

Management Information Meeting

January 21, 2005



Glenn Research Center FY05 FTP Losses and Hires

(As of 12/31/04)

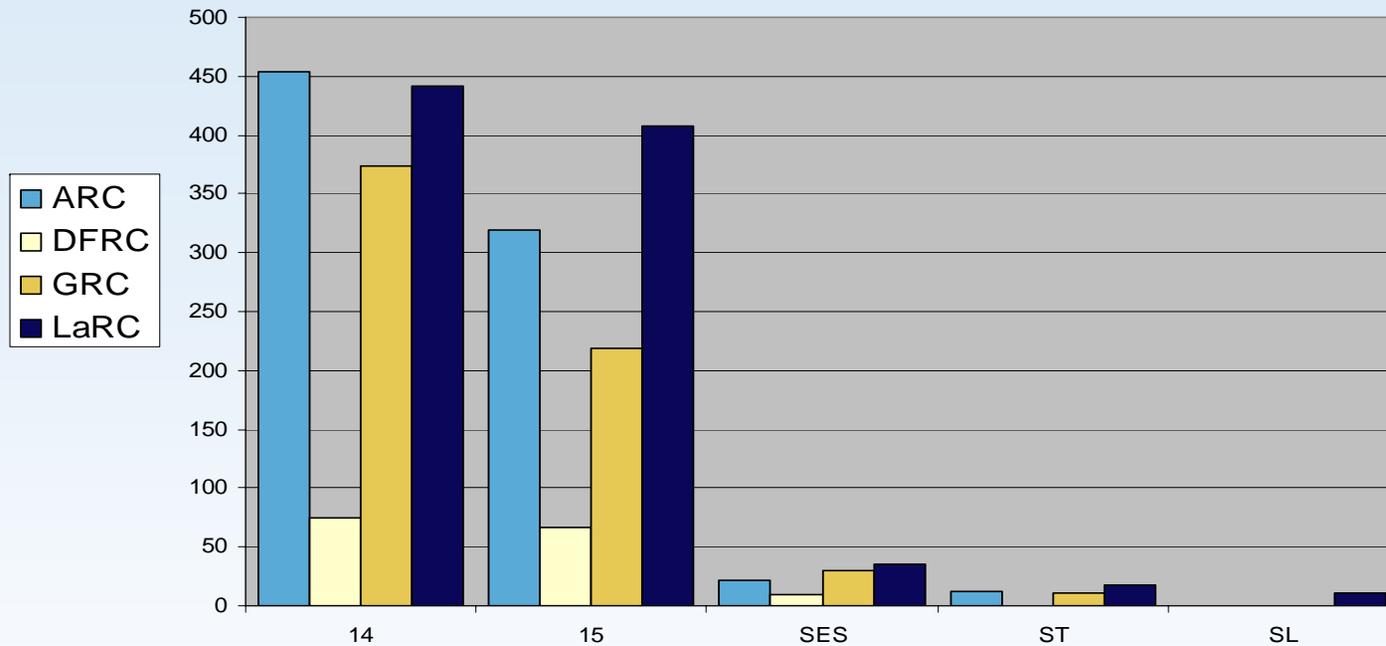
Cumulative Projected FTP Hires	Data Not Available
Actual FTP Hires	0
Actual OTFTP Hires	4
FY05 Projected FTP Hires	30
Cumulative Projected FTP Losses	Data Not Available
Cumulative Actual FTP Losses	69
Actual OTFTP Losses	0
FY05 Projected FTP Losses	50 *

* Does not include any potential buy-out impact

Phasing information not available



Code R Centers High-Grade Positions - FTP As of 12/25/04



	All Grades	14 & Above		14		15		SES		ST		SL	
ARC	1,361	807	59%	454	33%	319	23%	22	2%	12	0.88%	0	0.00%
DFRC	525	151	29%	75	14%	67	13%	9	2%	0	0.00%	0	0.00%
GRC	1,817	634	35%	374	21%	219	12%	30	2%	11	0.61%	0	0.00%
LaRC	2,148	913	43%	442	21%	407	19%	36	2%	17	0.79%	11	0.51%

