

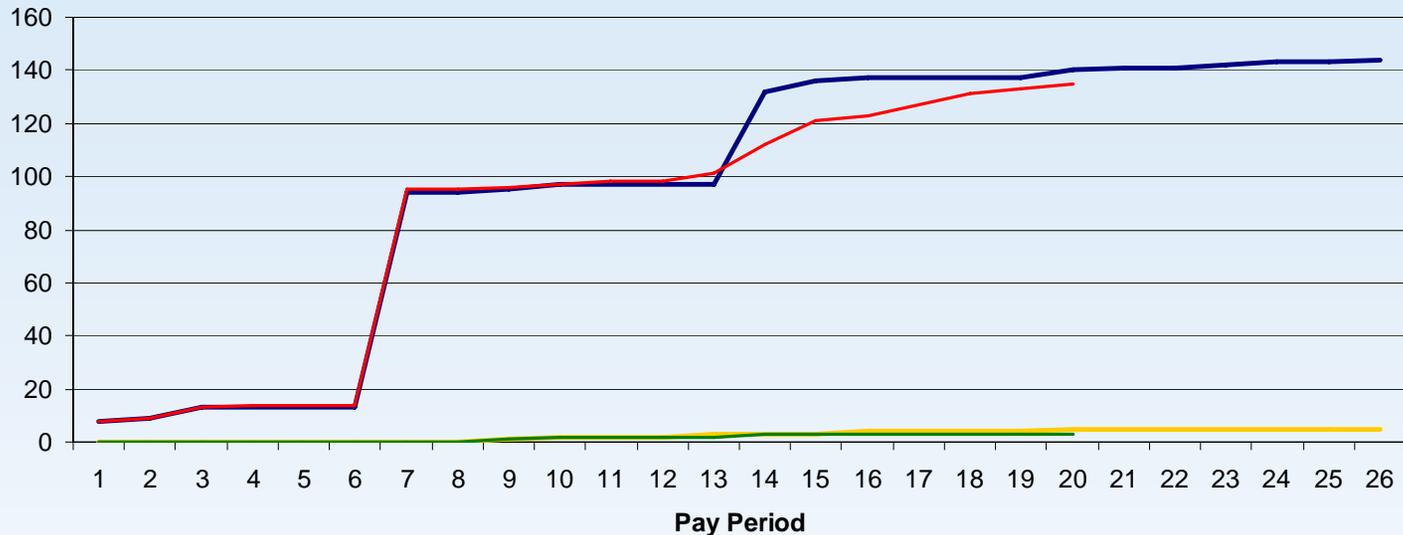
# Management Information Meeting

July 29, 2005



# Glenn Research Center FY05 FTP Losses and Hires

(Projections and Actuals through 06/30/05)

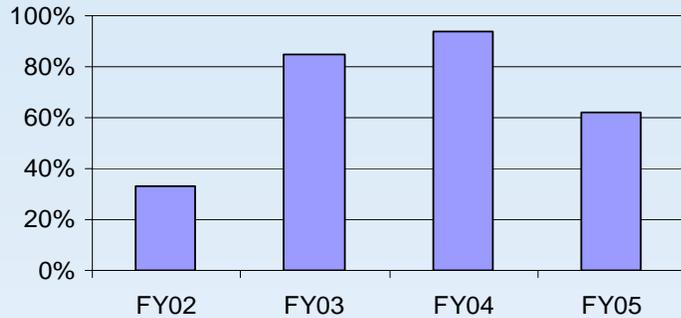


— Cumulative Projected Hires      — Cumulative Projected Losses  
— Cumulative Actual Hires      — Cumulative Actual Losses

Cumulative Projected FTP Hires	3	Cumulative Projected FTP Losses	136
Cumulative Actual FTP Hires	3	Cumulative Actual FTP Losses	135
Actual OTFTP Hires	20 (Co-ops)	Actual OTFTP Losses	2 (PPT)
	2 (Fed. Career Intern)		3 (Co-op)
	2 (Term)		2 (PMI)
FY05 Projected FTP Hires	5	FY05 Projected FTP Losses	144

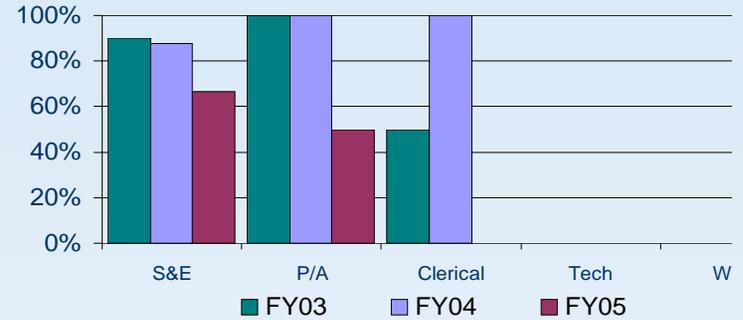


Historical % Conversion of Eligible Co-ops



	FY02	FY03	FY04	FY05	CUM
# Conversions	4	11	15	13	43
# Eligible	12	13	16	21	62
% Converted	33%	85%	94%	62%	69%

