# Ronald Reagan Presidential Library Digital Library Collections

This is a PDF of a folder from our textual collections.

Collection: Wilson, D. Edward, Jr.: Files, 1981-1984

**SERIES:** IV: PRESIDENT'S PRIVATE SECTOR SURVEY ON COST CONTROL (GRACE COMMISSION)

Subseries: D: Task Force Reports

**Folder Title:** PPSSCC – A Report to the President,

01/15/1984, Volume II of II (5 of 6)

**Box:** OA 9720

To see more digitized collections visit: <a href="https://www.reaganlibrary.gov/archives/digitized-textual-material">https://www.reaganlibrary.gov/archives/digitized-textual-material</a>

To see all Ronald Reagan Presidential Library Inventories, visit: <a href="https://www.reaganlibrary.gov/archives/white-house-inventories">https://www.reaganlibrary.gov/archives/white-house-inventories</a>

Contact a reference archivist at: reagan.library@nara.gov

Citation Guidelines: <a href="https://reaganlibrary.gov/archives/research-support/citation-guide">https://reaganlibrary.gov/archives/research-support/citation-guide</a>

National Archives Catalogue: <a href="https://catalog.archives.gov/">https://catalog.archives.gov/</a>

Last Updated: 04/10/2024

# MANAGEMENT OFFICE SELECTED ISSUES REPORT VOLUME V: ANOMALIES IN THE FEDERAL WORK ENVIRONMENT

PROJECT DIRECTOR: George S. Goldberger Assistant to the Chairman

W.R. Grace & Co.

NUMBER OF TASK FORCE MEMBERS:

11

NUMBER OF ISSUES:

NUMBER OF

RECOMMENDATIONS:

3-YEAR COST SAVINGS: \*

\*Specific anomalies, including recommendations and cost savings, are discussed in detail in individual PPSS reports and no new savings are claimed in this report.

### OVERVIEW

In examining Government operations, PPSS identified examples of mismanagement, inefficiency, and lack of coordination among departments and agencies, all of which are exacerbated by the massive size of the Federal Government. The term "anomalies" is based on a comparison between sound, commonly accepted management practices and procedures and those found in the Federal Government.

#### ISSUES AND RECOMMENDATIONS

In this report, PPSS focused on the Federal Government's need for a comprehensive and integrated strategy; an efficient and well-managed organizational structure; effective and responsive management systems; and competent, qualified, and properly motivated employees.

Management Operations -- PPSS found management operations characterized by functionally obsolescent and incompatible automated data processing (ADP) systems; an absence of cost-consciousness in building and property management; inadequate information and support systems for financial management, budgeting, planning, and evaluation; employee benefits which exceed the best of those found in the private sector; and overly complex and rigid procurement policies and procedures. For example:

Government ADP systems are so old that manufacturer maintenance is no longer possible and instead requires the use of specially trained Federal employees at an annual cost to the taxpayer of approximately \$600 million.

- o In 1982, the Federal Government had loans and guarantees outstanding of about \$791 billion, but it cannot determine how long \$35 billion in delinquent debt has been on the books; the totals in idle Federal cash held by grantees; cash balances; and total Federal funds granted to individual states and localities.
- O Under the General Service (GS) classification system in Washington, nearly one-third of all positions are misclassified with the wrong grade, occupation, or title, costing the taxpayer \$682 million annually.

Program Operations -- The Federal Government has not been able to develop accounting and data processing systems adequate to keep up with and manage the phenomenal growth of the nation's subsidized programs. Other cost savings could occur if the Government collected fees from beneficiaries of Government services, products, or benefits not shared by the general public and if certain activities were turned over to non-Federal entities, i.e., privatized. For example:

- O HUD disbursed more than \$5 million of Community Development Block Grant Program funds to the city of Boston, which in turn spent the funds for payroll and administrative expenses unrelated to HUD programs.
- o The military commissary system -- established in the 1800s to serve soldiers in frontier posts -- currently consists of 238 commissaries in the continental US, including six in such "outposts" as Washington, D.C. Privatizing commissary operations could result in \$2.4 billion in three-year savings and revenue.
- o Of the 238,000 Department of Education loans submitted before September 15, 1979, at least 55,000 lacked information on original loan amounts and dates, repayments, and Social Security numbers of the borrowers.

## IMPLEMENTATION

For many of the PPSS recommendations, implementation is within the purview of the departments and agencies; others will require action by the President and/or the Congress.

## MANAGEMENT OFFICE SELECTED ISSUES REPORT VOLUME VI: FEDERAL RETIREMENT SYSTEMS

PROJECT John J. Gish

DIRECTORS: Director, Special Projects

Business Economics Group

W.R. Grace & Co.

Henry James Lawler

Director, Corporate Plans

Monsanto Corporation

Raphael Kaminer

Senior Business Analyst PROJECT Business Economics Group

W.R. Grace & Co.

NUMBER OF

PROJECT MEMBERS:

NUMBER OF ISSUES:

NUMBER OF

RECOMMENDATIONS:

3-YEAR

COST SAVINGS: (\$ billions) \$58.1

## OVERVIEW

DEPUTY

During 1973-1982, the Federal Government paid out more than \$200 billion in pension benefits to retired civil service and military personnel. The Office of Personnel Management (OPM) and the Department of Defense (DOD) estimate that during 1983-1992, these costs will increase to \$500 billion.

Despite these massive expenditures, the Government understates its retirement costs by failing to adequately provide for future benefits. The Government's shortfall, i.e., unfunded liability, is more than a trillion dollars and has been increasing, on average, by \$94 billion annually. Ultimately, these costs will have to be borne by the taxpayer.

## ISSUES AND RECOMMENDATIONS

PPSS studied nine issues and formulated 27 recommendations which, when implemented, will result in three-year cost savings totaling \$58.1 billion.

PPSS reviewed the two largest Federal retirement systems, the Civil Service Retirement System (CSRS) and Military Retirement System (MRS), which jointly cover approximately 98 percent of all Government employees. concluded that Government retirement plans provide benefits and incur costs three to six times as great as the best private sector plans. This large differential does not fully recognize the \$1.1 trillion cost of unfunded future

Government pension liabilities. Based on full funding, CSRS and MRS are 6.1 and 8.4 times the cost of private sector plans, respectively. In its analysis, PPSS relied heavily upon two authoritative industry studies: the Bankers Trust, Corporate Pension Plan Study - A Guide for the 1980s, and the Hay-Huggins, Noncash Compensation Comparison. Attention was focused on retirement age, long-term disability provisions, benefit formulas, inflation protection, integration of Federal pension programs, and pension accounting and investment practices.

PPSS found that, in general, CSRS and MRS programs specify benefit formulas more liberal than typically found in the private sector; allow retirement, with unreduced benefits, at an earlier age than typically found in the private sector; and provide full protection against inflation.

The impact of liberal CSRS and MRS provisions can be summarized by comparing lifetime pension benefits in the public and private sectors: Assuming retirement at age 55, which is typical of the CSRS retiree, and at a preretirement salary of \$50,000, lifetime benefits paid would be \$1,085,000, or 2.7 times the pension and Social Security benefits paid to the private sector retiree. Assuming retirement at age 43 with 20 years of service, which is typical of an officer retiring under MRS, and a preretirement salary of \$50,000, lifetime benefits paid would be \$1,679,000, or 6.7 times the benefits paid to the private sector retiree (both including Social Security).

To make the Government's retirement costs comparable to those of the private sector, PPSS recommended: increasing the normal retirement age from 55 for CSRS and about 40 for MRS to age 62, reducing benefits actuarially for retirement before age 62, reducing credit granted for each year's service to levels comparable to those in the private sector, revising the benefit formula to define base earnings as the average of the highest five years of salary, and revising cost-of-living adjustments to reflect prevailing private sector practices.

#### **IMPLEMENTATION**

All PPSS recommendations concerning retirement will require Congressional approval. PPSS recommended that the Administration, through OPM, DOD, and the Office of Management and Budget, prepare the necessary legislation for Congressional approval as soon as possible so as to minimize the lead time before significant savings can be realized.

#### MANAGEMENT OFFICE SELECTED ISSUES REPORT VOLUME VII: INFORMATION GAP IN THE FEDERAL GOVERNMENT

PROJECT Richard V. Horan DIRECTORS:

President

NUMBER OF ISSUES:

Citizens Public Expenditure

NUMBER OF RECOMMENDATIONS:

Survey, Inc.

Keith S. Kendrick Assistant to the President

Chemed Corporation

3-YEAR COST SAVINGS REVENUE GENERATION:

NUMBER OF TASK FORCE

MEMBERS:

\*Note: Three-year cost savings and revenue generation total \$78.590 billion. Because they have been drawn entirely from other PPSS reports, they are not again claimed here.

### OVERALL PERSPECTIVE

When President Reagan established PPSS, he asked the private sector executives to look at the various departments and agencies as if they were candidates for a merger or takeover. In responding to this request, the private sector found that key information regarding Government services, personnel, facilities, equipment, performance, and cost often was not available and, when available, frequently was out of date, inaccurate, or incomplete. These information "gaps" made the concept of looking at the Federal Government as a merger or acquisition candidate impossible, since information necessary to make a buy or no-buy decision was not available.

"Information gap" is defined as a collapse in the communication or reception of knowledge. The "gap" extends to all types of information and permeates virtually every department and agency of the Federal Government and every functional area of operation and program management.

PPSS found that in the area of financial reporting systems, the Federal Government has over 300 separate accounting systems and does not prepare balance sheets, statements of operations, statements of changes in financial position and cash flow, and interim financial statements. Project management data, where it exists, are incomplete, inaccurate, and improperly defined for purposes of effective management.

# ISSUES AND RECOMMENDATIONS

From the private sector's acquisition analysis, it became clear that the information gap deficiency in Government is the result of a broad and systematic management failure, which may be summarized in terms of a structural leadership void and four roadblocks that halt orderly processes. The roadblocks include: (1) no focused identification of the information needed for effective management; (2) poor accuracy, timeliness, and consistency of data; (3) inadequate manual and automated systems; and (4) failure to utilize available information to support decision-making. From a structural perspective, no single person or office is coordinating the selection and flow of management information.

Closing the gaps identified in the 126 issues from other PPSS Task Force reports would lead to three-year cost savings and revenue generation of \$78.598 billion. This dollar amount duplicates savings and revenues previously reported by PPSS and is presented here to provide a perspective on the scope and significance of the problem.

Individual Task Forces recommended specific solutions to the information gaps they identified. In this report, the focus was on the development of a corrective program that would include an agency-by-agency needs assessment; collection standards in the areas of relevance, completeness, accuracy, timeliness, and consistency; a systems approach to information processing; improved utilization of data, including an assessment of agency performance and sharing of relevant data between agencies; and a structure to facilitate the information management process. Such a program is designed to provide a systematic, incremental approach that establishes an ongoing structure and process to upgrade the information that Government decision-makers have available to them.

# IMPLEMENTATION

The 14 recommendations concerning information gap are within the authority of the Executive Branch and should be implemented in conjunction with the recommendations of the PPSS Federal Management Systems Task Force which call for the establishment of an Office of Federal Management and the centralization of key management functions.

# MANAGEMENT OFFICE SELECTED ISSUES REPORT VOLUME VIII: THE COST OF CONGRESSIONAL ENCROACHMENT

PROJECT Paul Clark
Vice President
National Center for

NUMBER OF

5

Legislative Research

RECOMMENDATIONS:

NUMBER OF ISSUES:

32

NUMBER OF TASK FORCE MEMBERS:

3-YEAR COST SAVINGS: (\$ billions)

\$7.775

3-YEAR

REVENUE GENERATION:

(\$ billions) \$1.070

# OVERVIEW

PPSS acknowledged that Congress has every constitutional right to exercise its lawmaking powers, not only with respect to setting funding levels and policy guidelines for programs, but even with respect to mandating administrative procedures. It also recognized that it had no competence or desire to argue constitutional issues, and that the complexities of the Federal checks and balances system makes analogies between the public and private sector imperfect. Nonetheless, the PPSS findings demonstrate that Congress has expanded the scope of its concern for Executive Branch activities to include the most minute details of operations -- from dictating the size and style of agency wall calendars, to overruling a Treasury Department decision on a mailbox address for payments of tobacco taxes, to requiring an attorney in a Government office in Stillwater, Oklahoma.

Based on its professional private sector experience, PPSS concluded that such top level involvement with day-to-day decisions reduces operating management's effectiveness and productivity. In effect, the cost of this decrease in efficiency should be taken into account when Congress decides how far down the administrative ladder to exercise its legislative powers.

Many PPSS reports contained instances in which Congressional involvement with day-to-day program operations have delayed or prevented program management from achieving proposed efficiencies. In this regard, it is relevant to note that over 70 percent of the cost saving/revenue enhancement opportunities identified in the PPSS reports will require Congressional approval. This special report further analyzed the issue by focusing on the basic management functions that must be successfully executed by the Executive Branch if efficiency and cost-effectiveness of operations are to be attained.

# ISSUES AND RECOMMENDATIONS

PPSS studied four major management categories -- strategy, structure, systems, and people -- and identified 31 opportunities for corrective action which, when fully implemented, could result in three-year cost savings of \$7.775 billion and revenue generation of \$1.070 billion.

Among the examples of excessive Congressional involvement in Executive Branch operations identified in the report were the following:

- Over the last 20 years, numerous programs to close some of DOD's most unnecessary, inefficient, and uneconomical military bases have been blocked by the efforts of Congressmen from affected areas.
- o The 231 military commissaries across the U.S. rely on taxpayer subsidies of more than \$750 million a year, unlike the self-supporting Post Exchanges. These commissaries are not necessary at military installations in large metropolitan areas, and phasing out the subsidy would still enable patrons to purchase food at savings of 15 percent or more.
- o Under a 1981 law, the Veterans Administration must submit a detailed plan to Congress for any organizational change that will affect as few as three employees.
- o Programs to increase the use of contracting out for services rather than having them performed by Federal employees have been continually thwarted, even though using outside contractors could result in annual savings in the billions of dollars, and in many cases improve service.