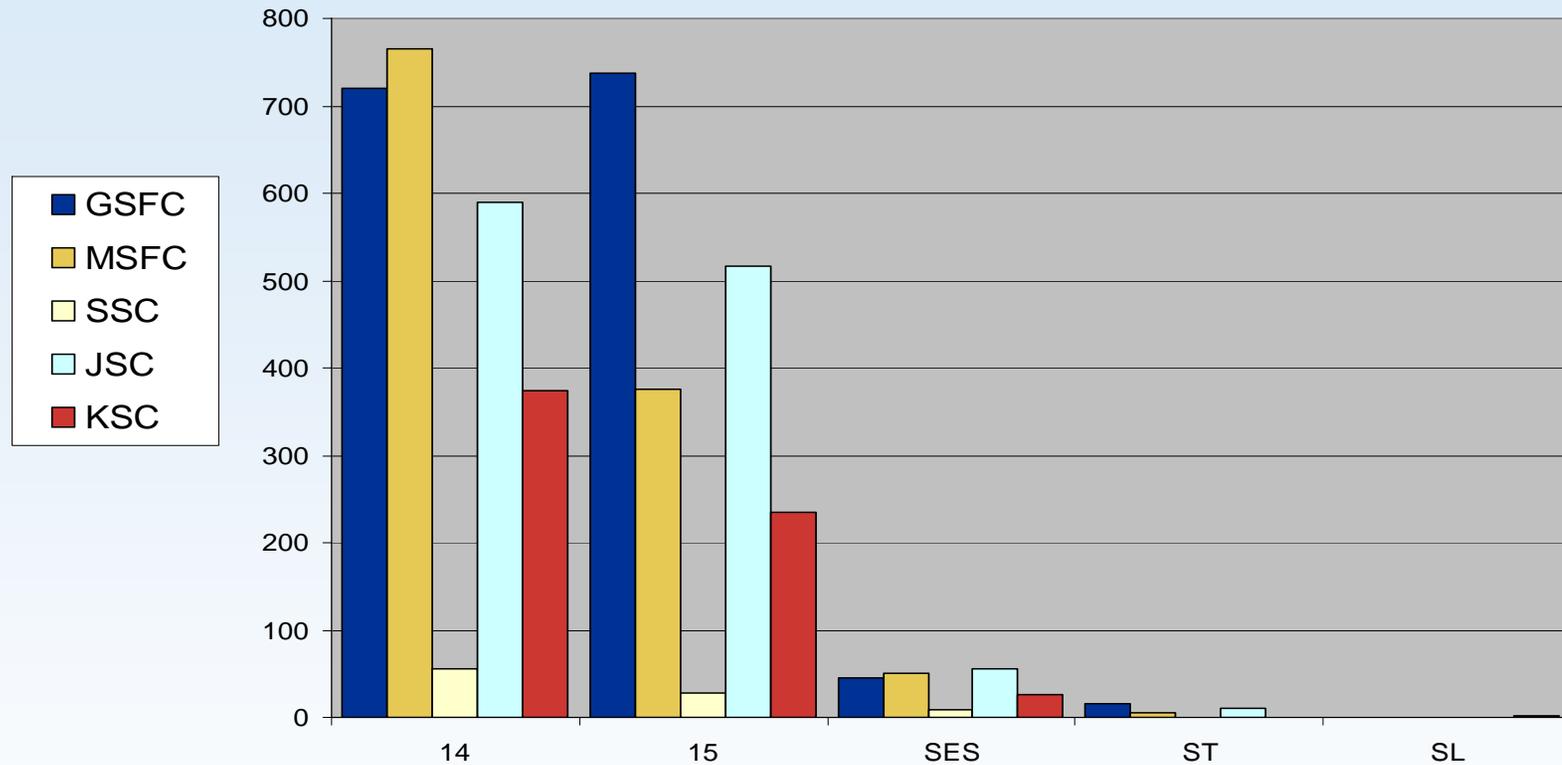


Code R Centers High Grade Position Changes From 11/13/04 – 12/25/04

- GRC - Grade 14 and Above increased by 2 (632 to 634) No change in percentage of 35%
- Grade 14 increased by 1 (373 to 374) No change in percentage of 21%
- Grade 15 increased by 1 (218 to 219) No change in percentage of 12%
- ARC - All Grades decreased by 2 (1,363 to 1,361)
- Grade 14 decreased by 2 (456 to 454) No change in percentage of 33%
- Grade 15 increased by 2 (317 to 319) No change in percentage of 23%
- DFRC- All Grades decreased by 3 (528 to 525)
- Grades 14 and above decreased by 1 (152 to 151) No change in percentage of 29%
- Grade 14 increased by 1 (74 to 75) No change in percentage of 14%
- Grade 15 decreased by 2 (69 to 67) No change in percentage of 13%
- LaRC - All Grades decreased by 2 (2,150 to 2,148)
- Grade 14 and Above increased by 1 (901 to 902) No change in percentage of 42%
- Grade 14 decreased by 3 (445 to 442) No change in percentage of 21%
- Grade 15 increased by 1 (406 to 407) No change in percentage of 19%
- SES increased by 3 (33 to 36) No change in percentage of 2%



