

50

U. S. DEPARTMENT OF TRANSPORTATION
OFFICE OF THE SECRETARY
WASHINGTON, D. C. 20590

TESTIMONY BY ALAN S. BOYD, SECRETARY OF TRANSPORTATION,
PREPARED FOR DELIVERY BEFORE THE SENATE POST OFFICE AND CIVIL
SERVICE COMMITTEE, ROOM 6202 NEW SENATE OFFICE BUILDING,
9:15 A.M., MARCH 6, 1968.

Mr. Chairman and Members of the Committee:

I appreciate being given an opportunity to present
to the Committee the requirements of the Department of
Transportation for additional GS-16, 17 and 18 positions.

As you know, the Department of Transportation came
into being on April 1, 1967. For the past several months
we have been engaged in defining and establishing an
organization which we hope will accomplish the mission and
objectives established by enactment of Public Law 89-670.

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I think it is important to recognize that the Department of Transportation was not created to accomplish the diminution or abolition of those organizations brought into the Department. PL 89-670 served to create a new point of leadership to guide, direct and coordinate the concerted efforts of both the previously established and the newly created administrations. The new Department has placed heavy reliance on the established organizations transferred to it to furnish the talent and know-how needed to get the new Department into operation. This has been done in part by detailing key people from the established organizations to new elements of the Department. There have been hardships to the administrations due to the shifting or prolonged detail of key employees. In many instances, the lack of quota supergrade positions have forced the use of details where a formal transfer is appropriate. Also, several positions which we feel are properly in the supergrade area have been filled on an interim basis at the GS-15 level. The sole reason for these undesirable expedients is the shortage of supergrades. However, a spirit of teamwork continues to prevail and all organizations have been most cooperative in this regard.

While I am on the subject of the operating administrations, let me emphasize that they have all been delegated the maximum authority consistent with the purposes of the Department so that they can continue to operate and improve their established programs. The administrations are also attempting to cope with many new activities and projects which impose an additional need for key talent on them. Among the examples of programs which are of recent origin are:

- the Supersonic Transport Development Program (FAA);
- the Merchant Vessel Documentation Program (CG);
- the Highway and Motor Vehicle Safety Program (FHWA);
- the improvement of highway efficiency (FHWA);
- the Development of High Speed Ground Transportation (FRA).

Consequently, the on-going work in the previously established organizations has generated a need for 34 additional quota supergrade positions in addition to the new requirements arising out of the creation of the Department.

The Department's primary and most urgent needs for additional supergrade positions stem from the number of new organizations brought into existence by the DOT Act. Not only must we staff a new Office of the Secretary, but we must also provide for the Federal Highway Administrator and his staff offices; the Federal Railroad Administrator and his staff offices; and the National Transportation Safety Board. All of these organizational entities were created by the Department of Transportation Act.

The new organizations had transferred to them 30 quota and 14 non-quota supergrade positions. The additional supergrade needs of the new organizations have been subjected to searching management scrutiny. These projections have been trimmed wherever possible and particularly in those areas where program activity is expected to build slowly. I, therefore, believe that the additional requirement for 75 quota supergrade positions is the minimum number which will enable us to staff the new elements of the Department to accomplish their missions. But, you should be aware that the 75 positions do not overcome the accumulated supergrade deficiencies in the established organizations such as the Federal Aviation Administration.

I am including two charts with this statement; these serve to summarize some of the points just covered. The first chart shows the number of quota supergrade positions transferred into the Department on April 1, 1967; the number acquired from the Civil Service Commission since that date; and our estimate as to the total additional quota positions required in the Department. These additional requirements are shown so as to reflect the specific numbers needed in the new elements, that is, the Office of the Secretary, the Federal Highway Administration, the Federal Railroad Administration and the National Transportation Safety Board. The second chart reflects the current operational components of the Department showing the department or agency from which certain elements were transferred, and also indicating which components are new organizations.

What we need to know now is what can we count on as the number of allowable high grade positions for our Department. The Civil Service Commission advised us on January 18 that they could not possibly find any additional quota spaces for our use under any circumstances.

We need to be able to complete our organization, to make positive offers to the people we need for key positions, and to act on cases now involving details or other inequities. I understand that 75 quota positions for the Department are contemplated out of the increase being considered by the Committee. While, as I have indicated, this increase will not be sufficient to meet all our needs, it will permit us to cope with the most pressing and immediate staffing problems in the Department. It is for this reason that the Department of Transportation is particularly interested in the early enactment of the legislation which you have before you.

