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CSC
[Aug. 1974?]

R. D. 1, Middletown Road
Parkton, Maryland 21120
October 23, 1974

Hon. Philip W. Buchen
Counsel to The President
The White House
Washington, D. C. 20500

Re: Promotion Policy and Practices of the
Interstate Commerce Commission

and

Investigation Policy and Practices of the
U. S. Civil Service Commission

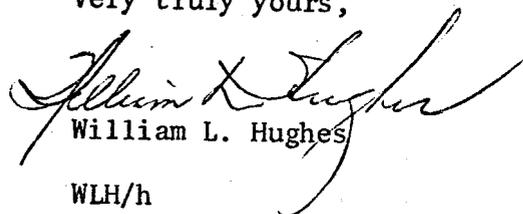
Dear Sir:

Attached is a copy of my letter dated June 8, 1974, addressed to the Chairman of the Interstate Commerce Commission and his reply of June 18th pertaining to my civil service career. While Chairman Stafford does not take exception to any of the facts presented, he flatly refuses to do anything.

Counsel has advised me of grounds for a court suit and it has also been suggested that I turn my file over to the Washington Post, but I prefer to settle this in a less notorious way. I am in that large group of Americans who are not interested in suing or humiliating our government. The procedure for providing corrective action as delineated by the Civil Service Commission should, however, be fully enforced. The efficiency of our government is closely related to the morale of its employees.

Your comments and advice will be appreciated.

Very truly yours,


William L. Hughes

WLH/h
Encl.



Interstate Commerce Commission

Washington, D.C. 20423

OFFICE OF THE CHAIRMAN

June 18, 1974

Mr. William L. Hughes
846 Evesham Avenue
Baltimore, Maryland 21212

Dear Mr. Hughes:

Thank you for your letter of June 8, 1974, concerning your employment history with this Commission and our promotion policies.

I can well understand your desire to further your career in the Commission and have had your record carefully reviewed. I find that although you have performed satisfactorily, the positions for which you have been qualified at GS-13 have been filled by other employees within the Commission who were considered to have superior qualifications and who were selected in accordance with the Merit Promotion Program. I believe that you have been counselled in the past by regional officials in this respect. Our files indicate that the Personnel Director forwarded a memorandum on February 17, 1972, to Regional Manager Cochran giving suggestions as to how you might improve upon your productivity skills. Mr. Cochran passed this information on to you.

In respect to some of the positions you mentioned you should be considered for, we believe you are being very unrealistic. The Assistant Managing Director position is in grade GS-17, and you could not under the Civil Service Commission's Qualifications Standards be eligible for a position at that grade level. This applies also to the GS-17 Director of the Bureau of Operations position and the GS-15 Regional Manager's position. The Standards require that a candidate must serve a minimum of one year in a position at the next lower grade level, so you can see, you would not qualify from this standpoint for these top level positions.

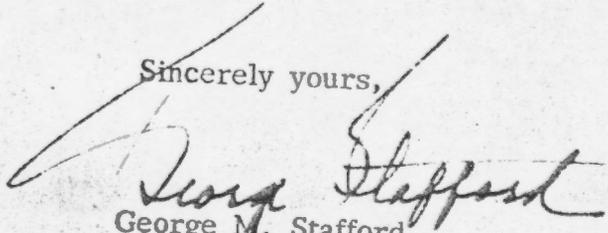
We value the services of a conscientious and devoted employee such as you and hope that you will continue to concentrate on improving



Mr. William L. Hughes

your work performance to the point of being in a top category for consideration for GS-13 vacancies. You may be sure that the Commission does recognize employees with meritorious ability and whenever possible promotes them accordingly.

Sincerely yours,


George M. Stafford
Chairman



MWB

PLEASE RETURN TO:
RESEARCH
ROOM 121 E. O. B.

[Aug. 1974?]

MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

Whatever else, the Watergate experience has proven one thing about the Federal Government: It can continue to function and move ahead even under the most difficult circumstances. This is due chiefly to ^{more than two million} ~~the three million~~ career civil servants who, day-in and day-out, give of themselves in a thoroughly dedicated and efficient manner to assure this continuity.

These men and women act in the best traditions of the career civil service which has demanded from them for more than 90 years the highest degree of professionalism and competence. In return, it has assured them of a competitive system free from political considerations either in their appointments or in their promotions.

