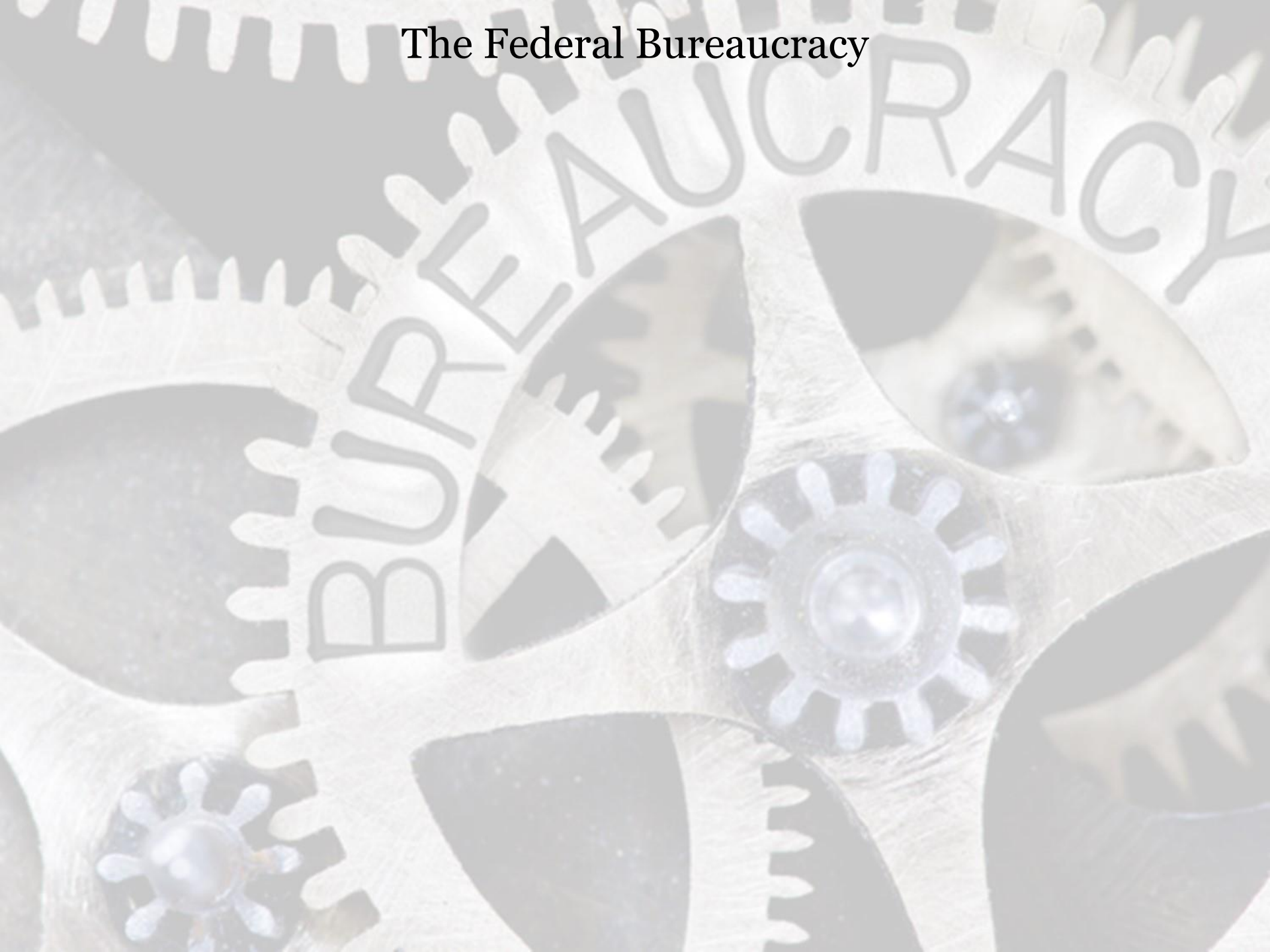


The Federal Bureaucracy



THE GOVERNMENT OF THE UNITED STATES

THE CONSTITUTION

LEGISLATIVE BRANCH

THE CONGRESS

SENATE HOUSE

ARCHITECT OF THE CAPITOL
 UNITED STATES BOTANIC GARDEN
 GENERAL ACCOUNTING OFFICE
 GOVERNMENT PRINTING OFFICE
 LIBRARY OF CONGRESS
 CONGRESSIONAL BUDGET OFFICE