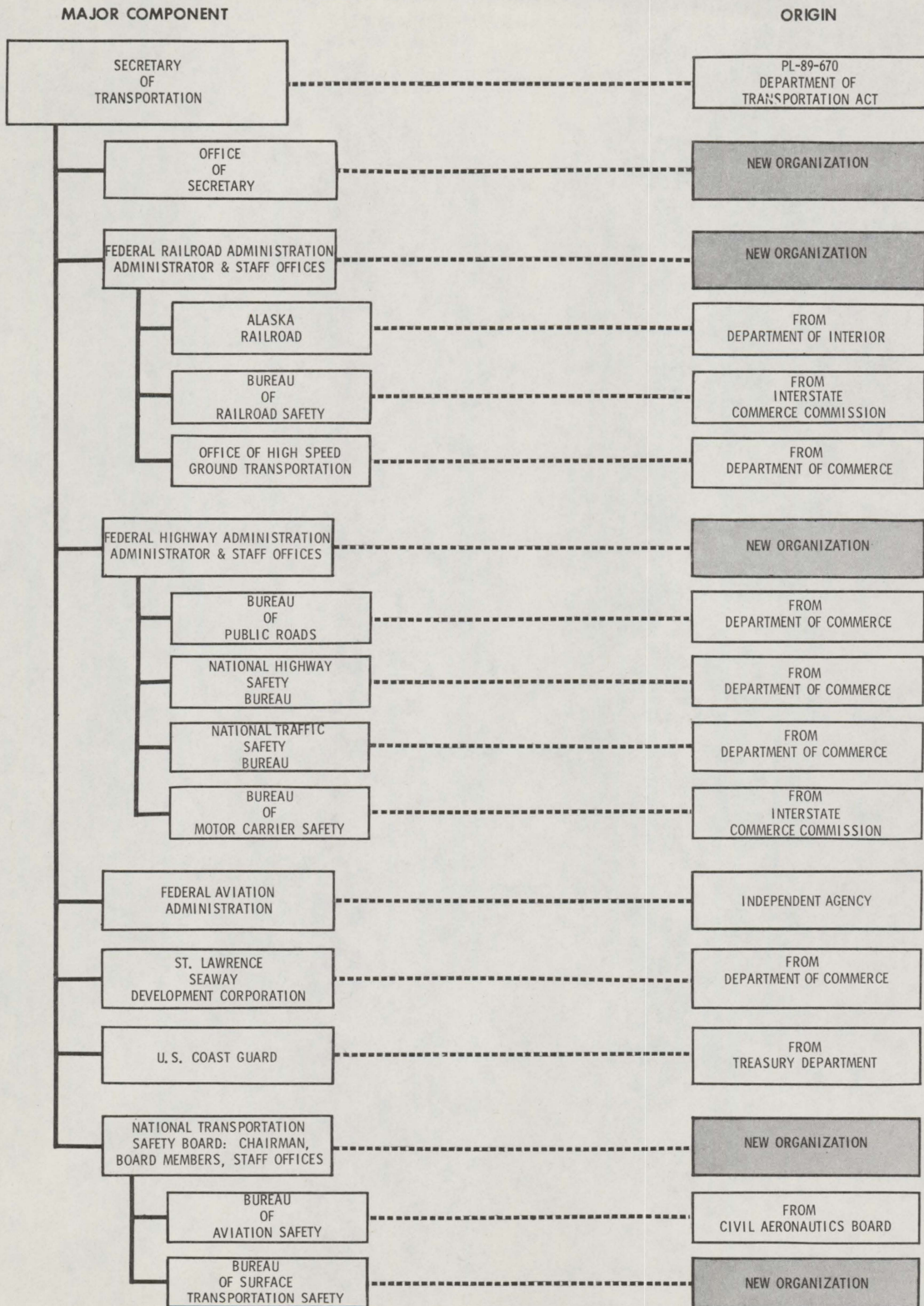
You may be interested in knowing that I have established an Executive Personnel Board for the Department, chaired by the Under Secretary, and composed of top level managers, including the heads of operating administrations.

This Board reviews every proposed position and candidate and presents recommendations to me before cases involving GS-16, 17 or 18 positions are submitted to the Civil Service Commission for consideration. The purpose of this formal review machinery, which has been in operation for about six months, is to give me assurances as to the need for supergrade positions, to the validity of proposed salary levels, and the qualifications of candidates. The Board is provided technical support by personnel and manpower specialists.

Mr. Chairman, we are prepared to answer any questions which the Committee may have concerning our supergrade requirements or any other aspects of the Department's administration which may be useful in your legislative deliberations.

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DEPARTMENT OF TRANSPORTATION ORIGIN OF MAJOR COMPONENTS



6x(5)

DEPARTMENT OF TRANSPORTATION - QUOTA SUPERGRADES

ORGANIZATION	TRANSFER OF FUNCTION 4/1/67	REC'D FROM CSC 4/1/67 - 2/23/68	TRANSFER FROM WITHIN DOT	TOTAL	UNMET NEEDS	PROPOSED TOTAL
OFFICE OF THE SECRETARY	(From Commerce) 6*	19	+1	26	44	70
NATIONAL TRANSPORTATION SAFETY BOARD	(From CAB) 4*	4	0	8	1	9
FEDERAL AVIATION ADMINISTRATION	(From FAA) 107	0	0	107	33	140
FEDERAL HIGHWAY ADMINISTRATION	(From Commerce) 16* (From BPR) 29 (From ICC) 1* <u>46</u>	2	0	48	12	60
FEDERAL RAILROAD ADMINISTRATION	(From Commerce) 2* (From ICC) 1* <u>3</u>	22	0	5	9	14
U. S. COAST GUARD	(From CG) Treasury 2	0	0	2	1	3
ST. LAWRENCE SEAWAY DEVELOPMENT CORPORATION	(From SLS) 2	0	-1**	1	1	2
TOTAL	170	27	0	197	101	298

* The 30 Positions Transferred to New Organizations

** Space Transferred to OST

2/28/68