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	15	6	0	0	0
Offers Made	13	4	0	0	0
# Converted	10	3	0	0	0
% Converted	67%	50%			

Ethnicity of Co-op Conversions

	African American		Asian		Hispanic		American Indian		Non-minority		Total
	M	F	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	1							1	5	6	13
TOTAL	1	1	1	0	2	1	0	1	19	17	43

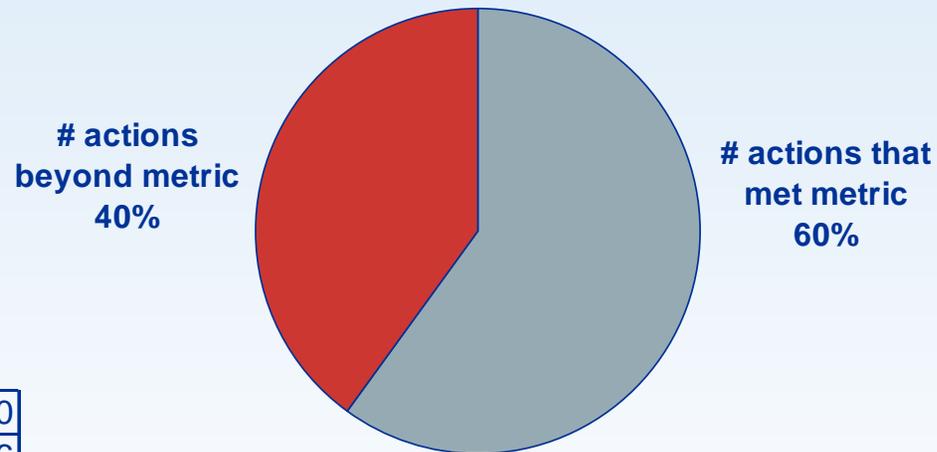
FY05 data as of 06/30/05



# FY05 Staffing Metrics - Certificates

## 3<sup>rd</sup> Quarter

(04/01/05 – 06/30/05)



<b>Certificates Prepared</b>	10
Met Metric	6
Exceeded 29 Days	4
Avg. Number of Days	26

**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

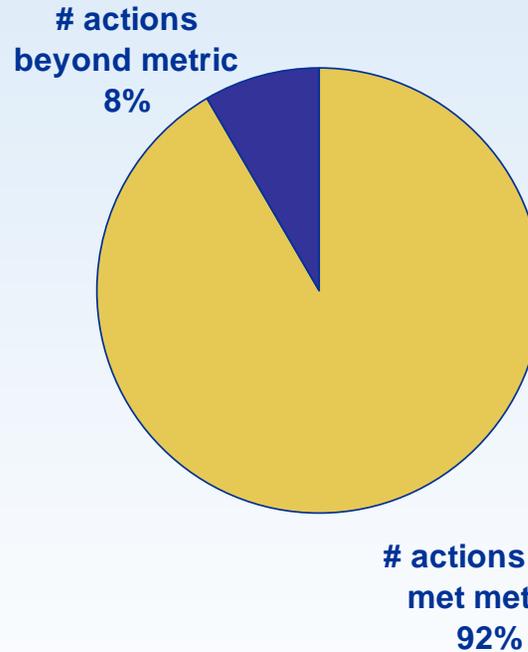
**Goal** = 80 Percent of Actions Within Metric



# FY05 Staffing Metrics – Selections

## 3<sup>rd</sup> Quarter

(04/01/05 – 06/30/05)



<b>Selections Made</b>	12
Met Metric	11
Exceeded 29 Days	1
Avg. Number of Days	19