I intend to keep it that way -- and I call upon you to see to it that the merit principles contained in the Civil Service Act and the personnel laws and regulations are fully and effectively carried out in your department or agency. Appointments and promotions in the career service must not be made on the basis of either politics, race, creed or sex.

2,208,338
total no. of
C.C.E.
as of 1/1/83
Office
632-6101

as of 6/1/81
manpower
for 16,183
p. 9.560

X



I have informed the chairman of the U.S. Civil Service Commission of my determination to keep the Federal career service just that -- a career service in which men and women can be accepted in the first place on their ability and promoted on their merit. I ask you to make sure your agency fully complies with both the letter and the spirit of the law in this regard.

Gerald R. Ford

Handwritten notes:
- [unclear]
- [unclear]
- [unclear]
- [unclear]
- [unclear]
- [unclear]
- [unclear]



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Gerald R. Ford

Allen -

① ▷ Richard's draft -
Marchion

▷ Dave Plattom

~~§~~

② ▷ Sato's Civil-Pik -

Remarks w/astman

softball - F.S.

vs Alexander





UNITED STATES CIVIL SERVICE COMMISSION

IN REPLY PLEASE REFER TO

WASHINGTON, D. C. 20415

AUG 20 1974

YOUR REFERENCE

MEMORANDUM FOR Honorable Philip M. Buchen
Counsel to the President
The White House

Subject: Proposed Presidential Memorandum on Compliance with
Personnel Laws

In accordance with our conversation there is attached my memorandum to the President with a draft memorandum from the President to the heads of departments and agencies. The proposed memorandum from the President would bring about these results:

1. If special referral systems and/or partisan political considerations are still a factor in filling career jobs in any agency, it would put agency heads on notice that the President expects such practices ended.
2. The issuance of such a memorandum at the very outset of the new Administration would place the President in the very logical and defensible position of saying that such illegal and improper practices are a thing of the past that have now been put behind us even as Watergate itself has, and would permit us to turn our attention to the present and the future.
3. By taking the offensive, the President is in a much stronger position than if he is put on the defensive. The possibility of this latter eventuality, if a memorandum is not issued, is strong. Individual Members of Congress and several committees, including the House Post Office and Civil Service Committee, are very interested in the investigations we have made at General Services Administration, Housing and Urban Development, and Small Business Administration.

I feel that the proposed memorandum from the President will effectively shut off any blame being transferred to this Administration for improper actions taken heretofore.



As for Commission action, in addition to the investigations referred to above, we have already significantly tightened our requirements to further reduce the possibilities of abuse while retaining necessary flexibility in the system. If additional changes in our policies or methods are needed, we will not hesitate to make them.

I appreciate your having taken time to discuss this entire matter.

Robert E. Hampton

Attachments





UNITED STATES CIVIL SERVICE COMMISSION

IN REPLY PLEASE REFER TO

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YOUR REFERENCE

MEMORANDUM FOR THE PRESIDENT

During the past year representatives of the Civil Service Commission have had placed before them allegations that officials of some agencies in the executive branch have practiced political discrimination in making appointments and promotions in the competitive service. The allegations have been specific and have been supported by affidavits.

In accordance with our responsibility for enforcing the Civil Service Act and rules and other applicable statutes and executive orders, we initiated investigations to determine whether the allegations were true.

We have completed investigations in three agencies, General Services Administration, the Department of Housing and Urban Development, and the Small Business Administration. It is with regret that I must advise you that we have determined that a preferential referral system contrary to law and civil service regulations has been in existence in the General Services Administration. We have initiated appropriate corrective action.

The situation we found in the Department of Housing and Urban Development is even more disturbing. Political affiliation and support of both applicants and employees were given significant consideration in filling some positions in the competitive civil service in the Department of Housing and Urban Development. Of course, Federal laws specifically prohibit political consideration in filling positions in the competitive service. We have also initiated appropriate corrective action in HUD. One additional important point, the Office of Management and Budget cooperated in some of these appointments during a period of an executive branch-wide freeze on employment, by granting exemptions to the freeze for the favored individuals.

The investigation of alleged political discrimination in the Small Business Administration also revealed that political considerations influenced appointments to some competitive positions.

Allegations of improper actions in other agencies in recent years may lead to additional investigations. However, at the outset of your Administration, I believe that it would be very useful to have a plain message from you to the heads of all executive departments and agencies condemning activities which are contrary to the personnel laws and merit principles and declaring your support for them. A draft Presidential statement to that effect is attached. I urge that it be issued at the earliest date possible.