EXECUTIVE BRANCH

THE PRESIDENT THE VICE PRESIDENT

EXECUTIVE OFFICE OF THE PRESIDENT

WHITE HOUSE OFFICE	OFFICE OF MANAGEMENT AND BUDGET
OFFICE OF THE VICE PRESIDENT	OFFICE OF NATIONAL DRUG CONTROL POLICY
COUNCIL OF ECONOMIC ADVISERS	OFFICE OF POLICY DEVELOPMENT
COUNCIL ON ENVIRONMENTAL QUALITY	OFFICE OF SCIENCE AND TECHNOLOGY POLICY
NATIONAL SECURITY COUNCIL	OFFICE OF THE U.S. TRADE REPRESENTATIVE
OFFICE OF ADMINISTRATION	

JUDICIAL BRANCH

THE SUPREME COURT OF THE UNITED STATES

UNITED STATES COURTS OF APPEALS
 UNITED STATES DISTRICT COURTS
 TERRITORIAL COURTS
 UNITED STATES COURT OF INTERNATIONAL TRADE
 UNITED STATES COURT OF FEDERAL CLAIMS
 UNITED STATES COURT OF APPEALS FOR THE ARMED FORCES
 UNITED STATES TAX COURT
 UNITED STATES COURT OF APPEALS FOR VETERANS CLAIMS
 ADMINISTRATIVE OFFICE OF THE UNITED STATES COURTS
 FEDERAL JUDICIAL CENTER
 UNITED STATES SENTENCING COMMISSION

DEPARTMENT OF AGRICULTURE

DEPARTMENT OF COMMERCE

DEPARTMENT OF DEFENSE

DEPARTMENT OF EDUCATION

DEPARTMENT OF ENERGY

DEPARTMENT OF HEALTH AND HUMAN SERVICES

DEPARTMENT OF HOMELAND SECURITY

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

DEPARTMENT OF THE INTERIOR

DEPARTMENT OF JUSTICE

DEPARTMENT OF LABOR

DEPARTMENT OF STATE

DEPARTMENT OF TRANSPORTATION

DEPARTMENT OF THE TREASURY

DEPARTMENT OF VETERANS AFFAIRS

INDEPENDENT ESTABLISHMENTS AND GOVERNMENT CORPORATIONS

AFRICAN DEVELOPMENT FOUNDATION
 CENTRAL INTELLIGENCE AGENCY
 COMMODITY FUTURES TRADING COMMISSION
 CONSUMER PRODUCT SAFETY COMMISSION
 CORPORATION FOR NATIONAL AND COMMUNITY SERVICE
 DEFENSE NUCLEAR FACILITIES SAFETY BOARD
 ENVIRONMENTAL PROTECTION AGENCY
 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
 EXPORT-IMPORT BANK OF THE U.S.
 FARM CREDIT ADMINISTRATION
 FEDERAL COMMUNICATIONS COMMISSION
 FEDERAL DEPOSIT INSURANCE CORPORATION
 FEDERAL ELECTION COMMISSION
 FEDERAL HOUSING FINANCE BOARD

FEDERAL LABOR RELATIONS AUTHORITY
 FEDERAL MARITIME COMMISSION
 FEDERAL MEDIATION AND CONCILIATION SERVICE
 FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION
 FEDERAL RESERVE SYSTEM
 FEDERAL RETIREMENT THRIFT INVESTMENT BOARD
 FEDERAL TRADE COMMISSION
 GENERAL SERVICES ADMINISTRATION
 INTER-AMERICAN FOUNDATION
 MERIT SYSTEMS PROTECTION BOARD
 NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
 NATIONAL ARCHIVES AND RECORDS ADMINISTRATION
 NATIONAL CAPITAL PLANNING COMMISSION
 NATIONAL CREDIT UNION ADMINISTRATION

NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES
 NATIONAL LABOR RELATIONS BOARD
 NATIONAL MEDIATION BOARD
 NATIONAL RAILROAD PASSENGER CORPORATION (AMTRAK)
 NATIONAL SCIENCE FOUNDATION
 NATIONAL TRANSPORTATION SAFETY BOARD
 NUCLEAR REGULATORY COMMISSION
 OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION
 OFFICE OF GOVERNMENT ETHICS
 OFFICE OF PERSONNEL MANAGEMENT
 OFFICE OF SPECIAL COUNSEL
 OVERSEAS PRIVATE INVESTMENT CORPORATION
 PEACE CORPS
 PENSION BENEFIT GUARANTY CORPORATION

POSTAL RATE COMMISSION
 RAILROAD RETIREMENT BOARD
 SECURITIES AND EXCHANGE COMMISSION
 SELECTIVE SERVICE SYSTEM
 SMALL BUSINESS ADMINISTRATION
 SOCIAL SECURITY ADMINISTRATION
 TENNESSEE VALLEY AUTHORITY
 TRADE AND DEVELOPMENT AGENCY
 U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT
 U.S. COMMISSION ON CIVIL RIGHTS
 U.S. INTERNATIONAL TRADE COMMISSION
 U.S. POSTAL SERVICE

Policy Enforcement (Regulation)

Regulation: the use of governmental authority to control or change some practice in the private sector

Methods of Regulation:

1. “Command and Control” policy: the government tells business how to reach certain goals, checks the progress and punishes offenders
2. Incentive system: positive behavior is rewarded with tax credits or other benefits



AIR QUALITY
CONTROL



REFORESTATION



REDUCTION OF GAS
EMISSIONS

Deregulation

-The lifting or easing of restrictions on business, industry, and professional activities; the purpose is to increase competition, enhance industrial efficiency, reduce service costs, and stimulate economic growth

Problems with strict regulations:

- Raises prices for the consumer because costs go up to meet regulations for the producer
- Negatively impacts America's competitive position abroad



Government's view of the economy could be summed up in a few short phrases: If it moves, tax it. If it keeps moving, regulate it. And if it stops moving, subsidize it.

(Ronald Reagan)

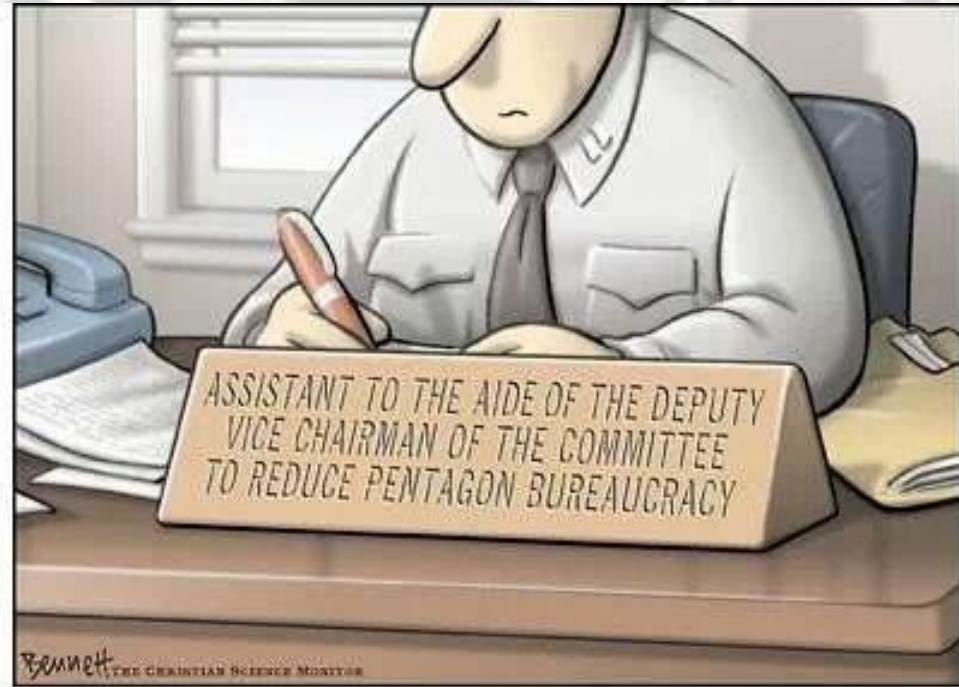
Bureaucratic Policy Implementation

Bureaucrat: an individual who works for the government, carrying out policy

Translating the goals and objectives of a law passed by Congress into an operating, ongoing program