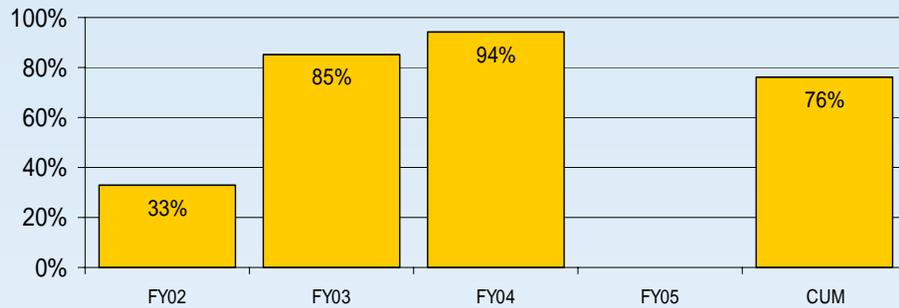
Code M Centers High-Grade Positions - FTP As of 12/25/04



	All Grades	14 & Above	14	15	SES	ST	SL						
GSFC	3,115	1519	49%	720	23%	737	24%	46	1%	16	0.51%	0	0.00%
MSFC	2,578	1196	46%	765	30%	376	15%	50	2%	5	0.19%	0	0.00%
SSC	282	92	33%	56	20%	28	10%	8	3%	0	0.00%	0	0.00%
JSC	2,824	1173	42%	590	21%	517	18%	55	2%	11	0.39%	0	0.00%
KSC	1,810	637	35%	374	21%	235	13%	26	1%	0	0.00%	2	0.11%



Historical % Conversion of Eligible Co-ops

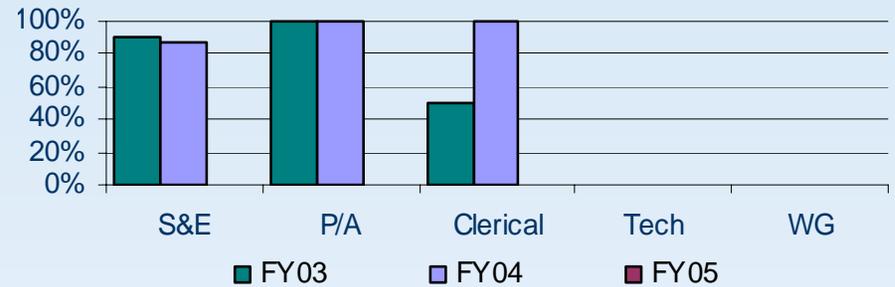


	FY02	FY03	FY04	FY05	CUM
# Conversions	4	11	15	0	34
# Eligible	12	13	16	0	45
% Converted	33%	85%	94%	0%	76%

Ethnicity of Co-op Conversions

	African American		Asian		Hispanic		Non-minority		Total
	M	F	M	F	M	F	M	F	
FY02						1	2	1	4
FY03		1	1		1		3	5	11
FY04					1		9	5	15
FY05									
TOTAL	0	1	1	0	2	1	14	11	30

Co-op Conversions by NCC



FY03	S&E	P/A	Clerical	Tech	WG
Expected Grads	14	1	2		2
Offers Made	10	1	2		0
# Converted	9	1	1		0
% Converted	90%	100%	50%		
FY04	S&E	P/A	Clerical	Tech	WG
Expected Grads	8	5	3		
Offers Made	8	5	3		
# Converted	7	5	3		
% Converted	88%	100%	100%		
FY05	S&E	P/A	Clerical	Tech	WG
Expected Grads	13	4	1	0	0
Offers Made	5	1	0	0	0
# Converted					
% Converted					

FY05 data as of 12/31/04



FY05 Time-Off Awards

As of 01/12/05

Org.	Number of Awards	Number of Hours
A	0	0
B	1	8
C	21	296
D	40	522
E	0	0
G	1	8
P	13	144
Q	11	112
R	45	492
S	0	0
V	2	32
X	1	12
Total	135	1,626



Buy Out Results 12/31/04 and 01/03/05

Total Separations	82	
Buy Out Plan Results	78	
• With Buy Out	66	(\$1,650,000)
Optional Retirements	56	
Early Retirements	10	
• Without Buy Out	11	
Optional Retirements	7	
Early Retirements	4	
• Early Out Authority	1	
Outside Buy Out Plan		
Early out Authority	1	