Robert E. Hampton
Chairman



MEMORANDUM TO THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

One of the most important actions ever taken by the Congress led to the creation of a career civil service back in 1883. Today, I call upon you to see to it that the merit principles contained in that Civil Service Act and the personnel laws and regulations in furtherance of those principles are fully and effectively carried out in all agencies of the Federal Government.

It should be clear that I regard a strong Federal career service as an essential factor for a responsible and effective Federal Government. It should also be clear that I will condone no action which in any way threatens the basic strength of the career service by substituting preferential personnel referral systems or partisan political considerations for our existing merit system of Federal employment. There is a valid and indeed an important place for partisan politics within the operation of our free and democratic system. The Federal career service, however, is not such a place.

I have informed the Chairman of the U. S. Civil Service Commission of my full support ^{of} ~~in~~ the Commission's efforts to assure an effective Federal career service free from the influences of preferential practices and partisan political considerations. At the same time, I call upon each of you to do whatever is necessary to insure that your agency fully complies with both the letter and spirit of personnel laws and merit principles.





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(Gergen)

MEMORANDUM TO HEADS OF DEPARTMENTS AND AGENCIES

One of the greatest encouragements that Americans could draw from the Watergate experience was the realization that even under the most difficult circumstances, the Federal Government continued to move ahead smoothly and efficiently. The accomplishments of the Government during this period were in no small measure due to the three million career civil servants, who day-in and day-out gave effective and dedicated service to their country.

These men and women were acting in the best traditions of the career civil service. For over 90 years, that service has demanded a high degree of professionalism from its members and has assured them in return that promotion will be based strictly on merit.

It is up to each of us as leaders of the Federal establishment to carry forward the fine traditions of the civil service. Appointments to the civil service must continue to be on the basis of ability, regardless of race, creed, sex or political affiliation.



And promotion within the civil service must continue to be on the basis of merit. There is no room in the civil service system for preferential personnel referral systems or partisan political considerations. I condemn such practices, and I am counting on you to ensure that they never occur in your organization.

I have informed the Chairman of the U.S. Civil Service Commission of my determination to assure that we have responsible Federal career service, free of political taints. I call upon each of you to insure that your agency fully complies with both the letter and spirit of the civil service system.

GERALD R. FORD



August 21, 1974

To: Dave Wimer

From: Phil Buchen

As we discussed this
morning on the phone.





UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D.C. 20415

CHAIRMAN

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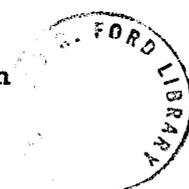
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August 21, 1974

To: Dave Wimer

From: Phil Buchen

As we discussed this
morning on the phone.





UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D.C. 20415

CHAIRMAN

August 22, 1974

MEMORANDUM FOR Honorable Philip W. Buchen
 Counsel to the President
 The White House

Subject: Our Investigation of Small Business Administration

Relating to our conversations of recent days, attached is a copy of a statement we are releasing about noon today on SBA in response to specific press queries.

A handwritten signature in cursive script, appearing to read "Bob", written in dark ink.

Robert E. Hampton

Attachment





UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D. C. 20415

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U. S. CIVIL SERVICE COMMISSION

Office of Public Affairs

August 22, 1974

RESPONSE TO STANDING PRESS QUERIES
CONCERNING SBA INVESTIGATION

The Civil Service Commission has found violations of merit staffing practices in the Small Business Administration (SBA), and has ordered corrective actions. Letters of charges have been filed by the Commission's Executive Director against two employees, proposing the removal of one and the suspension without pay for 2 months of the other. A letter of admonishment has been issued to a third employee. Release of this report and letters of charges were delayed until after the Civil Service Commissioners made their decision, announced last week, that the Commission has authority to initiate disciplinary actions against employees of other agencies who are found to have violated civil service laws, rules, or regulations.

Violations found during the Commission's investigation included illegal preferential treatment of some applicants and employees, and improper consideration of political recommendations or associations.

The Commission's investigation was centered primarily in SBA's San Francisco region, but also included SBA headquarters in Washington and the Denver and Boston regions.