To redress this situation, PPSS strongly recommended that the President be given item veto power, such as is available to the governors of 43 states. This would enable a President to separate approval of major legislation from disapproval of unrelated -- and unnecessarily costly -- elements included in a bill. Of course, Congress would still be able to exercise its Constitutional right to override that veto.

#### IMPLEMENTATION

Implementation of the corrective actions indicated above and the PPSS recommendation that the President be given the item veto will require Congressional approval.

# MANAGEMENT OFFICE SELECTED ISSUES REPORT VOLUME IX: FEDERAL HEALTH CARE COSTS

PROJECT

Joseph C. Hoffman Special Consultant on the NUMBER OF ISSUES:

DIRECTORS:

Health Care Industry W.R. Grace & Co.

NUMBER OF

RECOMMENDATIONS:

Anthony J. Mangiaracina Executive Vice President,

3-YEAR

General Development Group

COST SAVINGS: \$28.9

W.R. Grace & Co.

(\$ billions)

NUMBER OF TASK FORCE MEMBERS:

1

### OVERVIEW

Total U.S. health care expenditures grew from \$41.7 billion in 1965 to \$322.4 billion in 1982, or by 12.8 percent per year, about 40 percent faster than the overall economic growth rate of 9.2 percent in total Gross National Product (GNP). Health care costs have absorbed a larger and larger portion of total GNP, increasing from 4.4 percent in 1950 to 6.0 percent in 1965 and 10.5 percent in 1982.

Present Government financing arrangements tie Government expenditures to a dynamic growth industry, since Federal, state, and local governments pay for a substantial share of total health care costs. In 1982, tax levy funds financed 42.4 percent of the country's total health care bill (Federal Government, 28.9 percent; and state and local governments, 13.5 percent). From a base of \$5.5 billion in 1965, Federal expenditures on health care increased to \$93.1 billion by 1982, up by 18.1 percent per year.

PPSS concluded that linking Federal spending and health care expenditures under the present reimbursement financing arrangements is undesirable. Specifically the current system raises several key long-term issues, including what can be done to address the fiscal problems caused by rapid growth in health care spending and how Federal budget problems can be addressed without destroying the fundamental economic and technological advances which underlie the growth in health care expenditures.

### ISSUES AND RECOMMENDATIONS

PPSS formulated five recommendations which, when implemented, would result in three-year cost savings of \$28.9 billion. An additional \$16.2 billion in three-year cost savings were identified in other PPSS reports dealing with health care expenditures. Based on its findings and conclusions, PPSS sought to develop recommendations that would generate savings from long-term reforms of Federal health care financing and reimbursement systems, so as to reduce Federal expenditures on health care and improve the overall efficiency and quality of the health care delivery system.

Specifically, PPSS recommended establishing a fiscally acceptable limitation on total Federal health care expenditures. This fiscal "cap" would be such that Federal expenditures on all health care programs would be restricted to increases no greater than the overall rate of growth in the U.S. economy, i.e., by approximately 8 to 10 percent per year. In addition, expenditures would be based on per capita spending rates for the population served by each program and would be structured to prevent year-to-year reductions in real per capita expenditure levels for program population groups.

PPSS further proposed geographic allocation of expenditures based on the number of persons served by Medicare and Medicaid in each region. Designation of the geographic areas would be based on the current health care catchment areas, i.e., the local markets including the health care facilities and providers used by a majority of the residents, with some allowance for major regional differences in per capita health care costs resulting from climate or other environment variations, as well as basic economic factors, such as regional differences in the cost of living and the scale of health care facilities serving each broad geographic area. However, it is PPSS's intention to reduce as much as possible the extent to which Government agencies must make regulatory decisions affecting differences in regional health care spending.

PPSS further recommended that the Federal Government invite competitive bids from the private sector and state and local health care systems to provide services to its beneficiaries. Privatization of these services would mean the interposition of an intermediary which would assume the financial and managerial responsibilities for ensuring that the Medicare and Medicaid services are covered at a cost to the Federal Government (and the beneficiaries) no greater than the contractually agreed expenditure levels. In most

cases, this would not represent a change in the actual health care provider.

Finally, PPSS recommended the institutionalization of consumer choice. Bidders would be free to submit plans with premimum costs which are more than the maximum per capita amount which the Federal Government will finance. Consumers, in turn, would be free to choose these more costly plans, provided they pay the excess of premium costs over the Government allowance. In addition, there would be periodic enrollment periods when enrollees would be given the opportunity to change their form of coverage.

### IMPLEMENTATION

Implementation of the above PPSS recommendations will require Congressional approval.

# MANAGEMENT OFFICE SELECTED ISSUES REPORT VOLUME X: OPPORTUNITIES BEYOND PPSSCC

PROJECT George S. Goldberger
DIRECTOR: Assistant to the Chairman

18

W. R. Grace & Co. NUMBER

NUMBER OF RECOMMENDATIONS: 12

11

NUMBER OF ISSUES:

NUMBER OF TASK FORCE

3-YEAR COST SAVINGS:

(\$ billions) \$15.947

### OVERVIEW

MEMBERS:

Inherent in a volunteer project such as PPSS are time constraints and personnel limitations which would preclude a comprehensive study of any organization, particularly one as large and as complex as the Federal Government.

Accordingly, there were many opportunities for cost savings or revenue enhancements that were only partially developed by PPSS and other areas which were not investigated at all. The purpose of this report is to illustrate that the savings opportunities identified by PPSS, although substantial, represent only a small part of the potential savings available across the Federal Government.

## EXTRAPOLATED SAVINGS OPPORTUNITIES

Many of the savings opportunities uncovered by a particular Task Force may have been identified by another Task Force. The converse, however, is that there may also be opportunities identified by one Task Force that could be applied across other areas of the Federal Government. Eleven issues were selected for their applicability to other areas of the Government and illustrate how a single cost saving measure can be extrapolated to yield greater benefits. These ll issues initially showed three-year savings of \$6.083 billion. Extrapolation of these issues across Government shows incremental savings of \$11.802 billion over three years.

On a Government-wide basis, total savings for these issues amounts to \$17.885 billion over three years. Of the ll issues, eight, with three-year savings of \$15.947 billion, are categorized as fully substantiated or substantially documented and are included in total PPSS savings. The remaining three issues, whose three-year savings of \$1.938 billion are not included in PPSS savings overall, are classified as potentially justifiable and supportable.

For example, extrapolation of the Tax Exempt Bonds issue amounts to total three-year savings of \$5.174 billion. This issue extrapolates an HH3 - Public Health/HCFA Task Force report recommendation which proposes

that "tax-exempt hospital bonds be general obligation issues of the Governmental unit issuing them rather than revenue bonds." As presented in the Task Force report, the intent of this recommendation was to limit the amount of tax-exempt hospital bonds issued by converting them to general obligations at the State level. Because State and local governments place a ceiling on funds in this category, competition would increase as hospitals vie for a limited pool of tax-exempt financing. The extrapolation of this recommendation Government-wide involves reducing the amount of tax-exempt bonds issued in all financing categories by changing them to general obligation bonds, imposing a ceiling on the amount of tax-exempt revenue bonds, and requiring financial justification.

# COST CONTROL OPPORTUNITIES FOR FURTHER STUDY

This section of the report presents selected issues worthy of further analysis to determine additional savings opportunities. These issues have been extracted from work done by PPSS as well as reports of the General Accounting Office (GAO) and the Office of the Inspector General (OIG).

Within the PPSS reports are two specific areas which designate additional opportunities for savings. The first area represents the issues entitled, "Category III -Potentially Justifiable and Supportable. These recommendations total 54 in number with related three-year savings of \$30.158 billion. The second area represents issue subjects defined as "Cost Control Opportunities for Further Study. These subject areas represent potential opportunities for savings which the Task Force could not investigate in detail. Approximately 188 opportunities of this nature are contained in the reports. While these issues do not represent a comprehensive list of areas identified for further study by PPSS, the GAO, or the OIG, they underscore opportunities for additional cost savings in the Federal Government.

PPSS also studied military reserve forces and identified several areas that are worth further study. Three issues with estimated savings of \$1.485 billion over three years include civilianization of training, revisions in the retirement systems, and termination of dual pay practices.

#### IMPLEMENTATION

Of the 12 specific recommendations, 5 (42 percent) are within the purview of the departments and agencies, and 7 (58 percent) will require Congressional action.

# MANAGEMENT OFFICE SELECTED ISSUES REPORT VOLUME XI: FEDERALLY SUBSIDIZED PROGRAMS

PROJECT Jesse L. Koontz NUMBER OF ISSUES:

DIRECTOR: Vice President, Economic

Analysis, Natural NUMBER OF RECOMMENDATIONS: 4

W.R. Grace & Co.

NUMBER OF 3-YEAR

 PROJECT
 COST SAVINGS:
 \$ 58.900

 MEMBERS:
 10
 (\$ billions)

### OVERVIEW

Federal expenditures may be distinguished between non-targeted outlays for traditional Government functions (national defense, the administration of justice, etc.) and non-traditional outlays targeted to specific groups of individuals, businesses, or institutions. From 1962 to 1982, targeted outlays grew at an average annual rate of 5.9 percent in constant dollars, compared with the 2.4 percent growth rate for traditional expenditures, and were a driving force in the uncontrolled growth of Federal spending.

### ISSUES AND RECOMMENDATIONS

As a result of its study of subsidy programs, PPSS formulated four recommendations which would result in three-year cost savings of \$58.9 billion. The overriding conclusion reached by PPSS is that, despite the magnitude of the dollars expended on these non-traditional areas, adequate information does not exist to determine the degree to which intended recipients are receiving sufficient benefits, or, conversely, the degree to which benefits are going to undeserving recipients to the detriment of all taxpayers.

PPSS also found shortcomings in subsidy management, including multiple and overlapping programs; decentralization of responsibilities; lack of coordination among administrative and legislative functions; and complex, inconsistent, and sometimes conflicting program eligibility criteria.

Based on data obtained by PPSS, this lack of program control has resulted in significant mistargeting of benefits, as exemplified by the following:

Means-Tested Programs - In 1982, the pre-transfer payment poverty gap was \$50.1 billion. However, even after expenditures of \$124.0 billion in 1982 on means-tested programs for the poor, a poverty gap of \$12.7 billion still

existed. In theory, the \$124 billion not only should have brought all households out of poverty, but should have brought all households to 125 percent of the poverty level, with \$47.5 billion to spare. Further, an Office of Management and Budget analysis showed that in 1981, 42.4 percent of those receiving benefits from major means-tested programs had total incomes in excess of 150 percent of the poverty line.

Subsidies for the Elderly - Despite massive unfunded liabilities, \$76.1 billion in social insurance payments (primarily Social Security) were made to elderly persons who were above the poverty line. Since this \$76.1 billion in social insurance payments is in excess of what these retirees and their employers paid in, including interest, they are properly considered a Federal subsidy.

Farm Subsidies - There appears to be no ongoing data collection on total subsidy benefits (\$14.3 billion in FY 1982) received by each family or corporate farmer. It has been estimated that as much as 50 percent of the Farmers Home Administration loan portfolio could be assumed by private sector lenders.

User Charges - Due in part to unclear administrative policies and insufficient data regarding the full cost to the Government, many users of Government goods and services pay only a fraction of the actual cost, with the taxpayer absorbing the majority of the expense. PPSS identified \$21.0 billion in potential revenue over three years due to new or increased user charges.

PPSS recommended that a form, similar to the W-2 form issued to wage-earners, be issued to each recipient of a Government subsidy, with a copy provided to the Internal Revenue Service. All Federal payments shown on this form would be added to the beneficiary's earnings to arrive at total income, thus enabling determination of the extent to which targeted outlays are meeting stated objectives. PPSS further suggested that consideration be given to the consolidation of benefit programs; that agency accounting systems be significantly upgraded to accurately provide data on administrative costs, currently estimated at \$13.2 billion for the 15 largest subsidy programs; and that Federal poverty statistics be redefined to include the value of in-kind transfer payments, such as Food Stamps. Including the value of such non-cash benefits would have reduced the poverty rate from 15.0 percent to 9.6 percent in 1982.

## IMPLEMENTATION

Implementation of PPSS recommendations pertaining to subsidy programs will require Congressional action.

# IX. SUMMARY SPREADSHEETS

OF

PPSS REPORTS

#### IX. SUMMARY SPREADSHEET OF PPSS REPORTS (\$ billions)

| PPSS REPORTS   | NUMBER<br>OF<br>ISSUES | NUMBER<br>OF<br>RECOMMEND'S | 3-YEAR*<br>COST<br>SAVINGS | 3-YEAR*<br>REVENUE<br>GENERATION | TOTAL 3-YEAR*<br>COST<br>SAVINGS/REVENUE | 3-YEAR*<br>CASH<br>ACCELERATION |
|--|------------------------|-----------------------------|----------------------------|----------------------------------|--|---------------------------------|
| TASK FORCE REPORTS   | 155065                 | RECOMPLIND'S                |                            |                                  |  |                                 |
| The Department of Agriculture  | 58                     | 154                         | \$12.237                   | \$ .606                          | \$12.843                                 | \$5.846                         |
| The Department of the Air Force  | 22                     | 50                          | 27.603                     | -                                | 27.603                                   | · <b>-</b> '                    |
| The Department of the Army   | 21                     | 78                          | 13.400                     | -                                | 13.400                                   | <u>-</u> ·                      |
| Automated Data Processing/<br>Office Automation  | 18                     | 58                          | 19.063                     | <del>-</del> .                   | 19.063                                   |                                 |
| Boards/Commissions-Banking   | 41                     | 84                          | 1.617                      | 7.782                            | 9.399                                    | .554                            |
| Boards/Commissions-Business  | 96                     | 289                         | 2.367                      | .929                             | 3.296                                    | .034                            |
| The Department of Commerce   | 12                     | 29                          | .259                       | .471                             | .730                                     | .015                            |
| The Office of the Secretary of Defense   | 40                     | 73                          | 44.508                     | .248                             | 44.756                                   | -                               |
| The Department of Education  | 9                      | 60                          | 2.828                      | -                                | 2.828                                    | 5.841                           |
| The Department of Energy, The<br>Federal Energy Regulatory<br>Commission and the Nuclear<br>Regulatory Commission      | 21                     | 82                          | 2.790                      | 1.291                            | 4.081                                    | .089                            |
| The Environmental Protection<br>Agency/The Small Business<br>Administration/The Federal<br>Emergency Management Agency | 28                     | 78                          | 1.660                      | .199                             | 1.859                                    | .315                            |
| Federal Construction<br>Management   | 23                     | 23                          | 5.446                      | -                                | 5.446                                    | -                               |
| Federal Feeding  | 6                      | . 15                        | .260                       | .039                             | .299                                     | <del>-</del>                    |
| Federal Hospital Management  | 13                     | 60                          | 9.191                      | 2.721                            | 11.912                                   | -                               |
| Federal Management Systems   | 10                     | <b>3</b> 5                  | <u>1</u> /                 | 1/                               | 1/                                       | 1/                              |
| Financial Asset Management   | 35                     | 90                          | 13.777                     | 9.726                            | 23.503                                   | 48.647                          |

<sup>\*</sup>Duplicated Numbers; Dollar amounts represent Category I and Category II (fully and partially supportable) only.