Buy Out/Early Out Separations by Competency

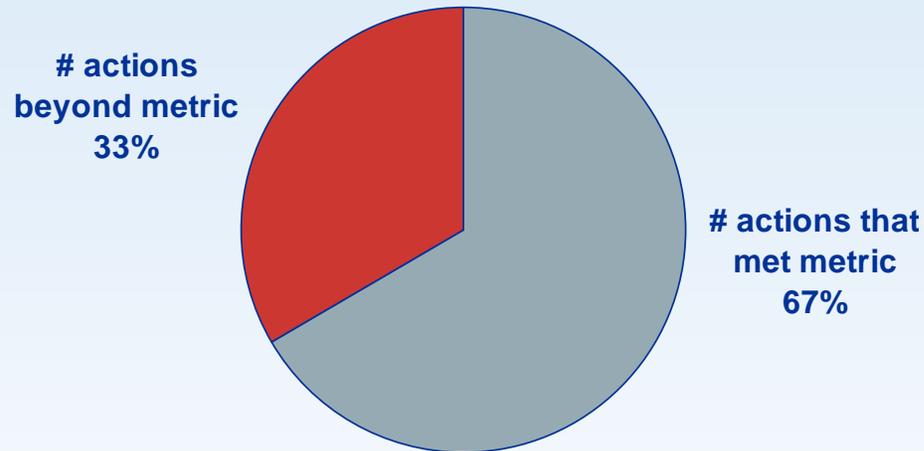
Competency	Separations w/Buy Out	Total Separations
Administrative Support	2 out of 2	9
Business Management		1
Advanced Materials & Processing Science	2 out of 7	2
Analytical & Computational Structural Methods	0 out of 2	0
Combustion Science	4 out of 9	4
Commercial Technology	1 out of 1	1
Control Systems & Guidance Navigation	1 out of 3	1
Electron Device Technology	2 out of 2	2
Engineering & Science Support	41 out of 75	41
Financial Management	0 out of 1	0
Human Resources	1 out of 1	4
Mechanical Systems	1 out of 5	1
Propulsion Systems & Testing	4 out of 20	4
Research Facilities Planning	1 out of 3	1
Software Engineering	7 out of 10	7
Structural Systems	0 out of 0	0



FY05 Staffing Metrics - Certificates

1st Quarter

(10/01/04 – 12/31/04)



Certificates Prepared	9
Met Metric	6
Exceeded 29 Days	3
Avg. Number of Days	28

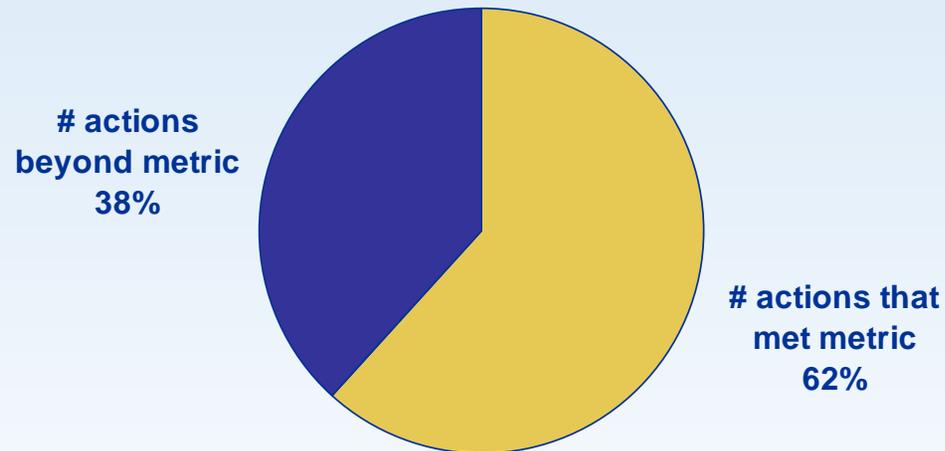
Metric = HR Specialists - 29 Days From Staffing Receipt of SF-52 to Issuance of Certificate to Selecting Official
Managers – 29 Days from Issuance of Certificate to make a selection

Goal = 80 Percent of Actions Within Metric



FY05 Staffing Metrics – Selections

1st Quarter
(10/01/04 – 12/31/04)