As a result of its findings, the Commission has directed SBA to take the following corrective actions:

1. Develop and put into effect a plan for filling District Director positions on a merit basis, insuring that all candidates inside or outside of the agency are fairly considered and that selection be made from among the best qualified, without preferential treatment based on politics or any other non-merit factor.
2. Review and revise as necessary all internal SBA policies with respect to recruiting and staffing to insure that (a) personnel laws, merit principles, and related executive orders, rules, and Commission regulations are clearly set out; (b) the responsibility for faithful execution of merit requirements is assigned to and clearly understood by management officials, supervisors, and personnel staffs, with appropriate officials being held accountable, and (c) appropriate corrective action and/or disciplinary action is taken promptly whenever violations occur.
3. Review and revise as necessary current methods and procedures for receiving, considering, handling, and disposition of applications for employment, to assure full compliance with personnel laws, merit principles, and other essential requirements.
4. Conduct a comprehensive study to assure that grade levels for SBA District Director positions conform to position classification standards.

The two persons charged will have the right to answer the charges and will be accorded full due process including careful consideration of their responses and a hearing before an Administrative Law Judge, if desired, before any final decision is made by the three Civil Service Commissioners.

THE WHITE HOUSE

WASHINGTON

August 23, 1974

EYES ONLY

MEMORANDUM FOR:

PHILIP BUCHEN

FROM:

DAVID J. WIMER 

SUBJECT:

Bob Hampton's Letter on Compliance
with Personnel Laws

I agree totally with Chairman Hampton's recommendation that the President take an early, clean, and strong position against politics in the career civil service system. I have attached Bob's draft letter to agency heads - with a few suggested changes which I believe clarify a couple of points.

I can, by the way, assure you that this office does not concern itself in career civil service actions or placement. We refer individuals for, and deal only with, non-career placements.



D R A F T

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It should be clear that I regard a strong Federal career service as an essential factor for a responsible and effective Federal Government.

It should also be clear that I will condone no action which in any way threatens the basic strength of the career service by ~~substituting~~ preferential personnel ^{PRACTICES} ~~practices~~ or partisan political considerations for our existing merit system of Federal employment. There is a valid and indeed an important place for ^{POLITICAL CONSIDERATIONS} ~~partisan political considerations~~ within the ^{SERVICE} ~~operation of~~ ^{NON-CAREER} ~~career service~~.

I have informed the Chairman of the U. S. Civil Service Commission of my full support ^{of} in the Commission's efforts to assure an effective Federal career service free from the influences of preferential practices and partisan political considerations. At the same time, I call upon each of you to do whatever is necessary to insure that your agency fully complies with both the letter and spirit of personnel laws and merit principles.



A handwritten signature in dark ink, appearing to be "RF" or similar initials.

August 28, 1974

MEMORANDUM FOR: Paul Thais
FROM: Philip Buchen
SUBJECT: Proposed Presidential Memorandum on
Compliance with Personnel Laws

Attached is a memorandum to me from Bob Hampton with a memorandum to the President to which he has attached a draft of memorandum for the President to send to the executive departments and agencies. Also enclosed is a memorandum to me from David Wimer with suggested changes in the proposed Presidential memorandum. I do not think the Wimer changes are well thought out, and I am sure you can improve on both the Hampton draft and the Wimer revision.

I would appreciate your keeping me informed so I can report back to Chairman Hampton.

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3. By taking the offensive, the President is in a much stronger position than if he is put on the defensive. The possibility of this latter eventuality, if a memorandum is not issued, is strong. Individual Members of Congress and several committees, including the House Post Office and Civil Service Committee, are very interested in the investigations we have made at General Services Administration, Housing and Urban Development, and Small Business Administration.

I feel that the proposed memorandum from the President will effectively shut off any blame being transferred to this Administration for improper actions taken heretofore.



As for Commission action, in addition to the investigations referred to above, we have already significantly tightened our requirements to further reduce the possibilities of abuse while retaining necessary flexibility in the system. If additional changes in our policies or methods are needed, we will not hesitate to make them.

I appreciate your having taken time to discuss this entire matter.



Robert E. Hampton

Attachments





UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415

CHAIRMAN

AUG 20 1974

MEMORANDUM FOR THE PRESIDENT

During the past year representatives of the Civil Service Commission have had placed before them allegations that officials of some agencies in the executive branch have practiced political discrimination in making appointments and promotions in the competitive service. The allegations have been specific and have been supported by affidavits.