Includes:

- Creating and assigning an agency the policy
- Turning policy into regulations
- Coordinating resources to achieve goals
- Getting feedback and revising regulations

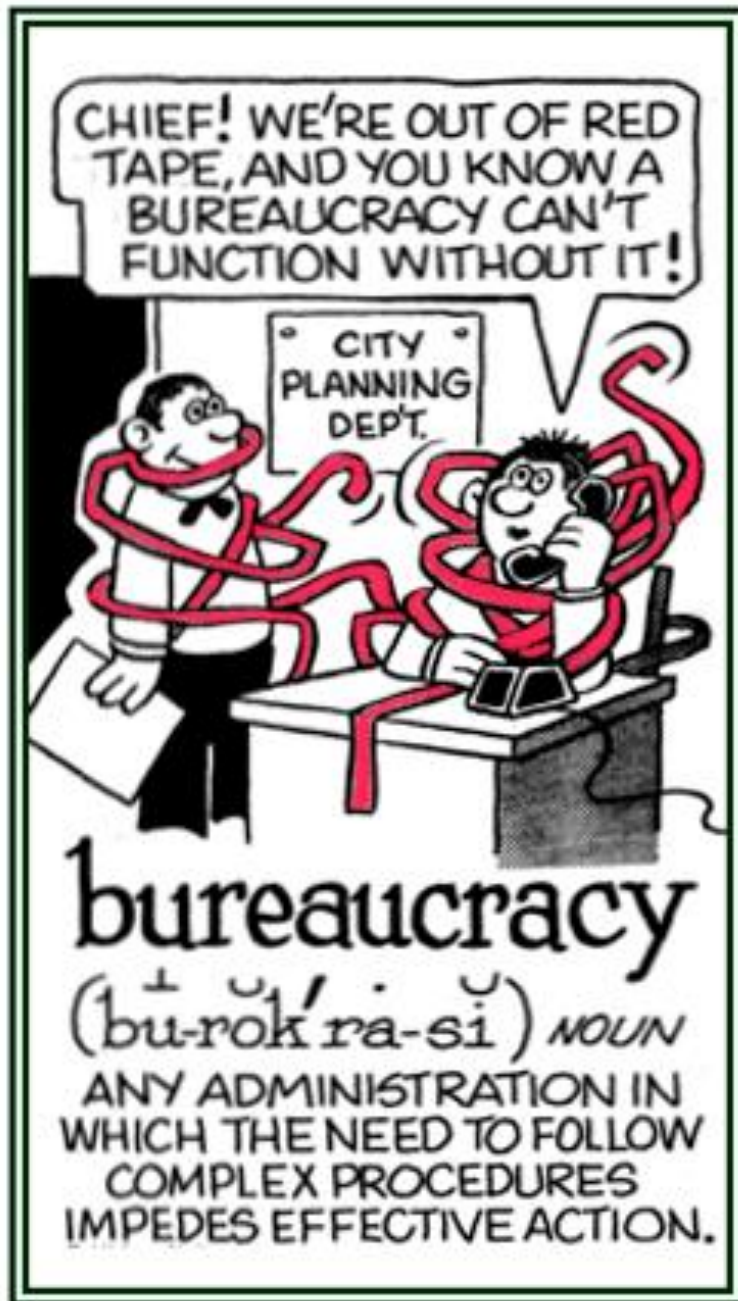


Red Tape

Describes the extra hassle and paperwork that is required to get things done in a bureaucracy

If “Red Tape” is such a hassle, why is it needed?