Selections Made	13
Met Metric	8
Exceeded 29 Days	5
Avg. Number of Days	25

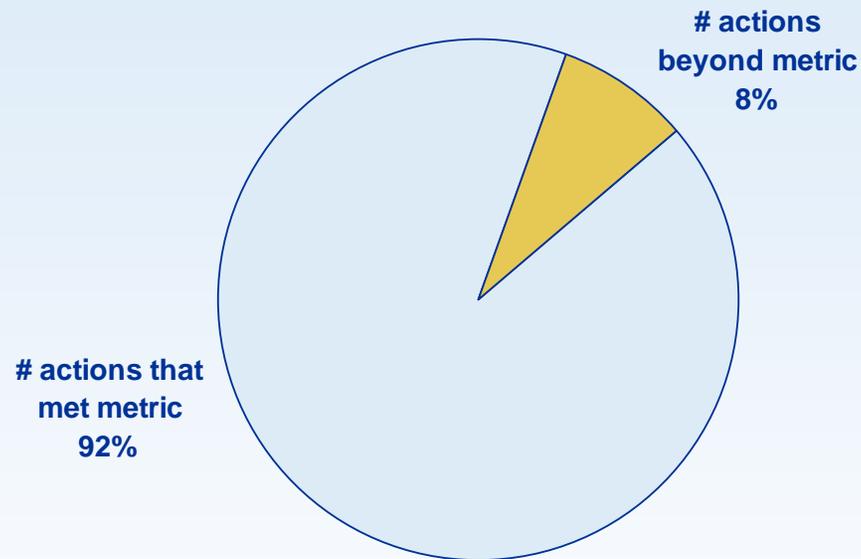
Metric = HR Specialists - 29 Days From Staffing Receipt of SF-52 to Issuance of Certificate to Selecting Official
Managers – 29 Days from Issuance of Certificate to make a selection

Goal = 80 Percent of Actions Within Metric



FY05 Classification Metrics

1st Quarter
(10/01/04 – 12/31/04)



Total Actions Classified	61
Actions That Met Metric	56
Action Beyond Metric	5
Avg. # of days to classify position	10

Metric = 30 Days From Receipt of Complete Package to Classify Position

Goal = 80 Percent of Actions Within Metric



Employee Suggestion Program

- Suggestion Awards FY05 (as of 12/31/04) - \$0
 - Tangible Savings - \$3,720
 - Number of Eligible Employees – 1,894
 - Number of Supervisors – 130
 - Suggestions Submitted 10/01/04 – 12/31/04 = 14
 - Submitted by Supervisors – 0
 - Submitted by Non-supervisors – 14



Employee Suggestion Program

Delinquent Suggestions (>14 Days)

Suggestion Number	Responsible Organization	Responsible Manager	#Days Open
04002004102201 Join Ohio Link Library Service	C000	Kennedy / Lester	81 – Still being evaluated. Extension granted through 1/18/05
04002004021901 – Labwide Communication	VIEO	Weegmann	327 – still being evaluated
04002004050501 – Eliminate Pop Ups	V000	Pillay	251 – Still being evaluated
04002004110402 – Desktop Google Search tool	V000	Pillay	68 – Still being evaluated
04002004120201 – Work Stations to PCs	V000	Pillay	40 – Recommend Disapproval – awaiting committee review