1/ No savings/revenue/cash acceleration claimed

2/ Identified savings specifically claimed in other PPSSCC reports and not claimed herein

| PPSS REPORTS  | NUMBER<br>OF | NUMBER<br>OF | 3-YEAR* COST | 3-YEAR*<br>REVENUE | TOTAL 3-YEAR* COST | 3-YEAR*<br>CASH |
|---|--------------|--------------|--------------|--------------------|--------------------|-----------------|
| TASK FORCE REPORTS (CONT'D)   | ISSUES       | RECOMMEND'S  | SAVINGS      | GENERATION         | SAVINGS/REVENUE    | ACCELERATION    |
| The Department of Health and Human Services Department Management, Office of Human Development Services, ACTION     | 8            | 117          | .602         | -                  | .602               | .477            |
| The Department of Health and<br>Human Services<br>Public Health Service/<br>Health Care Financing<br>Administration | 18           | 71           | 12.677       | .662               | 13.339             | .052            |
| The Department of Health and<br>Human Services<br>Social Security Administration                                    | 10           | 56           | 8.407        | .980               | 9.387              | 4.661           |
| The Department of Housing<br>and Urban Development  | 10           | 50           | . 2.460      | .358               | 2.818              | .667            |
| The Department of the Interior  | . 9          | 27           | .271         | 1.022              | 1.293              | .231            |
| The Department of Justice   | 10           | 37           | .183         | .667               | .850               | .288            |
| The Department of Labor   | 14           | 49           | 3.718        | -                  | 3.718              | -               |
| Land/Facilities/Personal<br>Property Management   | 3            | 9            | .201         | .426               | .627               | <b>-</b> .      |
| Low Income Standards and<br>Benefits  | 9            | 24           | 5.887        | -                  | 5.887              | -               |
| The Department of the Navy  | 16           | 69           | 7.185        | -                  | 7.185              | <u>-</u> ··     |
| Personnel Management  | 18           | <b>95</b> ,  | 39.270       | ~                  | 39.270             | -               |
| Privatization   | 9            | 22           | 11.191       | 17.226             | 28.417             |                 |
| Procurement/Contracts/Inventory<br>Management   | 22           | 57           | 20.271       | -                  | 20.271             | <del>-</del>    |
| Real Property Management  | 10           | 52           | 2.362        | -                  | 2.362              | -               |
| Research and Development  | 8            | 25           | 12.090       | -                  | 12.090             | -               |
| The Department of State/AID/<br>USIA  | 10           | 31           | .383         | .360               | .743               | .056            |
| The Department of<br>Transportation   | 22           | 69           | 2.712        | 1.705              | 4.417              | .436            |
| The Department of the<br>Treasury   | 23           | 63           | 2.367        | 9.139              | 11.506             | - ,             |

| PPSS REPORTS  | NUMBER<br>OF | NUMBER<br>OF | 3-YEAR* COST     | 3-YEAR*<br>REVENUE | TOTAL 3-YEAR* COST | 3-YEAR*<br>CASH |
|---|--------------|--------------|------------------|--------------------|--------------------|-----------------|
| TASK FORCE REPORTS (CONT D)   | ISSUES       | RECOMMEND'S  | SAVINGS          | GENERATION         | SAVINGS/REVENUE    | ACCELERATION    |
| User Charges  | , 22         | 57           | -                | 10.211             | 10.211             | -               |
| The Veterans Administration   | 8            | 24           | 2.120            | .953               | 3.073              | .208            |
| MANAGEMENT OFFICE SELECTED ISSUES REPORTS  Volume I - Publishing/Printing Reproduction and Audio- visual Activities | 7            | 29           | 1.463            | .265               | 1.728              | -               |
| Volume II - Travel and Traffic<br>Management  | 4            | 11           | 1.850            | -                  | 1.850              | .032            |
| Volume III - Financial<br>Management in the<br>Federal Government   | 4            | 13           | <u>2</u> /       | <u>2</u> /         | <u>2</u> /         | <u>2</u> /      |
| Volume IV - Wage Setting<br>Laws: Impact on the<br>Federal Government   | 3            | 13           | 11.650           | -                  | 11.650             | -               |
| Volume V - Anomalies in the<br>Federal Work Environment   | 22           | 56           | 1/               | <u>1</u> /         | <u>1</u> /         | <u>1</u> /      |
| Volume VI - Federal Retirement<br>Systems   | 9            | 27           | 58.100           | -                  | 58.100             | -               |
| Volume VII - Informaton Gap<br>in the Federal Government  | 5            | 14           | <u>2</u> /       | <u>2</u> /         | <u>2</u> /         | <u>2</u> /      |
| Volume VIII - The Cost of<br>Congressional Encroachment   | 5            | 32           | 7.755            | 1.070              | 8.825              | · -             |
| Volume IX - Federal Health<br>Care Costs  | 1            | 5            | 28.900           | -                  | 28.900             | -               |
| Volume X - Opportunities<br>Beyond PPSSCC   | 11           | 12           | 10.773           | 5.174              | 15.947             | -               |
| Volume XI - Federally<br>Subsidized Programs  | 1            | 4            | 58,900           |                    | 58.900             | -               |
| PPSS Totals   | <u>784</u>   | 2,478        | <b>\$470.754</b> | <b>\$74,2</b> 30   | <u>\$544.984</u>   | \$68.449        |

# X. PPSS PARTICIPANTS

AND

**CONTRIBUTORS** 

# PRIVATE SECTOR SURVEY ON COST CONTROL IN THE FEDERAL GOVERNMENT

#### EXECUTIVE COMMITTEE

- C H A I R M A N Mr. J. Peter Grace
Chairman and Chief Executive Officer
W.R. Grace & Co.

#### - MEMBERS-

- \* Mr. William Agee Former Chairman Bendix Corporation
- \* Mr. Joseph Alibrandi President and Chief Executive Officer Whittaker Corp.
- \* Mr. George D. Anderson President Anderson ZurMuehlen & Co.
- \* Mr. Bennett Archambault Chief Executive Officer Stewart-Warner Corporation
- Mr. Samuel H. Armacost President and Chief Executive Officer Bank of America
- \* Dr. William F. Ballhaus President Beckman Instruments, Inc.
- \* Mr. Karl D. Bays Chairman and Chief Executive Officer American Hospital Supply Corp.
- \* Mr. Robert A. Beck
  Chairman and Chief Executive
  Officer
  The Prudential Insurance Company
  of America
- o Mr. O. T. Berkman President & Chairman Berk-Boh Incorporated
- \* Mr. Roger E. Birk Chairman, President and Chief Executive Officer Merrill Lynch & Co., Inc.
- \* Mr. William H. Bricker Chairman, President and Chief Executive Officer Diamond Shamrock Corporation

- \* Mr. Alfred Brittain, III Chairman of the Board Bankers Trust Company, Inc.
- Mr. Robert J. Buckley Chairman and President Allegheny International, Inc.
- \* Mr. Carter L. Burgess Chairman, Executive Committee Foreign Policy Association
- \* Mr. James E. Burke Chairman and Chief Executive Officer Johnson & Johnson
- \* Mr. Willard C. Butcher Chairman The Chase Manhattan Bank, N.A.
- \* Mr. John J. Byrne Chairman, President, and Chief Executive Officer GEICO Corp.
- \* Mr. Fletcher L. Byrom Retired Chairman Koppers Co., Inc.
- Mr. Nicholas T. Camicia Chairman & Chief Executive Officer The Pittston Company
- Mr. Frank T. Cary Chairman of the Executive Committee IBM Corporation
- o Mr. Richard Cavanagh Partner McKinsey & Company
- Mr. George Champion Former Chairman and Chief Executive Officer The Chase Manhattan Bank, N.A.
- Mr. Weston R. Christopherson Chairman and Chief Executive Officer Jewel Companies, Inc.

<sup>\* =</sup> Co-chair; title and company affiliation at time reports were completed and approved.

<sup>\*\* =</sup> Communications Committee Member.

o = Simon Field Coordinating Group Member.

<sup>• =</sup> Chairman's Staff Member.

- \* Mr. H.J. Cofer, Jr. President Rich-SeaPak Corporation
- Mr. William T. Coleman, Jr. Partner O'Melveny & Myers
- \* Mr. Joseph E. Connor, Jr. Senior Partner Price Waterhouse
- Mr. Richard Cooley Chairman, President and Chief Executive Officer Seattle First National Bank
- \* Mr. Carl D. Covitz President Landmark Communities, Inc.
- \* Mr. Frederick Deane Chairman and Chief Executive Officer Bank of Virginia
- \* Mr. Michael D. Dingman Chairman of the Board and Chief Executive Officer Wheelabrator-Frye, Inc.
- \* Mr. George H. Dixon President First Bank System, Inc.
- Mr. William H. Donaldson Chairman Donaldson Enterprises, Inc.
- \* Mr. Edward Donley Chairman and Chief Executive Officer Air Products and Chemicals, Inc.
- \* Mr. William C. Douce President and Chief Executive Officer Phillips Petroleum Company
- \*\* Mr. James H. Dowling President Burson-Marsteller
- Mr. Joseph P. Downer
   Vice Chairman
   Atlantic Richfield Co.
- \* Mr. Edward W. Duffy Chairman and Chief Executive Officer Marine Midland Banks, Inc.
- \* Mr. Spencer F. Eccles Chairman, President and Cnief Executive Officer First Security Corp.
- o Mr. John Eckerd Retired Chairman of the Board Eckerd Corporation
- \* Mr. Harold A. Eckmann Chairman and Chief Executive Officer Atlantic Mutual Insurance Co.

- \* Mr. Coy G. Eklund Chairman and Chief Executive Officer The Equitable Life Assurance Society of the United States
- \* Mr. James H. Evans Chairman and Chief Executive Officer Union Pacific Corp.
- \* Mr. James L. Ferguson Chairman and Chief Executive Officer General Foods Corp.
- \* Mr. Harry E. Figgie, Jr. Chairman and Chief Executive Officer Figgie International, Inc.
- Mr. John H. Filer Chairman and Chief Executive Officer Aetna Life and Casualty Company
- \* Mr. Edward S. Finkelstein Chairman and Chief Executive Officer R.H. Macy & Co., Inc.
- Mr. John E. Fisher
   Chairman
   Nationwide Mutual Insurance Co.
- \* Mr. Richard J. Flamson, III Chairman and Chief Executive Officer Security Pacific National Bank
- Mr. Raymond C. Foster Chairman, President and Chief Executive Officer Stone & Webster, Inc.
- Dr. Lawrence Fouraker Professor Harvard Business School
- Mr. J. Rawles Fulgham Retired Vice Chairman InterFirst Corporation
- \* Mr. Robert W. Galvin Chairman and Chief Executive Officer Motorola, Inc.
- Mr. Clifton C. Garvin, Jr. Chief Executive Officer Exxon Corporation
- Mr. James A. D. Geier Chairman and President Cincinnati Milacron, Inc.
- Mr. Robert A. Georgine President Building and Construction Trades Department AFL-CIO
- Mr. Alexander F. Giacco Chairman, President and Chief Executive Officer Hercules Incorporated

- \*\* Mr. Neal Gilliatt
  Former Chairman of the Executive
  Committee
  The Interpublic Group of
  Companies, Inc.
- \* Mr. William B. Graham Chairman Baxter Travenol Laboratories, Inc.
- Mr. Alan C. Greenberg Chief Executive Officer and General Partner Bear Stearns & Company
- Mr. Maurice R. Greenberg President and Chief Executive Officer American International Group, Inc.
- \* Mr. John W. Hanley Chairman and Chief Executive Officer Monsanto Company
- \* Mr. Robert Hatfield President New York Hospital
- Mr. Raymond A. Hay President LTV Corp.
- Mr. John W. Heilshorn Executive Vice President Citibank, N.A.
- \* Mr. Bruce J. Heim Vice President F. Eberstadt & Co., Inc.
- Mr. Paul F. Hellmuth Retired Managing Partner Hale & Dorr
- \* Mr. Henry H. Henley, Jr. Chairman and Chief Executive Officer Cluett, Peabody & Co., Inc.
- \* Mr. Edward L. Hennessy, Jr. Chairman, President and Chief Executive Officer Allied Corp.
- \* Mr. Stanley Hiller, Jr. Chairman Hiller Investment
- \* Mr. John J. Horan Chairman Merck & Co., Inc.
- \* Mr. Amory Houghton, Jr. Chairman and Chief Executive Officer Corning Glass Works
- \* Mr. Edward L. Hutton President and Chief Executive Officer Chemed Corporation

- \* Mr. George P. Jenkins Former Chairman and Chief Executive Officer Metropolitan Life Insurance Co.
- Mr. Henry A. Johnson President and Chief Executive Officer Spiegel, Inc.
- \* Mr. William B. Johnson Chairman IC Industries, Inc.
- Mr. Wilson S. Johnson Chairman National Federation of Independent Businesses
- o Mr. Michael Joyce Executive Director John M. Olin Foundation
- o Mr. Harvey E. Kapnick, Jr. Former Chairman Arthur Andersen & Co.
- \* Mr. Carl Karcher Chairman and Chief Executive Officer Carl Karcher Enterprises, Inc.
- o Mr. Joseph Kasputys President Data Resources, Inc.
- \* Mr. Donald P. Kelly President, Chairman and Chief Executive Officer Esmark, Inc.
- Mr. James S. Kemper, Jr. Chairman Kemper Corporation
- \* Mr. Donald R. Keough President The Coca-Cola Company
- \* Mr. James L. Ketelsen Chairman and Chief Executive Officer Tenneco, Inc.
- Mr. Alfred H. Kingon Former Editor-in-Chief Financial World Magazine
- \* Mr. Melvyn N. Klein President and Chief Executive Officer Altamil Corp.
- Mr. John W. Kluge Chairman, President and Chief Executive Officer Metromedia, Inc.
- \* Mrs. Jewel S. Lafontant Senior Partner Lafontant, Wilkins, Jones & Ware, P.C.