1. Although a hassle, the procedures which cause red tape also reduce the number of decision makers in the bureaucracy
2. Creates a system which is equal for all involved (it sucks for everyone, but it’s a standardized process that all must have to go through)



Expanding Bureaucracy

- The federal government employs nearly 9.1 million workers; which includes nearly 2.1 million federal employees, 4.1 million contract employees, 1.2 million grant employees, 1.3 million active-duty military personnel, and more than 500,000 postal service employees
- Citizens demand greater services
- Government is involved in more areas than ever before



WHO'S PAID WHAT?
AVERAGE 2001 GOVERNMENT SALARIES
SELECTED PROFESSIONS

- \$102,392 - PATENT ADMINISTRATOR**
- \$89,734 - ASTRONOMER**
- \$86,673 - ATTORNEY**
- \$75,351 - COMPUTER SCIENTIST**
- \$74,089 - ECONOMIST**
- \$73,172 - PODIATRIST**
- \$70,435 - CHEMIST**
- \$69,560 - ELECTRICAL ENGINEER**
- \$68,901 - STATISTICIAN**
- \$68,872 - ARCHITECT**
- \$67,835 - MICROBIOLOGIST**
- \$64,767 - ACCOUNTANT**
- \$63,651 - LIBRARIAN**
- \$63,366 - CHAPLAIN**
- \$61,936 - ECOLOGIST**
- \$61,424 - INTELLIGENCE AGENT**
- \$55,213 - PHYSICAL THERAPIST**
- \$54,129 - SOCIAL WORKER**
- \$53,131 - BOTANIST**
- \$51,019 - NURSE**
- \$46,533 - LAW CLERK**
- \$43,917 - BORDER PATROL AGENT**
- \$33,915 - FIREMAN**
- \$33,354 - SECRETARY**
- \$32,934 - POLICE OFFICER**
- \$30,183 - MEDICAL TECHNICIAN**
- \$27,387 - DENTAL ASSISTANT**
- \$26,992 - NURSING ASSISTANT**
- \$26,038 - MAIL AND FILE CLERK**