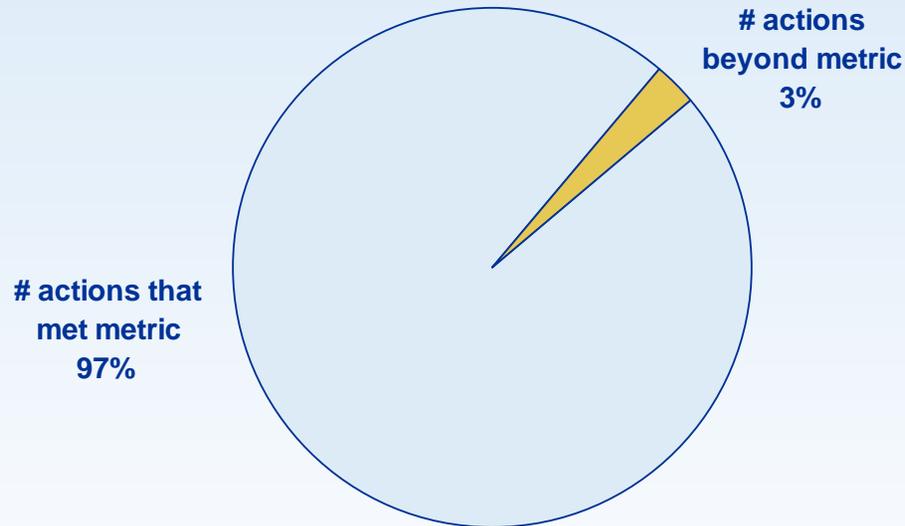
**Metric** = HR Specialists - 29 Days From Staffing Receipt of SF-52 to Issuance of Certificate to Selecting Official  
Managers – 29 Days from Issuance of Certificate to make a selection

**Goal** = 80 Percent of Actions Within Metric

# FY05 Classification Metrics

## 3rd Quarter

(04/01/05 – 06/30/05)

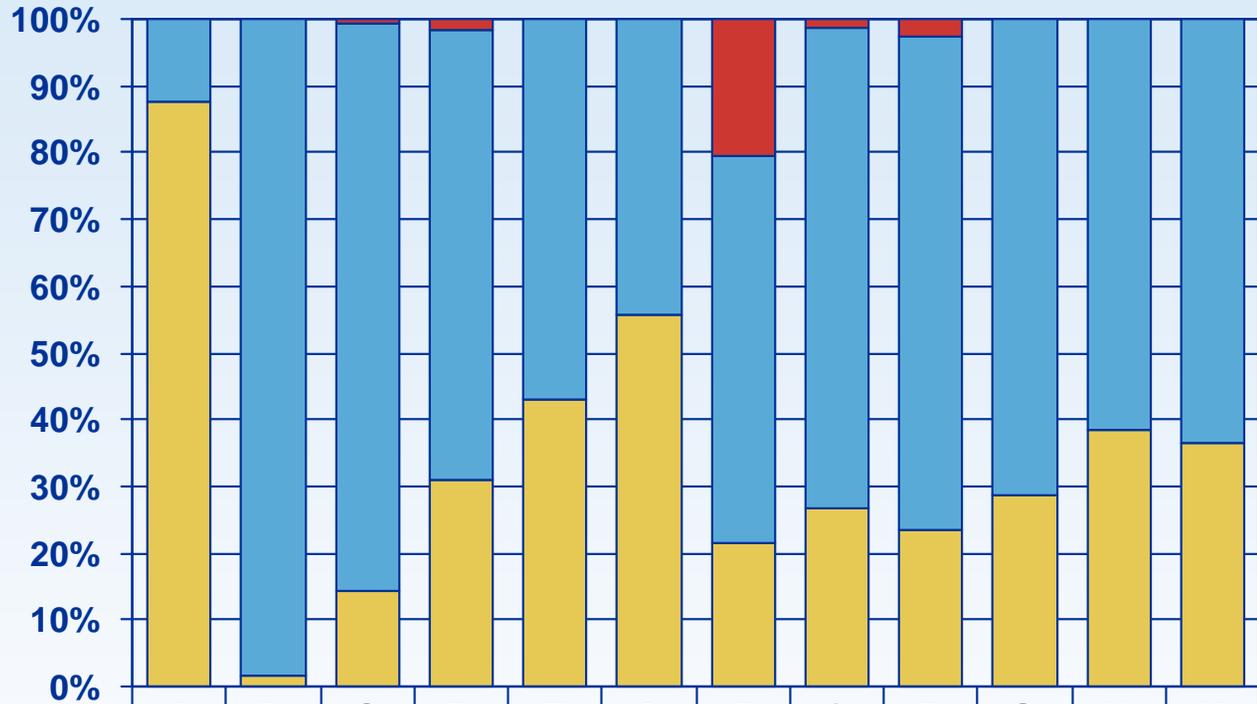


Total Actions Classified	73
Actions That Met Metric	71
Action Beyond Metric	2
Avg. # of days to classify position	9.3