- Mr. Felix E. Larkin Chairman of the Executive Committee
   W.R. Grace & Co.
- Mr. Louis F. Laun President American Paper Institute
- \* Mr. Arthur Levitt, Jr. Chairman and Chief Executive Officer American Stock Exchange, Inc.
- \* Mr. Ben F. Love Chief Executive Officer Texas Commerce Bancshares, Inc.
- \* Mr. Daniel W. Lufkin Chairman of the Finance Committee Columbia Pictures Industries, Inc.
- \* Mr. Thomas M. Macioce President and Chief Executive Officer Allied Stores Corp.
- o Mr. Fred Malek Executive Vice President Marriott Corporation
- \* Mr. Paul E. Manheim Advisory Director Lehman Brothers, Kuhn, Loeb, Incorporated
- \* Mr. William A. Marquard Chairman, President and Chief Executive Officer American Standard, Inc.
- Mr. Donald B. Marron Chairman and Chief Executive Officer Paine Webber Incorporated
- \* Mr. John H. Tyler McConnell Chairman and Chief Executive Officer Delaware Trust Co.
- \* Mr. John F. McGillicuddy Chairman and Chief Executive Officer Manufacturers Hanover Trust Co.
- Mr. Donald G. McNeely Chairman Space Center, Inc.
- \*\* Mr. Philip Merrill Chairman Capital Gazette Communications
- Mr. Roger Milliken President and Chief Executive Officer Milliken & Company
- \*\* Mr. Edward N. Ney Chairman and Chief Executive Officer Young & Rubicam, Inc.

- Mr. Donald W. Nyrop
   Former Chief Executive Officer
   Northwest Airlines, Inc.
- \* Mr. Paul F. Oreffice President and Chief Executive Officer Dow Chemical Co.
- \* Mr. Nathan R. Owen
  Chairman and Chief Executive
  Officer
  General Signal Corp.
- \* Mr. David Packard Chairman of the Board Hewlett-Packard Co.
- Mr. Paul D. Paganucci
   Vice President, Finance and Administration
   Dartmouth College
- Mr. Henry G. Parks, Jr. Chairman H.G. Parks, Inc.
- o Mr. Gerald Parsky Partner Gibson, Dunn & Crutcher
- \* Mr. Charles J. Pilliod, Jr. Chairman and Chief Executive Officer Goodyear Tire & Rubber Company
- \* Mr. Jospeh J. Pinola Chairman and Chief Executive Officer First Interstate Bancorp
- \* Mr. Robert T. Powers Chairman Nalco Chemical Co.
- Mr. Thomas G. Pownall Chairman and Chief Executive Officer Martin Marietta Corp.
- \* Mr. Lewis T. Preston Chairman Morgan Guaranty Trust Co. of New York
- \* Mr. William Wood Prince President F.H. Prince & Co., Inc.
- \* Mr. Robert A. Pritzker President The Marmon Group, Inc.
- Mr. Donald E. Procknow President Western Electric Co., Inc.
- \* Mr. John A. Puelicher Chairman and Chief Executive Officer Marshall & Ilsley Corp.
- \* Mr. Eben W. Pyne Retired Senior Vice President Citibank, N.A.

- \* Mr. John M. Regan, Jr. Chairman and Chief Executive Officer Marsh & McLennan Companies, Inc.
- Mr. Charles E. Rice President and Chief Executive Officer Barnett Banks of Florida, Inc.
- Mr. Francis C. Rooney, Jr. Chief Executive Officer Melville Corporation
- \* Mr. Frederick P. Rose Chairman Rose Associates, Inc.
- o Mr. Eugene T. Rossides Partner Rogers and Wells
- \* Mr. Edward B. Rust President State Farm Fire & Casualty Co.
- \* Mr. Paul J. Schierl President and Chief Executive Officer Fort Howard Paper Co.
- \* Mr. Robert A. Schoellhorn Chairman and Chief Executive Officer Abbott Laboratories
- \* Mr. Nathan Shapell Chairman Shapell Industries, Inc.
- \* Mr. George L. Shinn Retired Chairman of the Board and Chief Executive Officer First Boston Corp.
- Mr. Richard R. Shinn Chairman and Chief Executive Officer Metropolitan Life Insurance Co.
- \* Mr. Forrest N. Shumway Chairman of the Board and Chief Executive Officer The Signal Companies, Inc.
- \* Dr. Henry E. Simmons National Director, Health Care Consulting Programs Peat, Marwick, Mitchell & Co.
- The Honorable William E. Simon Chairman of the Board Wesray Corp.
- Mr. Darwin E. Smith Chairman and Chief Executive Officer Kimberly-Clark Corp.
- \* Mr. Edson W. Spencer Chairman and Chief Executive Officer Honeywell, Inc.

- \* Mr. William H. Spoor Chairman and Chief Executive Officer Pillsbury Co.
- The Honorable Elmer B. Staats Former Comptroller General of the United States
- Mr. James Stewart Chairman (Retired) Frank B. Hall & Co., Inc.
- Mr. J. Paul Sticht Chairman
   R. J. Reynolds Industries, Inc.
- \* Mr. Thomas I. Storrs Chairman NCNB Corp.
- \* Mr. Barry F. Sullivan Chairman and Chief Executive Officer First National Bank of Chicago
- \* Mr. Eugene J. Sullivan Chairman and Chief Executive Officer Borden, Inc.
- Mr. Morley P. Thompson President Baldwin-United Corp.
- \* Mr. Terry Townsend Immediate Past Chairman American Society of Association Executives
- o Mr. Phil N. Truluck
  Executive Vice President
  The Heritage Foundation
- \* Mr. Robert V. Van Fossan Chairman and Chief Executive Officer Mutual Benefit Life Insurance Co.
- Dr. William B. Walsh President Project HOPE
- \* Mr. Hans W. Wanders Chairman and Chief Operating Officer Wachovia Corp.
- \* Mr. Rawleigh Warner, Jr. Chairman and Chief Executive Officer Mobil Corporation
- Mr. Hays T. Watkins Chairman and Chief Executive Officer CSX Corporation
- \* Mr. William L. Wearly Chairman of the Executive Committee Ingersoll-Rand Co.

- \* Mr. Edward W. Whittemore Chairman and Chief Executive Officer American Brands, Inc.
- Mr. Luke G. Williams
   Chief Executive Officer
   American Sign & Indicator Corp.
- \* Mr. L. Stanton Williams Chairman and Chief Executive Officer PPG Industries, Inc.
- Mr. Robert H. Willis Chairman and President Connecticut Natural Gas Corp.

- Mr. Robert K. Wilmouth President and Chief Executive Officer National Futures Association
- \* Mr. David L. Yunich Retired Vice Chairman R.H. Macy & Co., Inc.
- o Mr. Frank Zarb General Partner Lazard, Freres & Co.

#### STAFF

# I. MANAGEMENT OFFICE

#### Director

James W. Nance (February 1982 - March 1983)

# Chief Operating Officer

J.P. Bolduc Booz-Allen & Hamilton Inc. W.R. Grace & Co.

#### Deputy Director

Janet Colson Special Assistant to the President

#### Key Group Members\*

Jean C. Batcheller Paul F. Bennett Melody M. Brooks Prancesco A. Calabrese Prederick C. Cue Steven Dely Francis A. DiBello Tracy L.P. Finn John K. Giannuzzi Robert H. Harrison William J. Hemphill Jeffrey A. Jones Gerald D. Kasper Charles Katsainos Regina I. Kidd Lewis J. Krulwich Jerome M. Lewis William M. Lucianovic Andrew J. Lynch Edward A. Lynch J.T. Michelson Robert L. Moon George T. Pappas Robert E. Pedigo Robert P. Pikul Judith E. Selvidge Lewis Sorley Andrea L. Tyndall

# II. ECONOMIC ANALYSIS AND SENIOR REVIEW GROUP

#### Group Director

Leonard Kamsky W.R. Grace & Co.

#### Deputy Group Director

Duncan Bailey W.R. Grace & Co.

#### Key Group Members\*

Michael Berman
Joseph Boshart
Gregory C. Carey
David B. Elkin
John J. Gish
George S. Goldberger
Patrick P. Grace
Raphael Kaminer
Annette B. Lanouette
Dorothy M. Ott
Edwin S. Rubenstein
John R. Sico
Carmel A. Urgo
Timothy S. vanBlommesteyn

\* Additional participants included in \*Management Office and Other Professional and Support Staff\* listing.

# III. PUBLIC RELATIONS GROUP

### Group Director

Antonio Navarro W.R. Grace & Co.

## Deputy Group Director

Frederick E. Bona W.R. Grace & Co.

#### Management Office Communications Officers

James M. DiClerico Burson-Marsteller

Murray Sanders Martin Marietta Corp.

#### Key Group Members\*

Luis Castillo
Stephen B. Elliott
Corinne A. Forti
Richard L. Moore
John J. O'Connell, Jr.
Bonnie C. Sullivan
Chris G. Tofalli

# IV. LEGAL AFFAIRS GROUP

## Group Director

Albert A. Eustis W.R. Grace & Co.

## Management Office Legal Counsel

R. Stanley Harsh Independent Attorney

## Key Group Memebers\*

Paul H. Frankel Harmon G. Lewis

# Special Counsel:

Jeffrey P. Altman Herbert L. Fenster McKenna, Conner, & Cuneo

\* Additional participants included in "Management Office and Other Professional and Support Staff" listing.

# V. FOUNDATION FOR PPSSCC

#### Board of Trustees

Albert A. Eustis, Chairman Patrick J. Christmas Allen D. Cors Robert J. McIntosh

## Officers of the Foundation

President
Francis D. Flanagan
Vice President and Treasurer
Kenneth Y. Millian
Vice President and Controller
William B. Hansen
Vice President
Klaus G. Scheye

Secretary
Harmon G. Lewis
Assistant Secretary
John N. Thurman
Assistant Treasurer
Priscilla N. Myerson

## Key Group Members\*

Barbara L. Rollinson Danielle M. Werchowsky Suzette L. M. Wu

\* Additional participants included in "Management Office and Other Professional and Support Staff" listing.

#### MANAGEMENT OFFICE AND OTHER VI. PROFESSIONAL & SUPPORT STAFF

Jeanne R. Abate John Acher Charlotte H. Adams John P. Addis Mary Jo Allen Mary K. Anglin David C. Arpee Joan Atkins Patti Jo Baber Howard E. Barash John Joseph Barbati Irene N. Bariga Catherine S. Barron Janet T. Basedow Patrice Beckett David R. Belle-Isle Audrey M. Benford John J. Bennett Frank P. Bergen Lisa D. Berger Edward F. Beyer James R. Bianchi Sheila B. Bindman Michael E. Birkett Donna Black Anita Bloom Edward E. Boehme Debora Andrea Bond William Bonesso Joseph Boshart Michelle A. Botts Liesbeth Boxman Dennis Bradshaw Betty E. Bremby Kenneth V. Brooks John C. Brooman Barbara Etta Brown Ellen E. Brown Veronica Andre Brown Warren M. Brown Sandra Brown-Tucker Henry Bullock Jerry J. Burcham John M. Burgess Winifred M. Burns Claudian W. Burton Angel M. Caban Kathleen Callahan Maureen Cannell Gregory C. Carey Blanche L. Hite Carr Thomas Carrier Ellen Carton Intisar Chaudhry L. Sanders Clagg Bernard W. Clark Paul Clark Phyllis Ann Clark James Clawson Beverly J. Coates William F. Cody Eileen A. Colon Lee A. Conrad Debra A. Contrastano Clyde F. Coombs

Robert J. Cornish Stella M. Correia Mary E. Costello Susan Cunningham Jyretha Darden Annette Davis Walter G. Davis Norma Dawson Edgar S. Day Mark A. de Bernardo Jean de Luxembourg Brenda Dent Thomas M. Dersch Olga D. DiDomenico Paul Dietrich Catherine Ditoto Carroll Doherty Stephen R. Drapeau Geoffrey H. Dreyer Teresa R. Driver Den Drumwright Dorothy A. Duffy Vernice Duncan Henry L. D. Ebert Nicholas Eftimiades Lawrence M. Eichorn Betsy Eisendrath Wenda Ellington Christine W. Engbrecht Linda P. Erdberg Stephen M. Erhart Marie R. Errick Theresa A. Ezzo Paul Feser Mark Fiddes Elaine Finger Randall Truman Fitzgerald Joanne Hill Donna J. Flannery William D. Flannigan Nancy L. Fox Benjamin Frank Mary T. Gale Sharon Lea Gardiner Rose A. Gargiulo Richard Garner Marlin G. Geiger Jeffrey L. Geller George Gerung Gregory E. Gieber Louise Gimple John J. Gish Sarah G. Glover Stephen D. Goddard Alba Goebel Edward J. Gogol George S. Goldberger Robert D. Gonda Mary Gonzales Richard A. Goodman Ralph J. Gorden F. David Gorman Mary E. Gose Geneese Gottschalk