58 Office of Navajo and Hopi Indian Relocation
13 **888** **276** International Boundary and Water Commission
10 Appalachian Regional Commission
356 **266** Department of Agriculture
 Farm Credit System
 Insurance Corporation
9 Farm Credit Administration
2,188 **23,351** **17,943** **586** **19** **2,364**
 U.S. Fish and Wildlife Service
 Arctic Research Commission
 Defense Logistics Agency
 National Park Service
 Environmental Protection Agency
 Commission on Ocean Policy
 National Foundation for the Arts and Humanities
 Agency for International Development
 Office of Science and Technology Policy
 Federal Mine Safety and Health Review Commission
40
6 **463** **65,204** **14,079** **2**
 Commission of Fine Arts
 Presidio Trust
 Department of Health and Human Services
 General Services Administration
 Department of the Treasury
 Delta Regional Authority
6795 **4,981** **2** **168,811** **2**
 Smithsonian Institution
 National Education Goals Panel
226 **4,251**
 National Gallery of Art
 Library of Congress
20 **13,488** **20** **1,682** **45**
 Tennessee Valley Authority
 Office of Environmental Quality
 U.S. Secret Service
 Office of Housing and Urban Development
 Office of the President
127 **2,977** **43** **38,359**
 Maritime Commission
 Government Printing Office
 Federal Communications Commission
 Department of Commerce
2,017 **42** **397** **19** **35** **91**
 Commission
 Advisory Council on Historic Preservation
 Office of Policy Development
 Office of the Vice President
 Botanic Garden
 White House Office
 Executive Residence at the White House
28,719 **1,199** **1,987** **354**
 Department of State
 U.S. Capitol Police
 Office of Special Counsel
 Election Commission
17,654 **47** **18** **24** **24**
 Immigration and Naturalization Service
 John F. Kennedy Center for the Performing Arts
 Cemetery Expenses
 Architect of the Capitol
 National Council on Disability
10,522 **29** **224** **37** **67,541** **70,119**
 U.S. Customs Service
 Chemical Safety and Hazard Investigation Board
 Department of Transportation
 Department of the Interior
 Bureau of Alcohol, Tobacco and Firearms
 Department of Labor
379 **2,020** **1,693** **42** **16,319**
 U.S. International Trade Commission
 National Labor Relations Board
 Federal Reserve Board of Governors
 Development Agency
 Department of the Interior
 Department of Labor
1,160 **32** **2,398** **110** **4,161** **766**
 Investigation Board
 Council of Economic Advisors
 Broadcasting Board of Governors
 Office of National Drug Control Policy
 Pension Benefit Guaranty Corporation
18 **76** **390** **74** **2,889** **766**
 Commission on Civil Rights
 Office of Compliance
 U.S. Supreme Court
 Federal Bureau of Prisons
 Federal Trade Commission
 Department of the Army
28 **2,735** **234** **13,557** **1,071** **2,30,074** **15,912**
 United States - China Security Commission
 U.S. Marshals Service
 Securities and Exchange Commission
 U.S. Tax Court
 National Commission on Libraries and Information Science
 Federal Bureau of Prisons
 Federal Trade Commission
 Department of Education
 Department of the Army
2,726 **3,969** **5408** **26** **49** **7** **129,319** **367** **183,465** **47** **79,233**
 Internal Revenue Service
 Federal Emergency Management Agency
 Postal Rate Commission
 Department of Justice
 Department of the Navy
 Other Defense Activities
 National Security Council
 Small Business Administration
 Marine Mammal Commission
 24,377 Corp of Engineers
 American Battle Monuments Commission
 Defense Nuclear Facilities Safety Board
829,538 **3,599** **367** **183,465** **47** **79,233**
 U.S. Postal Service
 Administrative Office of the U.S. Courts
 National Archives Administration
 National Security Council
 Medicare Payment Advisory Commission
 U.S. Postal Inspection Service
 U.S. Courts
 National Archives Administration
 Department of the Air Force
64,350 **5** **13** **3,412** **466** **33,410** **48** **16** **736**
 Social Security Administration
 Panama Canal Commission
 Japan - United States Friendship Commission
 U.S. Postal Inspection Service
 Consumer Products Trading Commission
 U.S. Courts
 National Mediation Board
 Commission on Security and Cooperation in Europe
INA **INTERNATIONAL NETWORKS ARCHIVE**

THE U.S. GOVERNMENT EMPLOYS 2,690,238 PEOPLE
(ABOUT 1% OF THE U.S. POPULATION)

RED TAPE
THE GOVERNMENT GRIND

F = LICENSED TO CARRY A FIREARM

2,726 **3,969**
Internal Revenue Service

INA **INTERNATIONAL NETWORKS ARCHIVE**

SOURCES - U.S. DEPARTMENT OF LABOR - U.S. OFFICE OF PERSONNEL MANAGEMENT - STATISTICS EXCLUDE CENTRAL INTELLIGENCE AGENCY, NATIONAL SECURITY AGENCY, DEFENSE INTELLIGENCE AGENCY, NATIONAL IMAGERY AND MAPPING AGENCY

MAP BY JONATHAN HARRIS OF FLAMING TOAST PRODUCTIONS

Patronage

-Presidents have the responsibility of appointing many people to lead the executive departments and agencies

-The president will choose party members, advisors, supporters to fill these roles (Patronage)

-Spoils System: giving government positions as political rewards without experience or “merit”; leads to corruption; comes from the saying “To the victor belong the spoils.”

-The Civil Service Commission was established in 1883 as a response to the assassination of President Garfield by the Arthur Administration

APRIL 18th
2020



CIVIL SERVICE EXAMS

Correction Officer I
Correctional Program Officer A/B

Taking the Civil Service exam is the first step to a rewarding career as a correctional professional in the Massachusetts Department of Correction.

YEARLY BASE PAY:

CO I - \$58,680.44
CPO A/B - \$60,501.22

Please note base pay is calculated from current collective bargaining agreements for each union

EXAM DATE: April 18, 2020

COST: \$100

APPLICATION DEADLINE: March 10, 2020*

*There is an additional \$50 fee for applications received after March 10, 2020. Applications will NOT be accepted after March 17, 2020.

For more information on the exams please go to the Civil Service website or for more information about the DOC's security positions go to the DOC's Career website.



