare teing reduced by 244, 9 less than needed to meet the goal of 1.459. This reduction is to be made ky abolishing 188 rositions . transferring 56 positions to ageucies cutside the gyecutive office, and through attrition. Transfers totaled 196 perianent positions and 185 personnel. of these, 32 fositions and 23 personiel were moved out of the Executive Cffice. Appropriated funds of $\$ 4.8$ aillion have been transferred, with $\$ 0.9$ Eillion reallocated to agencies outside the Executive Office. The Beorqanization plan did not cover nonferaanent positions (detailees fron other agencies and part-tine exployefs), tut 16 part-tine eaployees have novad within the Exective office. (RRS)

B-191694

The Honorable George $H$. MaCon
The Honorable E. A. Cederberg
The Honorable Tom Steed
The Honorable Clarence E. Miller
Committee on Appropriations
House of Representatives
We have scheduled the impact of Reorganization Plat. No. 1 of 1977 on the funds, functions, and personnel of the Executive office of the president as requested by the Committee's letter of March 20, 1978.

More changes are likely, but those planned or made as of March 1978 were:

- There were 14 units in the Executive office instead of the 21 that existed in early 1977 and the 19 when the plan was sent to the Congress.
--Full-time permanent positions are being reduced by 244--9 less than needed to meet the plan's goal of 1,459 . The reduction is to be made by abolishing 188 positions and transferring 56 positions to agencies outside the Executive office. personnel reductions are being made through attrition. Additionally, 180 permanent positions are to be transferred between the units ir the Executive Office.
--Transfers, both within and outside the Executive Office, for which we were able to obtain authorizing documents total 196 permanent positions and 185 personnel. Of these, 32 positions and 23 personnel were moved out of the Executive office. Twenty-five other personnel apparently transferred out of the Executive office between September 30 , 1977, and February 28, 1978; however, we were unable to document who they were or where they went.
--Appropriated funds of $\$ 4.8$ million have been cransferred. A total of $\$ 0.9$ million was reallocated to agencies outside the Executive Office. The rest was reallocated among the units within the Executive Office.
--The reorganization plan did not cover nonpermanent positions (detailees from other agencies and part-time employees). Sixteen part-time employees have moved within the Executive Office.

These actions are discussed more full: in the following sections of this letter. The infurmation was obtained largely from the Office of Management and Budget ( $O M E$ ) which was designated by the white Pouse as our focal por.. for this review and whose cooperation was a major factor in the timely completion of our work.

## EXecutive office of taE

EPESIDENT RECRGANIZATION
The reorganization plan was submitted to the congress on July 15, 1977, and became effective c 1 October 15, 1977. Under the olan the Executive office was Intended to become more efficient and responsive through
--a reduction in the number of units from 17 , when the plan was submitted to Congress, to 12 and
--a reduction in the number of full-time staff positions from 1,712 to 1,459 .

## REDUCTION OF UNITS

Before reorganization there were 21 units in the Executive office. There were 14 as of March 1978. Two of the 21 units (Foreign Intelligence Advisory Board and the Economic Policy Board) were abolisted erior to the plan. Thus, 19 units existed when the plan was sent to the Congress-ralthough the olan identified only 17. One missing unit was the Executive Residence which is not shown on any organization chart but which is a unit for budget purdoses and which is included in the reorganization's staffing goal. The other--the Vice President's official residence--is also an Executive Office unit for budcet purposes; however, it is not included in the olan's staffing goals recause the U.S. Navy provides the staffing.

Enclosure I lists the units in the Executive Office, including the office of Administration created by the olan, and shows which were included in the U.S. budgets for 9978 and 1979 and which remair after reoraanizatior. Thirteen of the 14 remaining Executive office units were included in the fiscal year 1979 budget request; the renaining unit--rntelligence Oversight Board--receives funding and siaffing from the white House office.

Excluding the Executive Residence and the Vice president's Official Residence--the reorganization plan's goal of 12 units has been achieved.

HOW POSITIONS AND PERSONNEE
$\bar{A} \bar{R} \bar{E} T \bar{O} B E D \bar{U} C E D$
Reduction in full-time permanent positions

The reorganization plan called for 1,459 full-time permanent positions. It did not mention detailees from other agencies or part-time employees. The fiscal year 1979 budget requests 1,468 positions, a reduction of 244 positions, but 9 more than the plan. The 9 positions are in the Domestic Policy Staff (2); OMB (5); and Office of Science and Technology (2). To meet the budgeted figure, 188 positicns are to be abolished and 56 transferred to other executive agencies. Enclosure II details the planned changes in permanent positions.

As of March 1978,32 of the 56 positions had been transferred. Enclosure III shows the losing unit, the recipient agency and the grade of the position transferred. Of the 188 positions to be abolished, 136 had been abolished as of February 28, 1978. OME officinls said that no emoloyees have lost or will lose jobs because of the reorganization. The following table shows the means by which the 188 nositions were to be abolished.
$\frac{\text { Positions }}{\text { Abolished } \quad \text { abolished }}$

Accomolished by:
Executive Order 2
Allowing statutory authority to lapse 21
Reducing authorized ceiling Total

115


## Reduction in peocie

There were 84 fewer people in full-time vermanent posㄷitions as of february 28,1978 , than a yea: ago, but still 42 in excess of :s clan. The following schedule compares the Executivu iffice staffing about 6 months before the plan: s aporoval with staffina about 5 menths after approval. ..

| Number on-board |  |  |
| :---: | :---: | :---: |
| $3731777-\frac{2728778}{}$ | Difference | plan |


| Fulj-time permanent employees | 1,585 | 1,501 | -84 | 1,459 |
| :---: | :---: | :---: | :---: | :---: |
| Detailees | 300 | 305 | + 5 | N/A |
| Others | 270 | - 301 | $\pm \underline{1}$ | N/A |
| Total | 2,155 | 2,107 | -48 |  |

As noted previously, detailees from other agencies and part-timers were not covered by the reorganization plan. The number of detailees and part-timers on board at specific coints in time is not particularly meaningful in measuring the extent these types of employees are utilized, because their number is apt to vary considerably during any given oeriod.