In accordance with our responsibility for enforcing the Civil Service Act and rules and other applicable statutes and executive orders, we initiated investigations to determine whether the allegations were true.

We have completed investigations in three agencies, General Services Administration, the Department of Housing and Urban Development, and the Small Business Administration. It is with regret that I must advise you that we have determined that a preferential referral system contrary to law and civil service regulations has been in existence in the General Services Administration. We have initiated appropriate corrective action.

The situation we found in the Department of Housing and Urban Development is even more disturbing. Political affiliation and support of both applicants and employees were given significant consideration in filling some positions in the competitive civil service in the Department of Housing and Urban Development. Of course, Federal laws specifically prohibit political consideration in filling positions in the competitive service. We have also initiated appropriate corrective action in HUD. One additional important point, the Office of Management and Budget cooperated in some of these appointments during a period of an executive branch-wide freeze on employment, by granting exemptions to the freeze for the favored individuals.

The investigation of alleged political discrimination in the Small Business Administration also revealed that political considerations influenced appointments to some competitive positions.

Allegations of improper actions in other agencies in recent years may lead to additional investigations. However, at the outset of your Administration, I believe that it would be very useful to have a plain message from you to the heads of all executive departments and agencies condemning activities which are contrary to the personnel laws and merit principles and declaring your support for them. A draft Presidential statement to that effect is attached. I urge that it be issued at the earliest date possible.

A handwritten signature in cursive script that reads "Bob".

Robert E. Hampton
Chairman



Attachment

D R A F T

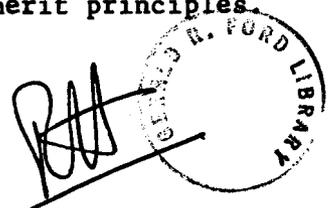
MEMORANDUM TO THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

One of the most important actions ever taken by the Congress led to the creation of a career civil service back in 1883. Today, I call upon you to see to it that the merit principles contained in that Civil Service Act and the personnel laws and regulations in furtherance of those principles are fully and effectively carried out in all agencies of the Federal Government.

It should be clear that I regard a strong Federal career service as an essential factor for a responsible and effective Federal Government.

It should also be clear that I will condone no action which in any way threatens the basic strength of the career service by substituting preferential personnel referral systems or partisan political considerations for our existing merit system of Federal employment. There is a valid and indeed an important place for partisan politics within the operation of our free and democratic system. The Federal career service, however, is not such a place.

I have informed the Chairman of the U. S. Civil Service Commission of my full support ^{of} ~~in~~ the Commission's efforts to assure an effective Federal career service free from the influences of preferential practices and partisan political considerations. At the same time, I call upon each of you to do whatever is necessary to insure that your agency fully complies with both the letter and spirit of personnel laws and merit principles.



THE WHITE HOUSE

WASHINGTON

August 23, 1974

EYES ONLY

MEMORANDUM FOR:

PHILIP BUCHEN

FROM:

DAVID J. WIMER 

SUBJECT:

Bob Hampton's Letter on Compliance
with Personnel Laws

I agree totally with Chairman Hampton's recommendation that the President take an early, clean, and strong position against politics in the career civil service system. I have attached Bob's draft letter to agency heads - with a few suggested changes which I believe clarify a couple of points.

I can, by the way, assure you that this office does not concern itself in career civil service actions or placement. We refer individuals for, and deal only with, non-career placements.



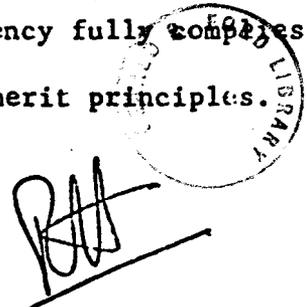
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It should be clear that I regard a strong Federal career service as an essential factor for a responsible and effective Federal Government.

It should also be clear that I will condone no action which in any way threatens the basic strength of the career service by ~~substituting~~ preferential personnel ^{PRACTICES} ~~reference systems~~ or partisan political considerations for our existing merit system of Federal employment. There is a valid and indeed an important place for ^{POLITICAL CONSIDERATIONS} ~~political activities~~ within the ^{NON-CAREER SERVICE} ~~operation of our Federal personnel systems~~ ~~and Federal career service~~ ~~however it is not such place.~~

I have informed the Chairman of the U. S. Civil Service Commission of my full support ^{of} the Commission's efforts to assure an effective Federal career service free from the influences of preferential practices and partisan political considerations. At the same time, I call upon each of you to do whatever is necessary to insure that your agency fully ~~complies~~ with both the letter and spirit of personnel laws and merit principles.