Civil Service System

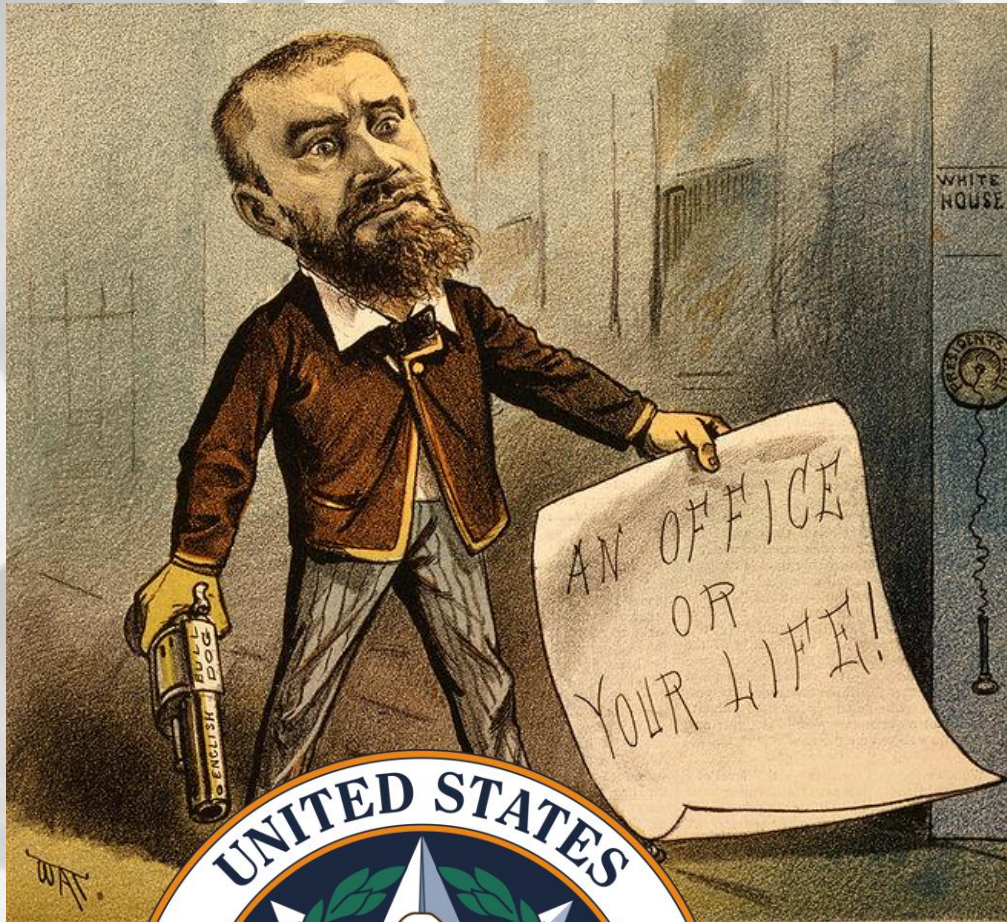
Attempt to end the “Spoils System” as citizens began to tire of the corrupt government in the late 1800s

President Garfield was assassinated in 1881 by a man who was refused a job he thought he earned under the “Spoils System”; this event led to the passage of →

-The Pendleton Civil Service Act (1883): established the Civil Service System (also known as the merit system) to determine the availability and hiring practices of certain government positions

-Civil Service Commission: established an examination and other procedures to hire government employees fairly

-Office of Personnel Management: independent agency responsible for the management and human resource aspect of federal workers



The Plum Book

-Originated in 1952 and published by the Senate Committee on Homeland Security and Governmental Affairs and House Committee on Government Reform alternately after each presidential election

-Lists over 7,000 federal civil service leadership and support positions in the legislative and executive branches of the federal government that may be subject to noncompetitive appointment

-Used to identify presidentially appointed positions within the federal government