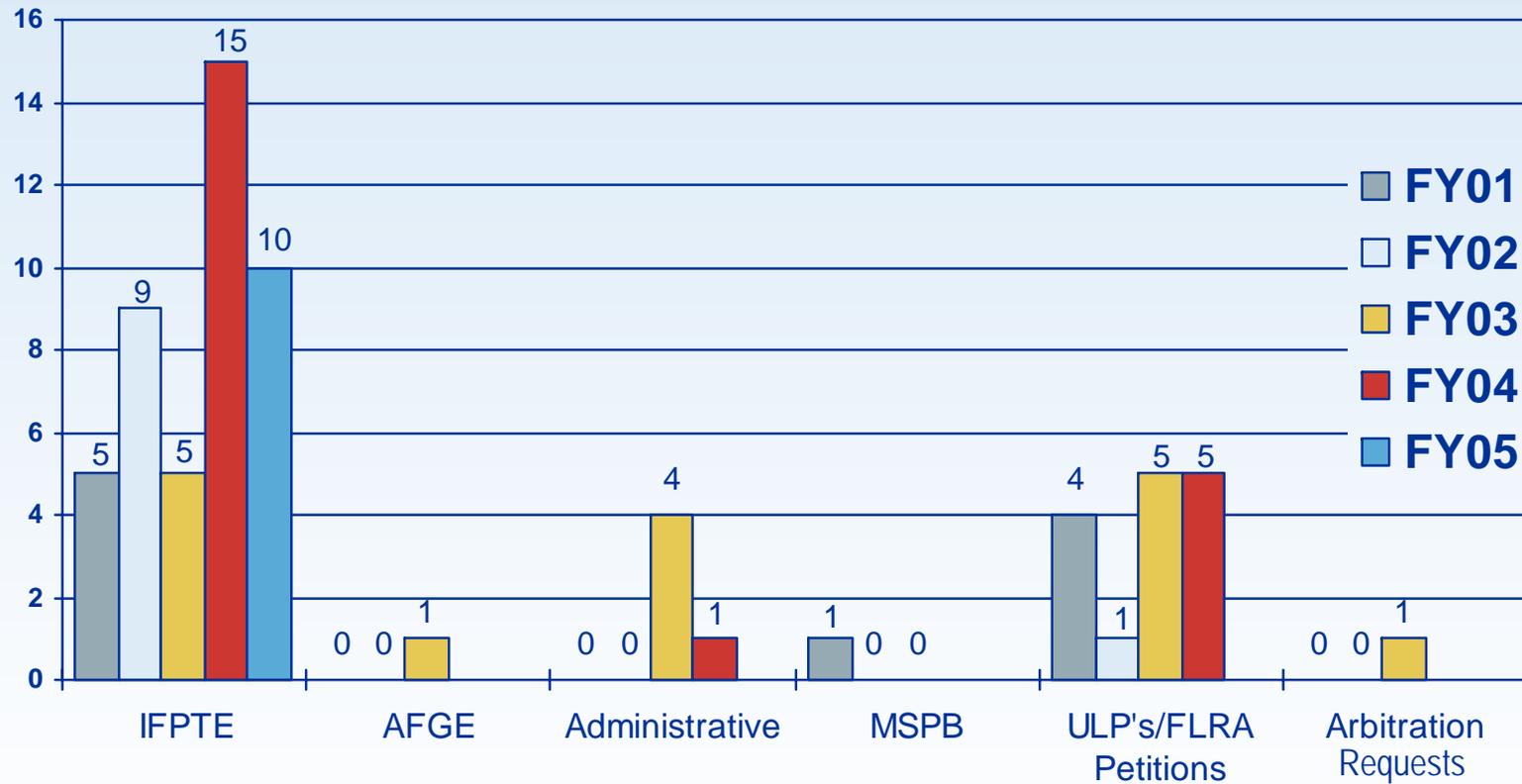
Employee Suggestion Program

Approved Suggestion Awards Pending Implementation

Suggestion Number	Date Recommended for Award	#Days Open
04002004060102 Velcro Hangers	10/21/2004 Not implemented no date set yet	224
04002004030503 BMS Document Numbers	11/18/2004 Was pending implementation on 12/30/04 – no award paid yet	313
04002004071504 RPM Database	11/18/2004 Recommended for approval but not approved or implemented	181



APPEAL/GRIEVANCE ACTIVITY FY01-05 (as of 12/31/04)