THE WHITE HOUSE

WASHINGTON

August 28, 1974

MEMORANDUM FOR: Paul Theis
FROM: Philip Buchen *P.W.B.*
SUBJECT: Proposed Presidential Memorandum on
Compliance with Personnel Laws

Attached is a memorandum to me from Bob Hampton with a memorandum to the President to which he has attached a draft of memorandum for the President to send to the executive departments and agencies. Also enclosed is a memorandum to me from David Wimer with suggested changes in the proposed Presidential memorandum. I do not think the Wimer changes are well thought out, and I am sure you can improve on both the Hampton draft and the Wimer revision.

I would appreciate your keeping me informed so I can report back to Chairman Hampton.

Attachments



[Sept 1974]
MT

MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

Whatever else, ^{recent} ~~the Watergate~~ experience has proven one thing about the Federal Government: It can continue to function and move ahead even under the most difficult circumstances. This is due chiefly to ^{more than two} ~~the three~~ million career civil servants who, day-in and day-out, give of themselves in a thoroughly dedicated and efficient manner to assure this continuity.

These men and women act in the best traditions of the career civil service which has demanded from them for more than 90 years the highest degree of professionalism and competence. In return, it has assured them of a competitive system free from political considerations either in their appointments or in their promotions.

I intend to keep it that way -- and I call upon you to see to it that the merit principles contained in the Civil Service Act and the personnel laws and regulations are fully and effectively carried out in your department or agency. Appointments and promotions in the career service must not be made on the basis of either politics, race, creed or sex.



I have informed the chairman of the U.S. Civil Service Commission of my determination to keep the Federal career service just that -- a career service in which men and women can be accepted in the first place on their ability and promoted on their merit. I ask you to make sure your agency fully complies with both the letter and the spirit of the law in this regard.

Gerald R. Ford



UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415

AUG 20 1974

MEMORANDUM FOR THE PRESIDENT

During the past year, representatives of the Civil Service Commission have had placed before them allegations that officials of some agencies in the executive branch have practiced political discrimination in making appointments and promotions in the competitive service. The allegations have been specific and have been supported by affidavits.

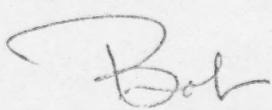
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We have completed investigations in three agencies, General Services Administration, the Department of Housing and Urban Development, and the Small Business Administration. It is with regret that I must advise you that we have determined that a preferential referral system contrary to law and civil service regulations has been in existence in the General Services Administration. We have initiated appropriate corrective action.

The situation we found in the Department of Housing and Urban Development is even more disturbing. Political affiliation and support of both applicants and employees were given significant consideration in filling some positions in the competitive civil service in the Department of Housing and Urban Development. Of course, Federal laws specifically prohibit political consideration in filling positions in the competitive service. We have also initiated appropriate corrective action in HUD. One additional important point, the Office of Management and Budget cooperated in some of these appointments during a period of an executive branch-wide freeze on employment, by granting exemptions to the freeze for the favored individuals.

The investigation of alleged political discrimination in the Small Business Administration also revealed that political considerations influenced appointments to some competitive positions.

Allegations of improper actions in other agencies in recent years may lead to additional investigations. However, at the outset of your Administration, I believe that it would be very useful to have a plain message from you to the heads of all executive departments and agencies condemning activities which are contrary to the personnel laws and merit principles and declaring your support for them. ~~A draft Presidential statement to that effect is attached. I urge that it be issued at the earliest date possible.~~


Robert E. Hampton
Chairman



Attachment

September 5, 1974

**To: Chairman Robert Hampton
Civil Service Commission**

From: Phil Buchen

**Per our telephone conversation
today. Will await your verbal
comment by telephone.**

Attachment



September 5, 1974

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September 5, 1974

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Civil Service Commission**

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THE WHITE HOUSE
WASHINGTON

9/6/74
1:10 p. m.

Gave the attached to
Paul Theis and he will
take care of getting it
out.



Thursday 9/5/74

5:50 Chairman Hampton called to say he thinks the memo you sent over is even better than the one they prepared and they agree to it in all respects.