Byron A. Grant Frank M. Graves Nina Graybill Richard Greenberg Henry L. Greenfeld William C. Greenough Brian D. Gregory Mary K. Groseclose George B. Gudz Katherine L. Guest Beverly J. Guilford Charlotte Haberaeker Ellen M. Haight Vincent T. Hall Mary Frances Hamill Alan G. Hammersmith James R. Handy Charles E. Hansen Elizabeth Hanson Linda A. Harley Eleanor Harms Beverly Harris Joan Harris Mary R. Harris Nicole Harris Sean F. Harris John A. Harrison R. Stanley Harsh Patricia A. Hartnett Anna D. Hartsfield Timothy C. Hassett Cara L. Haynie Michael L. Hays Raymond E. Herzog Edward F. Heymann Irving Heymont Timothy Hill Toni Yvette Hill Andrew W. Hodge Paul S. Hoff Joseph C. Hoffman Jeanette E. Holbrook Reid L. Holloway Richard V. Horan Lynn Ann Hornig Mary V. Hornig Cindy E. Horowitz Holly B. Howell Gina Hyman Marion Ivey Deborah Jackson Keith R. Jacobson June Jakubowski Richard C. Jelinek Christine A. Jennings Jerry Jernigan Brenda M. Johnson Carmen J. Jones Lavone Jones Lon Jones Patricia A. Jones Prenell P. Jones Arlene A. Kainz Raphael Kaminer

Christopher G. Grace

Patrick P. Grace

Mary M. Kase John B. Keeley Elsie T. Kelly Keith S. Kendrick Signora A. Kennie Andrew S. Kenward Charlene V. King Hubert M. King, Jr. Sarah T. King James R. Knickman John A. Knubel John R. Knudsen Steve L. Komar Jesse L. Koontz John Korbel Patricia A. Koshinski Charles D. Kuehner Steven S. Lakin Annette B. Lanouette Elizabeth Larson Eileen M. Lavin Henry J. Lawler Thomas M. Lawlor Marjorie Lawrence Judy Lynn Lawson Jean E. LeGrand Ronald Lense Gregory C. Lentz Beth R. Lerner Mary Alice Lessler Helen M. Lewis-Wistner Paul Liebow Gerald Lipson Lula Little Mildred Kay Little Martha J. Lockhart Marybeth M. Long Kenneth J. Luchs J. M. Luke Lisa H. Lyle Patricia A. McAndrews William J. McCaffrey, Jr. Linda W. Petrie Patrick G. McCann Linda McCready William A. McCulloch Cathy A. McDonald Gail L. McDonald Donna Lee McGee Jane E. McGuinness Jeffrey C. McGuiness Annette McKee Peter McLaughlin Andrew A. R. McWilliams Rosemary B. Machalek Cheryl C. Mackey Dorothy K. Mady Veronica Makell-Spriggs Anthony J. Mangiaracina Maria Mannarino Madeline T. Manzo Roy Markon Eugene Marshall Joanne Martin Richard M. Martin Joan L. Mashburn E. Ines Matos Susan B. Maurizi L. Ralph Mecham Jolie Melanson Paul J. Merck, Jr. Paul David Messina Jeffrey J. Michael

Anne M. Middaugh Marylin Mikuta Carol Miller Pamela S. Miller Barbara B. Minich Deborah A. Mood Robert L. Moon Allison I. Moore Janet Moore Richard L. Moore, Jr. Mary E. Moranzoni Martha D. Morris Spencer J. Morris Deborah Odell Moss Karen M. Mudd Stephan C. Mulvihill Catherine M. Murphy Linda Myers Andrew Nance L. David Narrow Antoinette Neal Barbara B. Neesham Cynthia Neeves Daniel L. Nettuno David M. Nicholas Lillian Nicolich Emma G. Nogales Dargie Norman Lynne E. Nuber Keith C. Nusbaum John J. O'Connell, Jr. Colum P. O'Donnell Judith A. O'Gorman S. Lynn O'Gorman William M. O'Reilly Dorothy Ott Dorothy Ott Rebecca Paquette David Clement Parker Thomas A. Peacock Edgar Allen Peden May C. Pena Brenda Peyton Kamau S. Philbert Howard J. Philipp Wendy B. Pierce Sharon D. Piper Sandra F. Pittman Rhall Pope Darby L. Prentiss Ted Princiotto Renee Pugliesi Robert L. Putman Stuart A. Rado Edward Ramsey Sharon J. Rawls Kerri A. Raymond Thomas K. Reilly Rosemarie Rennick Sharon R. Reynolds Beverly Ann Rhodes Deborah L. Ridgeway Joseph W. Rio Suzanne P. Ripley Patricia N. Rogers Alice O. Rollinson Amy C. Rollinson Mary Ross Bernard D. Rostker Daniel S. Rothblum John C. Runyan Mark V. Rutecki

Francis B. Ryan Beatriz Sainz Raymond L. Sanders Edwald W. Sanjek Eliza Ruffin Saunders Klaus G. Scheye James P. Schlicht Allen D. Schmidt Eric M. Schneck Alfred M. Schneider John Schroeder Leslie G. Schultz Gordon Scott Charles Sharp Amy E. Shaunessy Christopher L. Shea Diane E. Sherwood John Sico Charles F. Silvernail Karen A. Simms Anne A. Simpkinson Mary Linda Sippel Georgiana E. Slaughter Norma E. Slaveter Mitchell L. Smith Janice M. Sokil William Scott Soost Martin Sorkin John F. Spellman Patricia A. Spinosa Mark M. Spradley Elisabeth M. Squire Colleen L. Stanford Gene D. Steiker Helen L. Stewart Patrick J. Stewart Shannon Stibi E. Clinton Stokes Mindy D. Strominger Joseph B. Sullivan, Jr. Michael M. Sullivan Ann C. Tasseff Cynthia J. Templeton Mary Germaine Thier Orpha B. Thomas Regina G. Thomas Ruby T. Thomas David L. Thompson Stephen A. Thompson Kimberly Thorne Carrol H. Thornton Frank Tibolla Cynthia Y. Tillar Louis C. Tinelli Lisa Y. Tong Julietta Torres Timothy Tremel
Darrell W. Trimble Tony A. Trujillo, Jr. Robert D. Tye Andrea L. Tyndall G. John Tysse Roger Ueltzen James M. Ulcickas Harlan K. Ullman Timothy S. vanBlommesteyn Scott Douglas Vining Ram Viswanathan Joyce Vogel Norman Waks Joel M. Wallinga Karen L. Walsh

Jerry B. Ward
David L. Warner
James P. Wayne
Andrea Weaver
Sandra L. Webb
Richard Wegman
Stephen A. Weitzman
Mary Beth Welch
W. Harrison Wellford
Judith Whalen
Karen E. Wieckert
David J. Wilbur

Michael Wilkins
Cheryll B. Williams
Doris A. Williams
Kim T. Williams
Rodney L. Williams
Rosita Williams
Sharon M. Williams
Edward M. Willis
Jacqueline M. Willis
Vanessa Witherall
Alem Woldehawariat
Farrell J. Wolfson

Laura Wong
Marjorie T.J. Wong
Suzanne H. Woolsey
J. B. Worthington
Charles R. Wright
Willie Wright
Barbara A. Yastine
Richard B. Young
Thane Young
John F. Zaehringer
Michael S. Zarin

#### PPSS TASK FORCES

## THE DEPARTMENT OF AGRICULTURE

#### Co-Chairs

William B. Graham Chairman Baxter Travenol Laboratories, Inc.

William Wood Prince President F.H. Prince & Co., Inc.

#### Project Manager

Clifton B. Cox

Chairman of the Board

Cox, Lloyd Associates, Ltd.

Clifton B. Cox

Bill L. Harriott

Augustin S. Hart, J

Gerald F. Heisinger

#### Task Force Members

Kathleen S. Bittermann
Bartley P. Cardon
Thomas G. Cody
Mary B.W. Coe
Abelardo S. Curdumi
Douglas J. DeMartin
Richard D. Donoghue
Paul C. Fiduccia
Michael E. Fitch
Ross W. Gorte
John S. Grimshaw
Donald H. Haider
Bill L. Harriott
Augustin S. Hart, Jr.
Gerald F. Heisinger

Daniel T. Kaschak Gregory A. Knott Robert W. Kohlmeyer A.J. Marcussen Paul E. Marsh William E. Marshall John E. Matthews Horst J. Metz Karl H. Ottolini Allan Jeff Reinking Ian A. Schapiro John A. Stewart

## THE DEPARTMENT OF THE AIR FORCE

#### Co-Chairs

James H. Evans Chairman and Chief Executive Officer Union Pacific Corp.

Robert W. Galvin Chairman and Chief Executive Officer Motorola, Inc.

Paul F. Oreffice President and Chief Executive Officer Dow Chemical Co.

## Project Manager

Charles L. Eaton Senior Vice President Union Pacific Corp.

#### Task Force Members

Joseph J. Adams Paul J. Andrews Thomas I. Betts Jerald Blizin Burton M. Cohn Edgar S. Day, Jr. John P. Deasey Michael J. Deutch John E. Diegelman James F. Dobson William C. Drake Christina Eubank William M. Poulks Victor L. Friedrich Peter M. Prolick J.S. Gentle Jerry C. Gose Vera S. Hannigan Richard de C. Hinds John D. Kettelle Christopher M. Klein Richard J. Kuehl
Richard K. Long
Herbert H. Lyon
John F. Lyons
Robert O. McAlister
John J. McGonagle, Jr.
Ira George Morrison
L. Richard Myers
Terrence M. Quirin
J. John Rhodes
David W. Selzer
Mark M. Shaklee
George P. Smith, II
William M. Watterworth
Robert W. Wright

## THE DEPARTMENT OF THE ARMY

#### Co-Chairs

Roger E. Birk Chairman, President and Chief Executive Officer Merrill Lynch & Co., Inc.

John J. Horan Chairman Merck & Co., Inc.

William A. Marquard Chairman, President and Chief Executive Officer American Standard Inc.

Lewis T. Preston Chairman Morgan Guaranty Trust Co. of New York

#### Project Manager

Richard H. Francis Vice President and Chief Financial Officer American Standard Inc.

#### Task Force Members

John B. Artopoeus Elizabeth Boucher Clinton D. Burdick Julia Busalacchi Nancy Felshaw Carden Clayton Christensen Richard M. Cohen Jeffrey C. Constantz Steven Darien Daniel J. Donahue Henry C. Ellison, III Robert Erickson Irene Ann Etzkorn John Farrell, Jr. Leo F. Fenzel William L. Hauser Delores I. Holmes David Holty Robert E. Imowitz George N. Johnson, Jr. Hayes Q. Johnson Paul Kayser Joseph F. Kelly Stephen B. King David E. Kinney Robert C. Koche

Bernard N. Levin Gail Milgram Levy John W. Liska Douglas A. Love James V. McGee, Jr. Daniel J. McLaughlin Gerald F. McQuade Daniel J. Malachuck, Jr. Donald P. Maroney Emmett F. Meyer Ed J. Morehouse William E. Mullin Kenneth L. Rider Donald B. Robinson Rudolph Ruda Linda D. Scheuplein Gregory L. A. Thomas Paula J. Hans Todd Michael C. VanderZwan Steven A. Wein Dorothy Wilfong Roger C. Wilson Lewis E. Wise Elizabeth Woole Blondell E. Wylie

# AUTOMATED DATA PROCESSING/OFFICE AUTOMATION

# Co-Chairs

William Agee Former Chairman Bendix Corporation

Joseph Alibrandi President and Chief Executive Officer Whittaker Corp.

Donald E. Procknow President Western Electric Co., Inc.

# Project Manager

John K. Kerr David E. Higgins
President Thomas Holloran
Medicus Systems Corporation Gordon C. Jackson

#### Task Force Members

Douglas Bostick Frank C. Buhlman William D. Carswell Larry F. Cluff Carol Copple Gary Cox John J. Crawford A.J. D'Anna Richard Edwin DeCamp Lyman C. Dennis Donald L. Dillin Terry M. Evans Cynthia Gillum William H. Graham Robert L. Gregory William R. Gregory David E. Higgins Thomas Holloran David Jones Arthur E. Lemay

William Lucianovic Warner . R. Mackay Sheila Donald Millington Charles L. Morris Ronald D. Mouser William P. Nelson Andrea B. O'Neal Thomas Perkins Henry S. Pino Gerald E. Reid E. Daniel Remy Royce F. Robbins Russell T. Shields Ronald F. Smith Jimmy T. Stewart Eileen Tunison Elizabeth D. Tupper J.C. Vernires Thomas Wills Darold R. Wilson Nancy F. Witschey

## BOARDS/COMMISSIONS-BANKING

#### Co-Chairs

Fletcher L. Byrom Retired Chairman Koppers Co., Inc.

John H. Tyler McConnell Chairman and Chief Executive Officer Delaware Trust Co.

Robert T. Powers Chairman Nalco Chemical Co.

## Project Manager

Donald R. Caldwell Executive Vice President and Chief Operating Officer Atlantic Financial Federal Phyllis C. Patterson

#### Task Force Members

Clifford J. Alexander Gary T. Barmore John E. Birkenheier Robert W. Christie Ronald Copeland David A. Donaldson Jerome W. Evans William O. Kerr Paul D. Knudsvig Thomas M. Leahey John T. McGee Pamela L. McKee Richard McMillan Gale Matheson Frederic A. Miller James P. Morrow Richard W. Murphy Ronald S. Murray Gwendolyn S. Nathan Deborah H. Novak

David W. Priestly Jerome F. Seaman Paul E. Seligman Ronald B. Shepard Donald W. Smith Paul L. Sollitto Joseph H. Steimla Alicyn Stokes Stephen J. Varholy Donald G. Wanfalt Richard S. Wheeler Andrea L. Wilson Kemp A. Wright

# BOARDS/COMMISSIONS-BUSINESS

#### Co-Chairs

George H. Dixon President First Bank System, Inc.

Edward Donley Chairman and Chief Executive Officer Air Products and Chemicals, Inc.