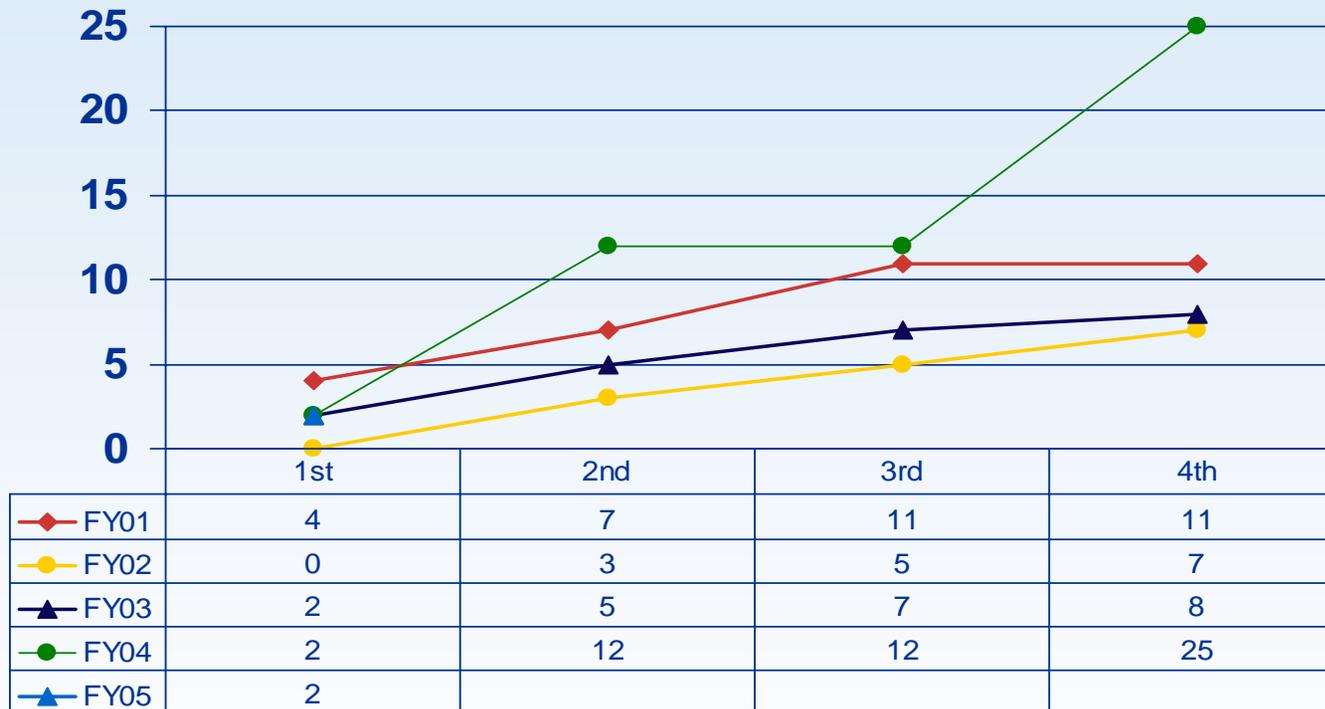


FY05 APPEAL/GRIEVANCE ACTIVITY BY ISSUE (as of 12/31/04)

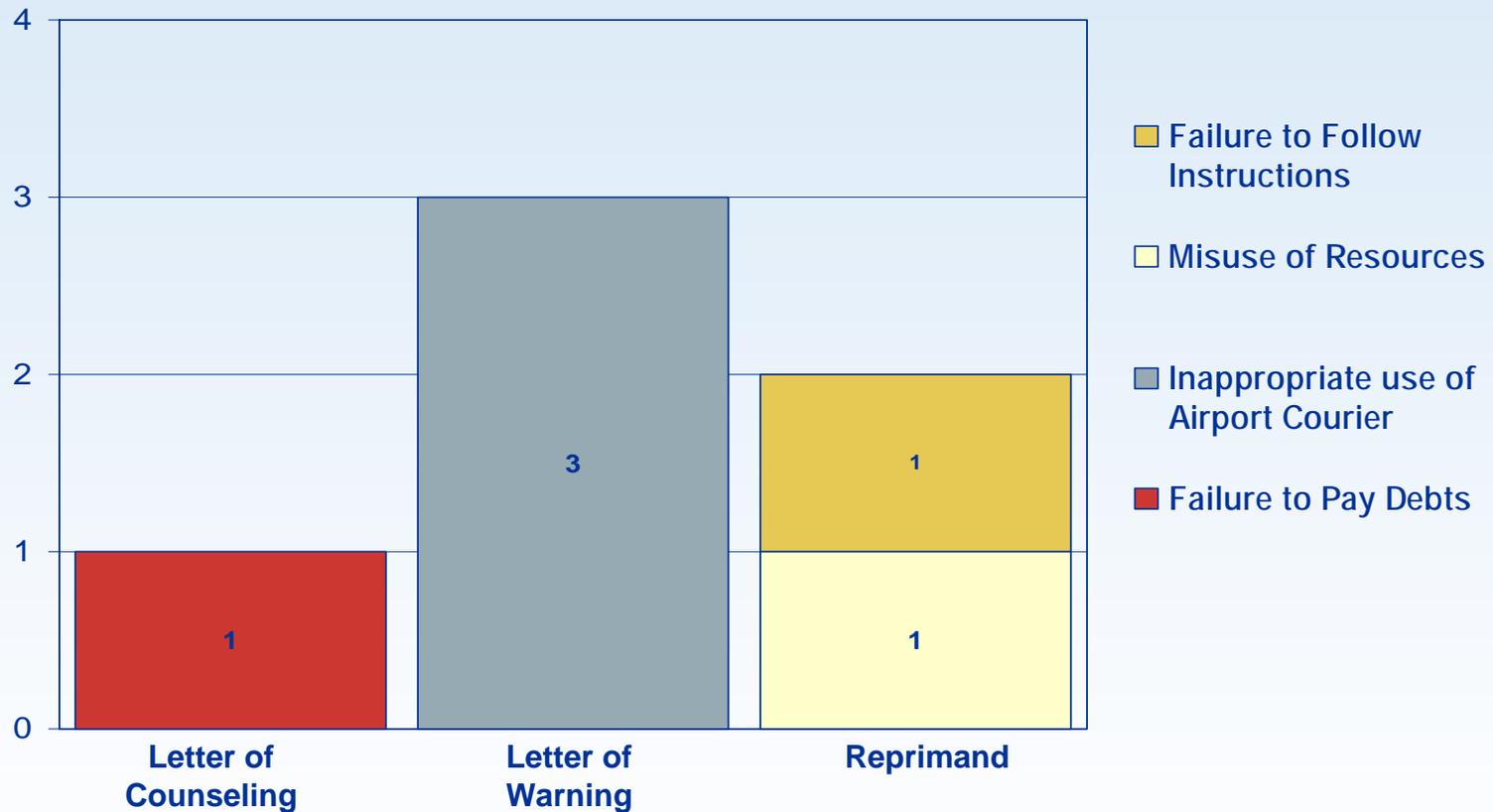
	IFPTE Grievance	MSPB	ULP	Administrative	IFPTE Arbitration	AFGE	Administrative Grievance
Disciplinary Action	7						
Letters of Counseling - BST Training	1						
Safety Postings	1						
EAP Audit	1						