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

**Goal** = 80 Percent of Actions Within Metric

# Performance Ratings



	A	B	C	D	E	G	P	Q	R	S	V	X
■ Not Rated	0	0	1	9	0	0	50	1	12	0	0	0
■ Meets Expectations	1	64	119	375	4	4	140	51	346	5	67	26
■ Distinguished	7	1	20	173	3	5	52	19	110	2	42	15



# FY05 Time-Off Awards

## As of 07/01/05

Org.	Number of Awards	Number of Hours
A	1	12
B	19	216
C	47	496
D	75	926
E	2	16
G	2	16
P	34	486
Q	23	200
R	148	1,380
S	0	0
V	5	56
X	8	84
Total	364	3,888



## FY05 Directorate Awards Budgets ( GAA, SAA, & PA Type Awards) As of 07/01/05

Dir.	Allocated Amount	Used	Number Processed	Balance
A	\$5,655	\$0	0	\$5,655
B	\$48,434	\$3,550	6	\$44,884
C	\$113,944	\$1,675	4	\$112,269
D	\$460,163	\$112,325	171	\$347,838
E	\$4,488	\$0	0	\$4,488
G	\$7,868	\$400	1	\$7,468
P	\$221,290	\$15,052	22	\$206,238
Q	\$59,680	\$37,200	29	\$22,480
R	\$431,048	\$104,924	160	\$326,124
S	\$6,761	\$1,300	3	\$5,461
V	\$95,131	\$2,150	4	\$92,981
X	\$31,538	\$650	2	\$30,888



# Employee Suggestion Program

- Suggestion Awards FY05 (as of 06/30/05) - \$2,350
  - Tangible Savings - \$3,720
  - Number of Eligible Employees – 1,814
  - Number of Supervisors – 163
  - Suggestions Submitted 04/01/05 – 06/30/05 = 22
    - Submitted by Supervisors – 2
    - Submitted by Non-supervisors – 20



# Employee Suggestion Program

## Delinquent Suggestions (>14 Days)

Suggestion Number	Responsible Organization	Responsible Manager	#Days Open
04002004071504 RPM Data Base	CH	Tripp	344 – RM is done assigned to committee member
04002004102201 Join Ohio Link Library Service	CO	Lester	256 – Still being evaluated. Extension granted through 7/31/05
04002004122203 Sling Certification	DF	Lauderdale	195 – Recently sent to DFIO for review and evaluation
04002004050501 Eliminate Pop Ups	DR	Haas	61 – Awaiting RM evaluation
040020050901 Email address for presentation material	V	Pillay	57 – Awaiting RM evaluation



# Employee Suggestion Program

## Approved Suggestion Awards Pending Implementation

Suggestion Number	Date Recommended for Award	#Days Open
04002004060102 Velcro Hangers	10/21/2004 - Awaiting verification of implementation	399
04002005022504 Budgets in SAP realigned	03/31/2005 - Awaiting implementation	119



# Training Program Course Offerings & Evaluation Metrics as of June 30, 2005

	APR	MAY	JUN	YTD
<b>Number of On-site Course Offerings</b>	18	11	11	185
<b>* Overall Rating of Courses</b>	4.70	4.52	4.64	4.63
<b>* Services of the Training Office</b>	4.58	4.34	4.59	4.53
<b>** Value of training in supporting our ability to achieve NASA's strategic goals</b>	7.77	7.71	7.41	7.62

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

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



# FY05 Directorate Office Training Budget Status as of June 30, 2005

	A000	B000	C000	D000	E000	G000	P000
<b>Allocated</b>	\$2,964	\$8,775	\$22,530	\$139,568	\$2,494	\$1,186	\$90,476
<b>Committed</b>	\$2,464	\$3010	\$14,382	\$107,886	\$1,369	\$888	\$71,412
<b>% Committed</b>	83.1%	34.3%	63.8%	77.3%	54.9%	74.9%	78.9%



# FY05 Directorate Office Training Budget Status as of June 30, 2005

	Q000	R000	S000	V000	X000
<b>Allocated</b>	\$20,514	\$182,256	\$3,475	\$36,641	\$7,708
<b>Committed</b>	\$19,480	\$180,079	\$3,803	\$12,378	\$7,515
<b>% Committed</b>	95.0%	98.8%	109.4%	33.8%	97.5%



# FY05 Overall Training Budget Status as of June 30, 2005

	Directorate Suballocation Total	OD&TO Managed – S&E Programs	OD&TO Managed – Other Programs	Centerwide Total
<b>Allocated</b>	\$518,587	\$516,500	\$1,742,713	\$2,777,800
<b>Committed</b>	\$424,666	\$66,086	\$822,257	\$1,313,009
<b>% Committed</b>	81.9%	12.8%	47.2%	47.3%