Robert A. Pritzker President The Marmon Group, Inc.

John M. Regan, Jr. Chairman and Chief Executive Officer Marsh & McLennan Companies, Inc.

Thomas I. Storrs Chairman NCNB Corp.

Rawleigh Warner, Jr. Chairman and Chief Executive Officer Mobil Corporation

#### Project Manager

William Duggan, Jr. Vice President Marsh & McLennan Companies, Inc.

#### Task Force Members

Kerry E. Adams Charles T. Albright Paul H. Barton Roger G. Bast Donald J. Beaulieu Dr. Jesse D. Bennett Richard A. Bill Thomas E. Blythe Michael P. Cantoli E. Marty Carhart James W. Colby Thomas B. Collins Donald R. Crowell Lewis I. Dale Stephen I. Danzansky, Esq. Barbara B. O'Leary Charles H. Ebersole William C. Oliva David P. Edstrom Steven G. Penansky Jodie M. Einbinder, Esq. James R. Posner Raleigh D. Ellis, Jr. Michael A. Putetti Susan M. Putnam Thomas G. Evancie John H. Evers Susan D. Falkson, Esq. Richard J. Pavretto Wayne A. Fletcher Charles W. Freeman Richard J. Funck Marc Gary Louis W. Hart Walter J. Hatcher M. Thomas Hatley, Jr. William C. Heilbrun P. Bruce Hijikata Peter A. Horowitz Roger L. Huss William Ilnyckyj Donald M. Jenkins David C. Keehn Cheryl F. Keller William J. Kendrick Sally Ann Kirkpatrick Arthur W. Kleinrath John M. Lavin

Willa Lisa Lebedoff Arthur Lemay Charles Liotta Judith G. Lowe Robert W. Lundgren Martin E. Luther Patricia Maher, Esq. Peter W. C. Mather Charles A. McCrann Adrian Miller Francis Milone Barry L. Molnar Brent C. Moore Terrence T. O'Horo Susan M. Putnam Thomas E. Reinert, Jr. O.C. Rittenhouse Stacy N. Rowley James L. Ruane Otto C. Schenk Thomas A. Scott Sylvia S. Small Thomas M. Smitley Louis A. Sonzogni, Jr. John F. Spevacek Adrian L. Steel, Jr. Margaret L. Stueben Richard B. Sullivan M. Anne Swanson Cynthia Taylor Alfred B. Thacher E. Carl Uehlein, Jr. William E. Walton David H. Ward Miner H. Warner John R. Weddle, Jr. George Weisendanger

# THE DEPARTMENT OF COMMERCE

#### Co-Chairs

Amory Houghton, Jr. Chairman and Chief Executive Officer Corning Glass Works

Robert V. Van Fossan Chairman and Chief Executive Officer Mutual Benefit Life Insurance Co.

#### Project Manager

George B. Bennett Chairman Braxton Associates

# Task Force Members

Julian H. Allen James A. Carroll Frank Cassidy Paul T. Clark Paul V. Daverio Helen Doo David M. Earls John A. Elie Robert W. Poster William Givens Charles E. Grenier, Jr. F. Philip Hunt Mary Alice Johnson Joan G. Kirkendall John T. Klug Owen Knox Daniel J. Lammon Jerome M. Lewis Gregory D. Luther

Prank J. Wesley Miles, Sr. Eileen A. Moran Clarence R. Patty, Jr. Rosemary Polk Jean M. Suda Dennis Vignola Thomas Waaland Audrey H. Whitcomb

# Consultants

Richard E. Buten Dr. Jack Byrd, Jr. Hoyt H. Chaloud Richard E. Cocks Hassan Hammami James Rulmyr Allan Stoecker

# THE OFFICE OF THE SECRETARY OF DEFENSE

## Co-Chairs

Robert A. Beck Chairman and Chief Executive Officer The Prudential Insurance Company of America

Carter L. Burgess Chairman, Executive Committee Foreign Policy Association

James E. Burke Chairman and Chief Executive Officer Johnson & Johnson

Carl D. Covitz President Landmark Communities, Inc.

#### Project Manager

William H. Tremayne Vice President The Prudential Insurance Company of America

#### Task Force Members

Duncan K. Alexander Jeffrey P. Altman Frank J. Bane Eugene K. Brown Robert N. Brown Graham M. Brush, Jr. Patricia C. Conroy Alisa D. Cullum Edward T. Dougherty Stephen R. Drapeau Joseph F. Egan Nancy L. Fox Dale W. Gasch Martin A. Glick Donald S. Grenough Thomas F.X. Grover Susan M. Hodges Oscar A. Hoffman Dale L. Johnson Jeffrey A. Kuchar Robert G. Lynch Keith Y. Miyahira Robert K. Moore Jacob B. Pankowski Louis N. Parent Alan L. Parker Bruce H. Pauly

Charles J. Payne Peter S. Pinkham Norris M. Plumley Patrick D. Raudenbush Ernest Sackman Eliza R. Saunders Edward A. Singletary Richard C. Smith Charles H. Snyder Walter B. Stevenson Penny R. Thompson Colby Ward Dianna E. Waters Signe Weber Jean Welcker John Wos

# THE DEPARTMENT OF EDUCATION

### Co-Chairs

Spencer F. Eccles Chairman, President, and Chief Executive Officer First Security Corp.

Alfred H. Kingon Former Editor-in-Chief Financial World Magazine

Nathan R. Owen Chairman and Chief Executive Officer General Signal Corp.

Robert H. Willis Chairman and President Connecticut Natural Gas Corp.

#### Project Manager

Donald B. Summers Vice President, Human Resources Delmed, Inc.

#### Task Porce Members

Dana Sue Alder John J. Bennett Robert L. Bourne Scott M. Cleary David J. Cohen Justine Denise Couchoud Philip R. Fortune Reginald G. Fuller James W. Garrett Geoffrey C. Gould Erika Graf-Webster Courtney Hall Robert M. Hallman, Esq. Byron A. Hartley R. Bruce Hillier Michael R. Jacqmin Scott H. Jaggar Mark H. Johnston Russell F. Leavitt, Jr. R. Gillem Lucas Donald H. Ludington James N. Martin Michael D. Mendelson Sammy W. Pearson Frank X. Pesuth

Frank H. Roby
Patrick J. Russo
Daniel A. Sill
Harold A. Strickland
Perley A. Swasey, Jr.
Michael R. Zucchini

#### Consultant

Clark S. Judge

# THE DEPARTMENT OF ENERGY, THE FEDERAL ENERGY REGULATORY COMMISSION, AND THE NUCLEAR REGULATORY COMMISSION

Robert L. Richardson

#### Co-Chairs

John W. Hanley Chairman and Chief Executive Officer Monsanto Company

Roger Milliken
President and Chief
Executive Officer
Milliken & Company

# Project Manager

Walter R. Pettiss Vice President and Assistant Treasurer Milliken & Company

### Task Force Members

John D. Anderson
Fred H. Balluff
Craig D. Bedle
Bernie Bohlmann
Donald B. Bolger
George E. Bollibon
Pamela A. Bollig
O. Jack Burkland
Elbert W. Burr

Vaughan Chambers John D. Chiquoine Ernest A. Conrads Joseph Cunning Donald B. Dixon Daniel Donoghue D. Jane Drennan Dr. John J. Drysdale Joseph M. Dukert Robert H. Dunlap Mark R. Dusbabek Donald L. Eby Edwin L. Field Robert J. Gallick Leonard Geller Jospeh P. Glas Theodore Hamburger R.M. Harbour Sy Herman Edward C. Holland Milton E. Key Kenneth Kilderry Otto A. Klingler S. Paul Kovich Frank E. Kruesi Robert Kupp Ralph E. Leonberger Alexander Luft J.P. McFadden Charles King Mallory

Cecil J. Marty Charles N. Masten Gerald E. Meetze W. Leroy Miller William J. Mottel Joseph E. Myers Raymond J. O'Connor Hugh R. O'Farrell Diarmuid F. O'Scannlain Alfred H. Ostrand Fred W. Pardee John C. Phillips Robert H. Porter Joseph Clark Powers John F. Proctor Francis E. Reese Eric Reichl Marcus A. Rowden Bernard Rusche John M. Ryder Monroe Sadler Edward H. Schneider Paul V. Tebo John Utley James Van Reenen Dr. James Wei Clive G. Whittenbury William Zimmermann

# THE ENVIRONMENTAL PROTECTION AGENCY, THE SMALL BUSINESS ADMINISTRATION, AND THE FEDERAL EMERGENCY MANAGEMENT AGENCY

#### Co-Chairs

William H. Bricker Chairman, President and Chief Executive Officer Diamond Shamrock Corporation

Ben F. Love Chief Executive Officer Texas Commerce Bancshares, Inc.

## Project Managers

Roger P. Batchelor, Jr. Independent Consultant

Lee E. Straus Vice President and Chief Administrative Officer Texas Commerce Bancshares, Inc.

#### Task Force Members

Glenn Affleck
Nicholas Alicino
William R. Austin
Robert J. Becker
F. Douglas Bess
Dr. B. Peter Block
Kenneth Braud

William J. Burgess Paul L. Carll R.L. Mark Chambers Warren W. Cole Roger P. Cottrell Ronald J. Cracas Gerard W. Daigre Mary V. Davis Harold J. Dean Henry A. Dudley Lucinda A. Edmonds Bennett E. Elrod Oliver M. Fike Robert J. Gallo John A. Garman Joseph F. Gentile Owen L. Gentry Steven A. Ginsburgh Kenneth S. Harlan Dr. Donald J. Harvey Kenneth A. Haseley LaVern Heble Dr. Charles W. Hinman Dr. Thomas Houtman, Jr. James K. Hull Donna M. Hunt William C. Hutton Robert L. Jacks Graham H. Jackson Gene L. Jessee Virgil A. Johnson Robert M. Johnston Sam P. Kamas Elisa S. Kaplan

Paul J. Klebba Henry S. Kramer Albert E. Lewis William V. Lightsey Dr. E. Victor Luoma Michael J. McAfee Michael P. Mauzy David L. Mendez Frances M. Miller James T. Norman Richard E. Parsels Dr. Jerry B. Pausch George M. Pettee Tibor Polgar Anne B. Pouns John D. Rice Richard E. Rings John Roorda Ann-Marie Schuknecht Peter M. Schwab Dr. James G. Smith E.C. Sommer Dan Spence Donald R. Talbott Antonio Torres H. Neal Troy Anthony G. Tummarello Robert M. Walter Fred B. Warburton Lawrence J. Washington David C. Williams Robert B. Yates Douglas M. Yeager

# FEDERAL CONSTRUCTION MANAGEMENT

## Co-Chairs

Robert J. Buckley Chairman and President Allegheny International, Inc.

Raymond C. Foster Chairman, President and Chief Executive Officer Stone & Webster, Inc.

Melvyn N. Klein President and Chief Executive Officer Altamil Corp.

John W. Kluge Chairman, President and Chief Executive Officer Metromedia, Inc.

Frederick P. Rose Chairman Rose Associates, Inc.

Paul J. Schierl President and Chief Executive Officer Fort Howard Paper Co.

### Project Manager

Edwin K. Isely Former Manager A.T. Kearney, Inc.

#### Task Force Members

Joel I. Abrams E.F. Andrews Edward R. Bajer Warren H. Barkley Peter L. Beal

Donald Berman Francois G. Bernardeau William I. Bracken Anthony J. Branca Ralph W. Browning Keith J. Brunette Edward K. Bryant John J. Burke Jack N. Carter Barbara A. Cebuhar Rama Rao V. Cherukuri Louis F. Cohn Bruce V. Cole William P. Cotellese Mary E. Creevy James A. D'Agostino Danielle C. Daniels Thomas E. Debruycker Brian P. Deery James F. Diulus Don S. Domgaard Barbara J. Douglas Alan M. Dunn Roy H. Eno Steven G. Farkas Harvey J. Goldman James R. Graham W. William Graham, Jr. Samuel L. Hack, Esq. Donald R. Hague Robert D. Halverstadt Edward D. Hamm Thomas W. Harrison Sharon B. Holcombe Stuart S. Holder Alfred H. Hunter Michael J. Hurley Robert W. James Max R. Janairo, Jr. William M. Johnstone Susan T. Keller Thomas M. Kurek Victor F. Leabu T. Cynthia Lebrun-Yaffe Ralph O. Wilson, Jr.

Peter M. Lehrer David R. Levin Robert A. Lincoln Edward J. Markus Jean M. Martin Ernest R. McCamman Kenneth E. McIntyre Anna R. McManamon J. William Melsop Adam A. Miller Sandra Mokuvos John W. Morris David W. Mueller Neil J. Munro Leonard J. Murgi Edward G. Murphy John M. Mylin William M. Newman Patricia M. Overton David C. Peters Neal R. Peterson Theresa A. Peterson Edgar F. Pohlmann Keith M. Poore Clyde J. Poppell Robert G. Rhodes Jerome L. Rosenberger Ralph Rossini William J. Shalkham Kiprian M. Skavinski John K. Smith Philip L. Smith James M. Sprouse Philip J. Stassi Warner S. Strang Bernard Strassner James S. Sykes William B. Taylor Romolo Testarmata Mary Lee Vigilante Norma J. Walde Charles E. Wallace Cheryll B. Williams

# FEDERAL FEEDING

## Co-Chairs

H.J. Cofer, Jr. President Rich-SeaPak Corporation

Henry H. Henley, Jr.
Chairman and Chief
Executive Officer
Cluett, Peabody & Co., Inc.

Edward L. Hutton President and Chief Executive Officer Chemed Corporation

Carl Karcher
Chairman and Chief
Executive Officer
Carl Karcher Enterprises,

Edward W. Whittemore Chairman and Chief Executive Officer American Brands, Inc.

#### Project Manager

George J. Schramm Former Vice Chairman American Brands, Inc.