DISCIPLINARY/ADVERSE ACTIONS FY01-05 (as of 12/31/04)



FY05 EMPLOYEE RELATIONS ACTIVITY by Issue (as of 12/31/04)



FY05 Training Budget Status

- FY05 Training Commitment Budget is 41 percent of FY04 guideline: a very significant decrease
- FY05 Investment Strategy and impact statement is forthcoming
- Directorate sub-allocation targets will be provided by the end of January
 - Sub-allocations will be reduced accordingly
- Availability of funds continues to provide additional problems and delays in processing training applications



Training Program Course Offerings & Evaluation Metrics as of December 31, 2004

	OCT	NOV	DEC	YTD
Number of On-site Course Offerings	14	11	1	26
* Overall Rating of Courses	4.72	4.39	4.67	4.58
* Services of the Training Office	4.49	4.51	4.63	4.50
** Value of training in supporting our ability to achieve NASA's strategic goals	7.62	7.25	7.44	7.46

* Scale 1- 5 (1=Poor, 5=Excellent)

** Scale 1- 9 (1=Lowest, 9=Highest) is HQ Code FT Metric



Special Program Participation FY05

	ACD	ACE	APP	CSE	CIP	COA	GRC	GTE	LDP	NASA	NSC	ODI	PhD	PMD	SES	STP	SUM
OCTOBER	17	54	1	7	10	3	9	12	3	1	13	1	31	40	3	1	165
NOVEMBER	19	54	1	7	11	5	9	12	6	3	14	0	31	40	3	1	172
DECEMBER	21	71	1	7	12	5	9	12	3	3	14	0	30	42	3	1	234

- ACD = ACDP
- ACE = ACES
- APP = APPRENTICE
- CIP = FCIP/PMF
- COA = COACHING
- CSE = CERTIFICATE IN SOFTWARE ENGINEERING
- GRC = GRC FELLOWSHIPS
- GTE = GTED
- LDP = NASA LEADERSHIP DEVELOPMENT PROG.
- NASA = NASA FELLOWSHIPS
- ODI = OD INTERVENTIONS
- PhD = PhD/GRAD STUDIES
- PMD = PMPD CERTIFICATION
- SES = SESCO
- STP = STEP (Upward Mobility)



Backup Chart for PhD Program Participation

Summary by University

<u>University</u>	<u># of Participants</u>
Carnegie Mellon Univ.	1
Cleveland State Univ.	4
Case Western Reserve Univ.	17
Kent State Univ.	1
Michigan State Univ.	1
Nova Southeastern Univ.	1
Univ. of Southern California	1
Univ. of Akron	2
Univ. of Cincinnati	2
Virginia Polytechnic	<u>1</u>
Total	31

Summary by Organization

<u>Org.</u>	<u># of Participants</u>
Engineering & Technical Services	1
Programs & Projects	4
Research & Technology	24
Office of the Chief Information Officer	<u>2</u>
Total	31

Summary by Program Area

<u>Program Area</u>	<u># of Participants</u>
Aerospace Engr.	2
Biomedical Engr.	2
Chemical Engr.	2
Computation & Mathematical Biology	1
Computer Engr.	1
Computer Science	1
Electrical Engr.	4
Industrial Engr.	1
Material Science & Engr.	2
Mechanical & Aerospace Engr.	3
Mechanical Engr.	8
Polymer Science	1
Systems Engr.	1
Thermal Fluid Science	<u>2</u>
Total	31