-Named after the “plum positions” that politicians give to their supporters

UNITED STATES GOVERNMENT

Policy and Supporting Positions

Committee on Oversight
and Reform

U.S. House of Representatives
116th Congress, 2d Session



DECEMBER 2020

Available via <http://www.govinfo.gov>

Printed for the use of the
Committee on Oversight and Reform

Why Some Policies Fail

- Poor program design
- Lack of clarity:
Congressional law can be ambiguous
- Sometimes laws conflict with each other
- Lack of resources: budget cuts may make it difficult for agencies to fulfill their goals
- Administrative discretion: there is the ability to ignore or subvert portions of a policy
- Fragmentation: the responsibility to implement/enforce/regulate some policies can be spread among several agencies

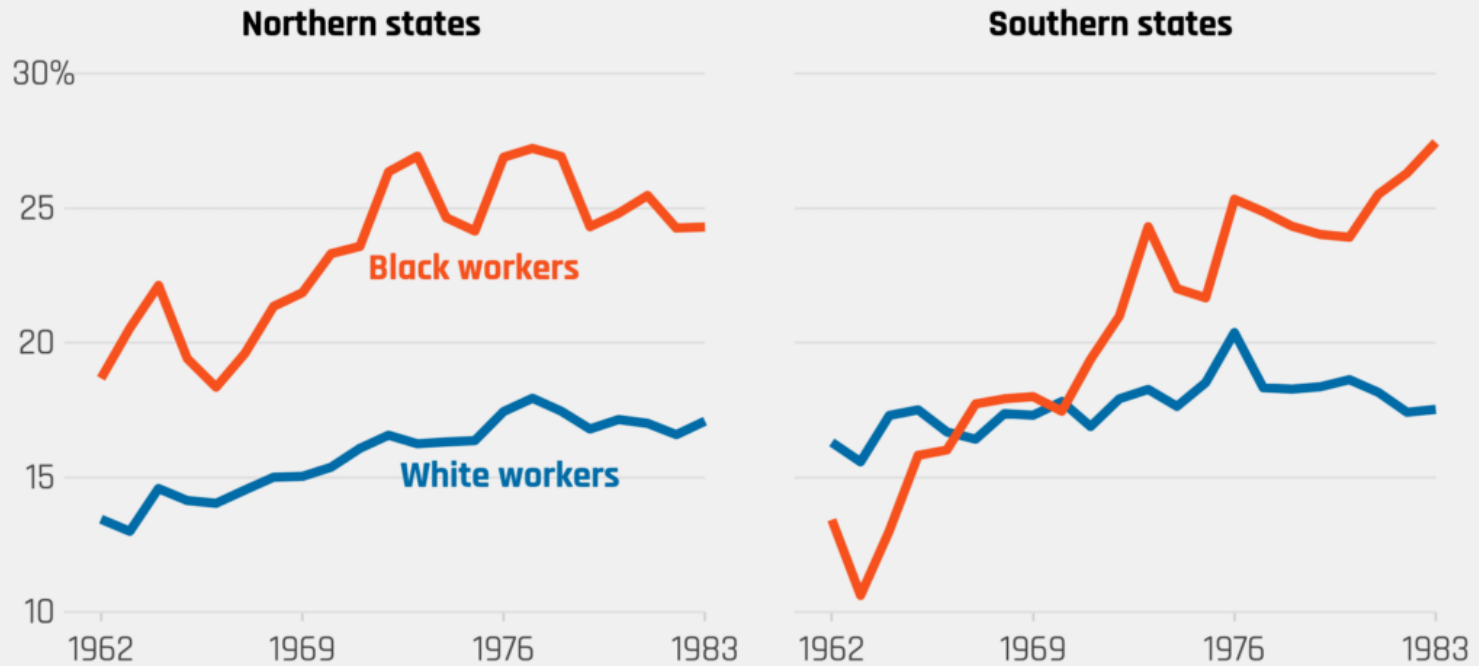


The Voting Rights Act of 1965: A Case Study in Successful Implementation?

- Had a clear concise goal to increase black voter turnout
- U.S. Marshals were sent to states to enforce the act with the authority to act

The Voting Rights Act increased Black employment in the public sector without affecting White workers

The growth of public-sector employment, by race, 1962-1983



Source: Authors' analysis of the Current Population Survey.