#### Task Force Members

Joseph S. Adomakoh, Jr. William P. Benes Lillan Brueggemeyer Arthur G. Busher Robert T. Chancler Richard M. Cochrane Daniel A. Conforti Thomas M. Dersch Michael J. Giuffrida Thomas C. Hassett Mary V. Hornig Fred E. Karhohs Edward R. Kienle Keith Swor Kendrick William H. Kohler Edward T. Kohlmeir Charles J. Krause Mary M. Leonard Allen R. Maxwell Rose Mary Mims Patricia L. Phillips Joseph W. Rio Karen Ross Mary Ann Royal Salomon Schildhaus Paul Shang Susan K. Shea Alice F. Skelsey David Lee Slusher Marjorie T.J. Wong

#### FEDERAL HOSPITAL MANAGEMENT

### Co-Chairs

Raymond A. Hay President LTV Corp.

William B. Johnson Chairman IC Industries, Inc.

James L. Ketelsen Chairman and Chief Executive Officer Tenneco, Inc.

Henry E. Simmons, M.D.
National Director, Health
Care Consulting Programs
Peat, Marwick, Mitchell &
Co.

## Project Manager

Jack Whitelaw Officer Manager Vought Corporation

### Task Force Members

Michael M. Barch Thomas E. Batey Shirley S. Boone Gretchen K. Flack Kristofer Garmager Timothy R. Garmager Thomas V. Gillen Beverly Guilford Lorraine D. Johnson William H. Johnson Mark E. Lindsey Maxine D. Llewellyn Edward J. Mausser, Jr. Fallon J. Mikula Kristine St. Andrae Promod K. Seth Thomas F. Streff Linda Strevig Herbert E. Wellborn

#### Consultant

David Tilson

# FEDERAL MANAGEMENT SYSTEMS

#### Co-Chairs

Joseph E. Connor, Jr. Senior Partner Price Waterhouse

Harry E. Figgie, Jr. Chairman and Chief Executive Officer Figgie International, Inc.

John E. Fisher Chairman Nationwide Mutual Insurance Co.

Daniel W. Lufkin Chairman of the Finance Committee Columbia Pictures Industries, Inc.

J. Paul Sticht Chairman R.J. Reynolds Industries, Inc.

#### Project Manager

Lewis J. Krulwich Partner Price Waterhouse

#### Task Force Members

Edward P. Arter William R. Beshire R. Thomas Blanchard Katherine H. Cardulla Thomas J. Carrier Edward P. Chait Dennis Durden Gregory L. Freehauf Robert A. Freeman Jeffrey W. Galginaitis Mark K. Galloway Nancy A. Gravatt Charlotte A. Haberaecker Edward J. Haller Ralph W. Jordan Mary E. Keegan Sandra L. LaFevre Daniel J. Lammon Ronald J. Lynch Bruce W. McCuaig J.T. Michaelson Douglas M. Piper I. Theresa Poletto Michael J. Schaub F. James Seaman David S. Shapland John S. Sobczyk

#### Consultants

Ross Conner
Emmet E. Delay
William M. Hall
John W. Heilshorn
Henry Jaenicke
Nancy Kingsbury
Jack McGill
Robert H. Ourant
Robert A. Rennie
Leonard Rutman
Gilbert Simonetti, Jr.
William E. Thompson

### FINANCIAL ASSET MANAGEMENT

Alyse W. Unterburger

W. James Wintzer

### Co-Chairs

Edward W. Duffy Chairman and Chief Executive Officer Marine Midland Banks, Inc.

Wilson S. Johnson Chairman National Federation of Independent Businesses

Edward B. Rust
President
State Farm Fire & Casualty
Co.

# Project Manager

Bruce G. Fielding President Fielding, Locksley & Storek Accountancy Corp.

### Task Force Members

Vincent Beggs Charles J. Cardwell Elaine R. Carlis Leona Del Prete Louis R. Del Prete Art Denzau John E. Doner Gerritt L. Ewing John J. Fawley Evelyn L. Fielding Deborah Figart Clarence Frame Lesley Ann Frowick Ellen S. Goldberg Scott Gray Jim Herr Miriam H. Herr Charles C. Hubbard Margaret R. Johnson-Orrick Mark Johnston Virgil Jones Hiromi Kayama Theodore Kuchenriter Ralph Leal Kevin Lew-Hansen

David Linnowes Susan C. London Meredith McKay Fred A. Marcussen Brant L. Massman Hartwell Morse Frank L. Nemiroff George M. Niesyty Mary Ann O'Connor William G. Onsted Laura Onsted Martha S. Peyton Carol E. Pokodner Carl Pompei Joe Potosky Gordon Schroeder David G. Schultes Eileen Shake Charles T. Smith Kent Stone Bruce Thompson Lucie Todd Torrance Dick Vanderbosch Deborah Williams Jennifer Wirick Marlene Wray

# THE DEPARTMENT OF HEALTH AND HUMAN SERVICES: DEPARTMENT MANAGEMENT, OFFICE OF HUMAN DEVELOPMENT SERVICES, ACTION

#### Co-Chairs

Michael D. Dingman Chairman of the Board and Chief Executive Officer Wheelabrator-Frye, Inc.

Forrest N. Shumway Chairman of the Board and Chief Executive Officer The Signal Companies, Inc.

#### Project Manager

Andrew J. Chitiea Board of Directors Senior Vice President The Signal Companies, Inc. Jeffrey U. Price

#### Task Force Members

Ra Nae Allen Tina Marie Bateman-Cassetta Carol S. Bowman Patrick M. Brand Deidre C. Bruton Edward S. Cowden Robert D. Cully Steven F. Cunningham Charles R. Englert Thomas M. Foley Steven P. Foote John G. Gantz, Jr. Edward F. Greenberg Carol E. Hamilton James P. Honohan

Anna R. Pusateri Catherine L. Barker-Roth Robert R. Ruprecht Don Sabanos Gary M. Sullivan Philip H. Turnock Dale L. Ziegler

# THE DEPARTMENT OF HEALTH AND HUMAN SERVICES: PUBLIC HEALTH SERVICE, HEALTH CARE FINANCING ADMINISTRATION

#### Co-Chairs

Samuel H. Armacost President and Chief Executive Officer Bank of America

Edward L. Hennessy, Jr. Chairman, President and Chief Executive Officer Allied Corp.

Charles J. Pilliod, Jr. Chairman and Chief Executive Officer Goodyear Tire & Rubber Company

#### Project Manager

Albert F. Ritardi Director, Medical and Environmental Services Allied Corp.

# Task Force Members

James H. Abrams Donald G. Anderson Frank W. Armstrong Charles B. Breuer Ruth N. Bruns Brewster P. Campbell, Jr. G. Howard Vocke Vito A. Caravito Russell L. Creighton Michael L.T. Didier Rosemary C. Dimler Ralph M. Esposito Joseph H. Gilchrist James A. Hathaway Gordon J. Hewitt Joseph F. Hutchinson John C. Longstreth Gregory E. Madsen Richard M. Martin Jeanne I. Owers Hollis Paschen-Andersen Barbara J. Pettis William E. Rinehart, Sc.D. Richard R. Robert

Madeline C. Sprague Terry N. Stewart Robert J. Tivey Terry Lee Turner Patrick J. Vath Willard W. Wecker Michael C. Wolff

# THE DEPARTMENT OF HEALTH AND HUMAN SERVICES: SOCIAL SECURITY ADMINISTRATION

## Co-Chairs

John J. Byrne Chairman, President, and Chief Executive Officer GEICO Corp.

Joseph P. Downer Vice Chairman Atlantic Richfield Co.

Harold A. Eckmann Chairman and Chief Executive Officer Atlantic Mutual Insurance Co.

George P. Jenkins
Former Chairman and Chief
Executive Officer
Metropolitan Life
Insurance Co.

### Project Manager

John J. Byrne Assistant Vice President The Atlantic Companies

#### Task Porce Members

James Abell William Birmingham B. Bowersox Ronald Buckley Connie Cottingham-Goggins Charles R. Davies Dennis Dolan David Earls Winston Foster A. Franck David Graham Charles Grenier Peter Hanley Burke Hansen John Jarrett Madison Jones III Tim Kilcullen K. Lindner Mike Madden James Maloney Ann Mercurio Beth Nelson R. Robinson Len Schiller

D. Van Norman Robert Warden Robert Yarnall

# THE DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

# Co-Chairs

Frank T. Cary Chairman of the Executive Committee IBM Corporation

Richard Cooley Melvin J. Carriere
Chairman, President, and Lynne E. Clark
Chief Executive Officer James Dutcher
Seattle Pirst National Bank Kenneth G. Edwards

Barry F. Sullivan Chairman and Chief Executive Officer First National Bank of Chicago

#### Project Manager

Richard J. Borda Executive Vice President Wells Pargo Bank

#### Task Force Members

James Streff

Jean Suda Paul Talbott

Susan A. Ahlquist Elizabeth B. Armour Thomas M. Arrasmith, III LaMar L. Briner Peter J. Broccolo Melvin J. Carriere Lynne E. Clark James Dutcher Donald H. Erkes W. Kent Evanson Robert J. Goudy Robert E. Graves Elizabeth A. Greenwood Andrew J. Grimstad Michael J. Harrigan Robert A. Hokom Donald R. Hollis William A. Hurley John W. Jerak Lona Jupiter

Frank C. Killackey Bruce E. Langton Claire D. Lauchner Frank M. McGowan Arlene D. Means Timothy J. Meyer George H. Miller Roy M. Miller Peter Reed Edward M. Roob Timothy Shahen Stephen P. Sheehy Gerald E. Sikora Annette D. Thielman Lawrence J. Thomas James T. Weitzel Charles K. Weyl David E. Weymouth Dorothy W. Wilson Howard N. Young

# THE DEPARTMENT OF THE INTERIOR

#### Co-Chairs

George D. Anderson President Anderson ZurMuehlen & Co.

William T. Coleman, Jr. Partner O'Melveny & Myers

Morley P. Thompson President Baldwin-United Corp.

Hays T. Watkins Chairman and Chief Executive Officer CSX Corporation

## Project Manager

Robert C. Hacking Manager, State and Local Government Ernst & Whinney

#### Task Force Members

Mark G. Aron Theodore C. Barreaux Maria T. Beck Donald T. Bliss, Jr. Michael F. Brimmer Jon T. Brown Jeffrey R. Finci Susan E. Janicki Walter G. Johnson Brenda H. Kelley Salvatore La Spada Joseph F. Moraglio Denise M. Palmer William C. Pitt, III James C. Schultz Nelle Seckinger Allen J. Sinisgalli Paul G. Sittenfeld John W. Snow Stephen Sobotka Robert N. Steinwurtzel J. Thomas Tidd W. Edward Whitfield Carol A. Zuckerman

# THE DEPARTMENT OF JUSTICE

# Co-Chairs

Weston R. Christopherson Chairman and Chief Executive Officer Jewel Companies, Inc.

Frederick Deane Chairman and Chief Executive Officer Bank of Virginia

Jewel S. Lafontant Senior Partner Lafontant, Wilkins, Jones & Ware, P.C.

Arthur Levitt, Jr. Chairman and Chief Executive Officer American Stock Exchange, Inc.

#### Project Manager

Clarence S. Wilson, Jr.
Member of Firm
Lafontant, Wilkins, Jones
& Ware, P.C.

# Task Force Members

Laura V. Banks
James Wilson Bush
Philip D. Fowler
Wenda S. Freeman
Jeffrey Gordon
T. Gaylon Layfield, III
Charles Lewis
Rev. Harold Thomas Lewis
Charles M. Moritz
Christopher M. Randall
Gordon Stewart
David J. Vidal

# THE DEPARTMENT OF LABOR

#### Co-Chairs

James S. Kemper, Jr. Chairman Kemper Corporation

Francis C. Rooney, Jr. Chief Executive Officer Melville Corporation

Richard R. Shinn Chairman and Chief Executive Officer Metropolitan Life Insurance Co.

Luke G. Williams
Chief Executive Officer
American Sign & Indicator
Corp.

#### Project Manager

Max Hirschhorn Independent Consultant

### Task Porce Members

Wallace R. Baker Joseph A. Bourdon Thomas E. Callahan Charles P. Carroll Daniel J. Cavanagh Eugene M. Frein Paul Garfinckel Dorri J. Gitlin Geoffrey M. Hanford Gerard F. Harrison Arthur Korman Alexandra P. Lappas Richard L. McClellan Elizabeth H. Maurer Barbara I. Nitzberg William Norton Donald A. Odell Arthur R. Owens Pearl Percak Joseph Pfenning Darby L. Prentiss Franklin H. Rogers Richard R. Sachs Stephen A. Schlazer

Charles J. Sokolski Harvey Sontag John F. Ward Howard B. Warren Robert R. Wehner Ralph C. Weisgerber Myra D. West-Allen Richard F. Wiseman

# LAND/FACILITIES/PERSONAL PROPERTY

# Co-Chairs

John F. McGillicuddy Chairman and Chief Executive Officer Manufacturers Hanover Trust Co.

Donald G. McNeely Chairman Space Center, Inc.

Donald W. Nyrop Former Chief Executive Officer Northwest Airlines, Inc.

Joseph J. Pinola Chairman and Chief Executive Officer First Interstate Bancorp

Darwin E. Smith Chairman and Chief Executive Officer Kimberly-Clark Corp.

# Project Manager

Paul A. Jones
Executive Vice President
and Secretary
Kimberly-Clark Corp.