Enclosure $V$ details the staffing of each organizational unit in the Executive Office.

## POSITIONS, PEOPLE, AND

## FUNOS TRANSFERRED

To reach the full-time fermanent cosition goal in the 1979 budget for each unit remaining after reorganization, 236 transfers are planned--56 out of the Executive cffice and 180 within the cffice. OMB-supplied documents show that 196 oositions and 185 ceople had been transferred as of March 31, 1978, as follows:

| within | Out of |  |
| :---: | :---: | :---: |
| Executive | Executive |  |
| Cffice | Cffice | Total |

## Positiuns

| Transfers planned Less: Transfers made | $\begin{array}{r} 180 \\ 164 \\ \hline \end{array}$ | 56 32 | 236 196 |
| :---: | :---: | :---: | :---: |
| Transfers to be made | 16 | 24 | 40 |
| People |  |  |  |
| Transfers made | 162 | $\underline{23}$ | 185 |

In adijtion, 16 nonpermanent (part-time, temporary) positions and peoplc were transferred within the Executive office.

The laroest transfer involves the newly created office of Administration which is ultimately to receive 168 full-time permanent cositions--92 from OME, 72 from the white House Office and 4 from other units. The 168 oositions are 19 greater than the plan's goal of 149. OMB officials said that of the 19 positions, 16 would te reduced through attrition and $j$ abolished. The office of Administration received all 162 permanent and 16 nondermanent people transferred to date.

The 32 Dositions and 23 ceoole transferred out of the Executive Office were to:

Positions

| 8 | 1 |
| ---: | ---: |
| 15 | 14 |
| 3 | 3 |
| -6 | 5 |
| -22 | 23 | =

People

Environmental Protection Agency
Department of Commerce General Services

Administration 3
Civil Service Commission
Total

The total annual salary costs of the employees transferred (including the 16 nonpermanent staff) are shown below.

|  | Transfers | Peoole | Annual Salary |
| :---: | :---: | :---: | :---: |
| Within | Executive office | 178 | \$2,850,582.60 |
| Out of | Executive Office | 23 | 671,749.00 |
| Tot |  | 201 | \$3,522,131.60 |

A total of $\$ 4.8$ million has baen reallocated because of reorganization-- $\$ 3.9$ million within the Executive office and \$0.9 million to other agencies. The office of Administration received about $\$ 2.9 \mathrm{million}$ from OMB and $\$ 1$ million from the White Hcuse Office.

OMB officials told us there had been no transfer of oositions or funds into the Fxecutive office as a result of the reorganization.

A verification of all Executive Otfice dersonnel changes by name and position would require a time-consuming reconstruction of pavroll records and personnel rosters for variuus periods of time. CMB dis not have that data nor could it be readily assembled. For example, based on OMB-supolied data, between seotember 1977 and february 1978, 48 full-time permanent emolcyees left the executive office. Yet oms could crovide the names of only 23, leaving unaccounted at least 25. Therefore, an exart accounting for personnel chanaes was not possible.

Detailed information on the impact of reorganization on each Executive office unit is contained in the following enclosures:

Enclosure I

Enclosure II

Enclosure III

Number of Executive Office units Before/After Peorganization and Extent Included in U.S. Eudget for 1978 and 1979

Rlanned Reduction in Executive Office Full-Time Permanent Positions

Details of Funds, Functions, and Personnel Transfers Among Executive Office units

Enclosure IV

Enclosure $V$
summary of personnel Transferred Within the Executive Office and to Other Agencies

Comparison of Executive Office Staffing March 1977 and February 1978

Because of time constraints, we did not obtain written comments on this report. We did, however, discuss it with Cm. 3 officials who generally concurred with our analysis.

We are sending this report to all those who have signed the Committee's request. As arranged with your office, we will also make unrestricted distribution of this report 30 days from the date of this letter or earlier if publicly released by the committee. We are, of course, available to discuss in detail the information provided.

aether comptroller General of the United states

Enclosures - 5


| FOR 2978 and 1970 |  |  |  |  |
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ENCLOSURE III
Page 4
ENCLOSURE
III

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| $\cdots$ - 17 | 1 | 19,302.40 | - | - | 1 | 19,362.40 |
| M-15 | 1 | 11,200.00 | - | - | 2 | 18,200.90 |
| [7-14 | 1 | 17,639.40 |  | - | 1 | 17,633.40 |
| N-13 | 3 | 51,355.20 | - | - | 3 | 51,355.20 |
| 4T-38 | 1 | 14,414.40 |  |  |  | 14.414.40 |
| 4-06 | 1 | 12,064.00 | - |  | $\frac{1}{1}$ | 12.064.00 |
| - 06 | 1 | 16,099.20 | - |  | ! | 16,099.20 |
| - | 5 | 65,268.80 | - | - | 5 | 66,263.30 |
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| moea ${ }^{\text {a }}$ | 178 | 52,850,382.50 | 23 | \$571.749.00 | 201 | \$3.522.:31.60 |
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