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INFORMATION SHEET ON PERSONNEL STRUCTURE OF THE CORPORATION

In an effort to streamline the bureaucracy and "reinvent government" through a flexible and accountable structure, the President has proposed a new Corporation for National Service, combining the existing ACTION agency and Commission on National and Community Service. The structural goals of the new Corporation are:

- to use the best management principles of the private sector while providing the kind of accountability expected of a government entity;
- to attract the best people from two existing agencies and elsewhere, including the private sector, and place them in the positions for which they are most qualified;
- to treat fairly and reasonably current employees of the two agencies, as well as new employees of the Corporation.

To achieve these goals, the new Corporation, as amended by the substitute, does the following:

- allows for employment decisions based on merit standards and competitive selection;
- allows for a flexible structure so functions of the two existing agencies may be combined when efficient and the staff reorganized if appropriate;
- creates a merit pay system;
- provides employee grievance procedures as authorized under Title V of the Civil Service Act;
- makes employees of the Corporation eligible for federal health benefits and Civil Service retirement on the same basis as other federal employees and allows them to count service at the Corporation towards years of service for purposes of future competition for civil service positions; and
- provides for the leadership of the Corporation to be appointed by and accountable to the President and to Congress.

The President's proposal allows for the following additional provisions with respect to ACTION personnel:

- for at least one year following date of enactment, all ACTION employees will have job protection;

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