#### Task Porce Members

Richard J. Archer Joan Atkins Brad L. Bates, Esq. George H. Bigelow Laura M. Boldosser Hal Bowman Judith G. Caratenuto Marcia K. Cowan Daniel R. DeBord Donald H. Denison Judith A. Forsythe Robert E. Freer, Jr. Richard Greenberg Melissa Ann Guye Michael H. Haller Ruth Hertzfeld Denise A. Jones Malcolm W. McDonald Elaine MacNichol Mike D. Mark Paul Messina Roger A. Murch Michael Nemeroff Joanne P.S. Ongman, Esq. Sumner Parker Barbara Peters William R. Ransom John C. Ritter A.X. Robbins Don Rodich Renee Rollins

Patricia Gail Scott Leslie Sloan Teresa L. Spalding Ram Viswanathan Bonnie B. Wan Mike Wilkins Sue Woolsey Thane Young Sharon L. Zeigler Wayne R. Zwickey

Mark Rutecki

# LOW INCOME STANDARDS AND BENEFITS

#### Co-Chairs

Bennett Archambault Chief Executive Officer Stewart-Warner Corporation

Richard J. Flamson, III Chairman and Chief Executive Officer Security Pacific National Bank

Robert A. Schoellhorn Chairman and Chief Executive Officer Abbott Laboratories

Robert K. Wilmouth President and Chief Executive Officer National Futures Association

# Project Director

Richard W. Strauss Manager, Washington Operations Stewart-Warner Corporation

#### Task Force Members

Jeffrey A. Alspaugh Michael B. Barr Mellen Candage James M. Cloney Sarah E. Collins David Crosland John J. Duffy Edward M. Hallinan Jay W. Howard John W. Jerome Richard W. Kasperson William H. McCloskey Nancy J. Olson Walter J. Olson David J. Reene Rebecca J. Reid Ivison W. Rhodes Claudia S. Ringel Roger D. Rutz Victoria S. Shain Richard E. Steen William F. Turner Ray G. Vanheusden Garry W. Vosahlik

# THE DEPARTMENT OF THE NAVY

#### Co-Chairs

Nicholas T. Camicia Chairman and Chief Executive Officer The Pittston Company

Maurice R. Greenberg President and Chief Executive Officer American International Group, Inc.

Stanley Hiller, Jr. Chairman Hiller Investment

Thomas M. Macioce President and Chief Executive Officer Allied Stores Corp.

## Project Manager

Robert M. Cockrill Partner Coopers & Lybrand

#### Task Force Members

Dale R. Babione Richard Beaumont William Benson Murray Bovarnick John W. Boyd Gerald J. Brown Herbert C. Clayman Norman Clement Roy Clester Norman Dargie Joseph Dore, III Paul C. Keenan, Jr. Robert E. Lay Charles Lee Donald H. Lichty James S. Lyles Thomas D. Matteson John Maurer James McCoy John McCreight J. Wade Miller Klein E. Mitchell Charles B. Molster Michael Murphy Eric T. Oster James Phillips

Robert A. Rosen James Ryan Leon Schneider Susan J. Shindell Phillip Silverman Roger D. Wiegley Emmanuel Zimmer

# PERSONNEL MANAGEMENT

## Co-Chairs

Robert Hatfield President New York Hospital

Donald R. Keough President The Coca-Cola Company

John A. Puelicher Chairman and Chief Executive Officer Marshall and Ilsley Corp.

## Project Manager

Sy B. Pranger Independent Consultant

# Task Force Members

Joyce A. Akers Edward A. Brinkley Robert J. Brookhiser Irvine H. Dearnley Katherine E. Douglass Kathleen C. Dudek Belinda O. Fairhall William B. French Walter C. Gansser Jerry Greenberg C. William Isaacson Wilburt A. Koontz John A. Lersch William L. Lucianovic Jon L. Manetta James T. Ray Whatley S. Scott David P. Siebold

William T. Smith
John E. Stehr
John E. Toole
Victor Zink

## Consultants

Frank J. Alosa H. Geoffrey Andrews Robert P. Buczkowski Carl Smith

# PRIVATIZATION

#### Co-Chairs

Bruce J. Heim Vice President F. Eberstadt & Co., Inc.

Paul F. Hellmuth Retired Managing Partner Hale & Dorr

Edward L. Hutton President and Chief Executive Officer Chemed Corporation

Paul E. Manheim Advisory Director Lehman Brothers, Kuhn, Loeb, Incorporated

Eben W. Pyne Retired Senior Vice President Citibank, N.A.

David L. Yunich Retired Vice Chairman R.H. Macy & Co. Inc.

# Project Managers

Leo Kramer President Kramer Associates, Inc.

Paul Taff Senior Associate Kramer Associates, Inc.

#### Task Force Members

Adm. Herbert Anderson
Catherine S. Barron
William Benes
A. Mark Berlin
Bruce R. Collins
Thomas M. Dersch
Bernard DiFiore
Elisabeth Harding
Anthony J. Hope
Brad Hummell
Thomas S. Karwacki
Keith S. Kendrick
Douglas E. Mackay
Jeffrey J. Michael
Mark D. Mishler

George T. Pappas
Joseph W. Rio
Eliza R. Saunders
William Scofield
David L. Slusher
Dr. Leo Tansky
Paula Todd
Eileen Torbeck
James Van Reenan
Robert E. Weiner
Judith M. Whalen
Marjorie T. J. Wong

# PROCUREMENT/CONTRACTS/INVENTORY MANAGEMENT

# Co-Chairs

Willard C., Butcher Chairman The Chase Manhattan Bank, N.A.

Edward S. Finkelstein Chairman and Chief Executive Officer R.H. Macy & Co., Inc.

Clifton C. Garvin, Jr. Chief Executive Officer Exxon Corporation

#### Project Manager

Edgar A. Robinson Senior Vice President Exxon Company, U.S.A.

#### Task Force Members

Nellie Bannister Steven Braunstein D. Bruce Brunson George W. Cadwallader Marshall N. Carter Charles A. Cooper Peter T. Crichton Alfred R. Crosby Katherine L. Davis Deborah C. Diamond Donald Eugene Jack A. Feitelberg Alice B. Haemmerli Donald F. Hagan Clyde D. Hart, Jr. Dwight F. Holloway Thomas G. Horst Joel Katzman Stephen I. Kelly John A. Knubel

Carol J. Lewis Michael Luciuk Thomas A. McWalters Joseph M. Miscione Warren T. Olde Manuel Peralta Robert A. Pinzuti Herbert Rackoff Lee R. Raymond John A. Redmond Frank R. Reilly Gregory J. Robers Richard A. Rosenberg Barry J. Sharp Henry Sinason Richard M. Voripaieff Harold T. Wright Percy Wu Eileen Wynne

# REAL PROPERTY MANAGEMENT

#### Co-Chairs

Robert A. Georgine President Building and Construction Trades Department AFL-CIO

Alexander F. Giacco Chairman, President and Chief Executive Officer Hercules Incorporated

Donald P. Kelly President, Chairman and Chief Executive Officer Esmark, Inc.

Donald B. Marron Chairman and Chief Executive Officer Paine Webber Incorporated

Nathan Shapell Chairman Shapell Industries, Inc.

# Project Manager

John N. Sherman Manager Business Planning Plastic Products Business Frank J. O'Brien Center Hercules Incorporated

# Task Force Members

Michael Anderson Gary J. Bausom George H. Bigelow Terry A. Buller Elizabeth A. Dawson Alan M. DiSciulló Joseph M. Dukert Parker T. Fernald Karl Haas Ray W. Hodges, Jr. Gretchen Hoekenga Thomas W. Hunsberger Kenneth K. Jones Anne Marie Kane Walter B. Kulikowski

Samuel A. Mabry Robert Mallock, Sr. George L. Moore, Jr. Grant R. Patrick Mark Perechocky Stephen W. Price James B. Weaver Barbara Wyman

# RESEARCH AND DEVELOPMENT

#### Co-Chairs

William F. Ballhaus President Beckman Instruments, Inc.

Karl D. Bays Chairman and Chief Executive Officer American Hospital Supply Corp.

James L. Ferguson Chairman and Chief Executive Officer General Foods Corp.

David Packard Chairman of the Board Hewlett-Packard Co.

Edson W. Spencer Chairman and Chief Executive Officer Honeywell, Inc.

# Project Manager

Dr. Eugene E. Yore Corporate Director, Design Automation Honeywell, Inc.

## Deputy Project Manager

Steven Malevich Manager, Emerging Issues Program Beckman Instruments, Inc.

August Schellhammer William G. Schmick Roger N. Schmidt Stephen S. Thaxton Sam D. Walker Florence M. Zeller

## Task Force Members

Ronald H. Abrahams R. Glenn Affleck Dr. Walter R. Beam John C. Beckett John L. Bilangi Sarah Messengale Billock Clyde F. Coombs, Jr. James L. Copenhaver Stuart N. Davidson Walter Donner Maurice E. Esch Stephen F. Hirshfeld Grace M. Holden Linda K. Holt George A. Issac, III John W. James Virginia L. Jamison Donald A. Klein Ralph E. Lee Edward J. Marteka Thomas H. Morton Oksana Orel William T. Ryan

# THE DEPARTMENT OF STATE/AID/USIA

#### Co-Chairs

J. Rawles Fulgham Retired Vice Chairman InterFirst Corporation

George L. Shinn
Retired Chairman of the
Board and Chief Executive
Officer
First Boston Corp.

#### Project Manager

Arthur M. Scutro, Jr. Vice President First Boston Corp.

#### Task Force Members

A. John Allen
Louise S. Armstrong
Dr. C. Cary Barton
Robert B. Calhoun, Jr.
James E. Connor
K. Craig Gallehugh
David Glazer
Donald S. Grubbs, Jr.
Peter F. Heuzey
Nancy J. Holland
James A. Hynes
Dr. Charles Katsainos
Stacie McGinn Kivimae
Alice W. Lorillard
Michael L. McAllister
Cheryl M. Neimuth

Robert A. Pikul
Dr. Fred O. Pinkham
Robert J. Reynolds
William Rita
Mack F. Rossoff
Lawrence A. Silverstein
Chris D. Simpson
Robert J. Starry
G. William Vining

# THE DEPARTMENT OF TRANSPORTATION

## Co-Chairs

Coy G. Eklund
Chairman and Chief
Executive Officer
The Equitable Life
Assurance Society of
the United States

Thomas G. Pownall Chairman and Chief Executive Officer Martin Marietta Corp.

William H. Spoor Chairman and Chief Executive Officer Pillsbury Co.

Terry Townsend Immediate Past Chairman American Society of Association Executives

L. Stanton Williams Chairman and Chief Executive Officer PPG Industries, Inc.

# Project Manager

William T. McCaffrey Vice President and Area Executive Officer The Equitable Life Assurance Society of the United States

#### Task Porce Members

Dale S. Alexander
David R. Belle-Isle
Robert E. Bowles
Joseph Cafaro
Joseph P. Guasconi
Paul E. Hall
N. Thomas Harris
Franklin C. Jesse, Jr.
Winston W. Marsh
Eugene F. Ritzenthaler
Paul Stepner

#### Consultants

Anthony J. D'Anna George T. Pappas

# THE DEPARTMENT OF TREASURY

# Co-Chairs

Alfred Brittain, III Chairman of the Board Bankers Trust Company, Inc.

William H. Donaldson Chairman Donaldson Enterprises, Inc.

John H. Filer Chairman and Chief Executive Officer Aetna Life and Casualty Company

## Project Manager

Robert G. Maxon Vice President/Corporate Comptroller Aetna Life and Casualty Company

## Task Force Members

Christopher L. Bergstrom Lyman J. Bishop Paul A. Brodict Francesco A. Calabrese Theresa A. Carpentieri James D. Converse Ralph E. Cyr Stephen M. DuBose Deborah G. Faber Donald E. Flannery Marc A. Gardiner R. Frank Gooden M. Jacqueline Gordon Esteban Hnyilicza Herschel B. Hoffenberg R. James Huber, Jr. Karl E. Ideman Tracye D. Johnson John M. Jureller Kathleen A. Krueger Sondra D. Levin J. Robert McAfee James J. McEntee David W. McFadden J. Howard McKee Andrew M. Miller John F. Moore

John M. Mueller John W. Nostrand Jeffrey J. Park Harold C. Passer Deborah L. Penharlow Lewis W. Pogue Michael J. Prendergast Nancy M. Saltojanes Paul J. Sarosy, Jr. Raymond J. Sibiga David W. Small Ann E. Thomas Joyce G. Thompson James T. Todd Deane B. Turner Thomas J. Vogel William D. Walston, Jr. Rebecca L. Wilson Desmond C. Wong Lawrence J. Young

#### Consultants

Nicholas F. Schauer Frank Wolpe

# USER CHARGES

#### Co-Chairs

James Stewart Chairman (Retired) Frank B. Hall & Co., Inc.

Eugene J. Sullivan Chairman and Chief Executive Officer Borden, Inc.

#### Project Manager

James B. Clawson Independent Consultant

#### Task Force Members

Catherine S. Barron
W. Bailey Barton
Richard A. Berman
Ronald J. Duych
Carmel Fauci
William P. Frankenhoff
Charles H. Granger
J. William Harsch
William B. Harwood, Jr.
George W. Koch
William L. Lew
George R. Lyon
Thomas J. Malloy
Anthony P. Manforte

K. H. Mao
Edward Margolin
James T. McCory
Allan L. Miller
Bernard Nemtzow
Robert L. Purvin
Ludwig Rudel
Randall C. Runk
James R. Selwood
Thomas C. Seoh
Celia Q. Sherred
J. Berry Wallace
Joseph E. Warden
Cynthia F. Wilchcombe

# THE VETERANS ADMINISTRATION

## Co-Chairs

William C. Douce President and Chief Executive Officer Phillips Petroleum Company

Hans W. Wanders Chairman and Chief Executive Officer Wachovia Corp.

William L. Wearly Chairman of the Executive Committee Ingersoll-Rand Co.

#### Project Manager

John R. Babson Consultant Ingersoll-Rand Co.

#### Task Force Members

Alan Atwater Robert V. Bakalian Andrea M. Cadematori Gregory D. Dalton Richard H. Elcock Sharon Fonville Al L. Hall John K. Hollan Henry A. Johnson Richard D. Johnson Charles King David R. Kirchman Bruce Lesher Roy E. Levi Cynthia A. Linderer Edward A. Lynch, Jr. Stephen Madden Thomas M. Martinsen Michael J. Ostronic Elizabeth A. Patton Lawrence Petree

Lori L. Rones
Gordon B. Santee
Leslie D. Sari
Joyce E. Scheuermann
Patricia A. Smith
Richard H. Snelsire
William T. Stewart
Paul E. Taylor
Paula A. Verkuilen
Leslie R. Watson
Roy W. Wegen
H.A. Wiegand