September 5, 1974

**To: Chairman Robert Hampton
Civil Service Commission**

From: Phil Buchen

**Per our telephone conversation
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MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

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I intend to keep it that way -- and I call upon you to see to it that the merit principles contained in the Civil Service Act and the personnel laws and regulations are fully and effectively carried out in your department or agency. Appointments and promotions in the career service must not be made on the basis of either politics, race, creed or sex.



I have informed the chairman of the U.S. Civil Service Commission of my determination to keep the Federal career service just that -- a career service in which men and women can be accepted in the first place on their ability and promoted on their merit. I ask you to make sure your agency fully complies with both the letter and the spirit of the law in this regard.

Gerald R. Ford



THE WHITE HOUSE
WASHINGTON

TO: Mr. Buchen

FROM: PAUL THEIS

Attached is a revised draft of the memo to heads of departments and agencies. I suggest we may want to release it as well as the Bob Hampton memo to the President of August 20...with the last 2 sentences deleted.

Paul





UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415

CHAIRMAN

AUG 20 1974

MEMORANDUM FOR THE PRESIDENT

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Robert E. Hampton
Chairman



Attachment

*Put in
file re other
material from
Ch. Hampton*

Tuesday 9/10/74

3:15 Chairman Hampton called to suggest we might want to get a copy of the AP story by Margaret Gentry -- re LEAA (9-10-74 09:43EDT)
Finally got a copy from Miltich (see attached)

He thought you'd be interested.



LEAA

BY MARGARET GENTRY

WASHINGTON (AP) -- A CONGRESSIONAL INVESTIGATOR SAYS ALLEGED IMPROPRIETIES IN THE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION MAY BE PART OF A WHOLESALE SUBVERSION OF CIVIL SERVICE REGULATIONS.

"WE KNOW THE NIXON ADMINISTRATION HAD AN AVOWED AIM" OF CONTROLLING THE CIVIL SERVICE MACHINERY BY PLACING LOYALISTS IN HIGH-LEVEL CAREER POSITIONS IN POSSIBLE VIOLATION OF FEDERAL REGULATIONS, SAID FRANK SILBEY, AN INVESTIGATOR ON THE STAFF OF REP. JOHN E. MOSS, D-CALIF.

HE NOTED THAT THE CIVIL SERVICE COMMISSION HAS FOUND EVIDENCE OF SUCH PRACTICES AT THE GENERAL SERVICES ADMINISTRATION AND THE SOCIAL AND REHABILITATION SERVICE.

THE COMMISSION HAS INVESTIGATED SIMILAR ALLEGATIONS AT THE DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, THE STATE DEPARTMENT, THE SMALL BUSINESS ADMINISTRATION AND SEVERAL OTHER AGENCIES, BUT HAS REFUSED TO DISCLOSE THE FINDINGS, SILBEY SAID.

"WE HAVE A WHOLESALE PATTERN WHICH SEEMS TO HAVE EMERGED, A VERY OMINOUS PATTERN" OF PATRONAGE APPOINTMENTS THROUGHOUT GOVERNMENT, HE SAID.

MOSS HAS ASKED ATTY. GEN. WILLIAM B. SAXBE FOR A JUSTICE DEPARTMENT REVIEW OF "THE ACTIVITIES UNCOVERED (AT THE SOCIAL AND REHABILITATION SERVICE) WITH A VIEW TO BRINGING POSSIBLE CRIMINAL CHARGES."

IN AN AUG. 15 LETTER TO SAXBE, THE CONGRESSMAN SAID, "SUCH CUMULATIVE ACTIONS, INVOLVING SO MANY HIGHLY PLACED FEDERAL EMPLOYEES OVER A LONG PERIOD, COULD NOT HAVE OCCURRED WITHOUT SOME CONSPIRACY TO VIOLATE CIVIL SERVICE LAWS AND REGULATIONS."

SILBEY SAID MOSS HAS RECEIVED NO JUSTICE DEPARTMENT RESPONSE. DEPARTMENT OFFICIALS COULD NOT DETERMINE THE STATUS OF THE REQUEST ON MONDAY.

SILBEY SAID "INSIDE SOURCES" AT LEAA HAVE COMPLAINED OF SIMILAR PATRONAGE IMPROPRIETIES WITHIN THE CRIME-FIGHTING AGENCY, WHICH SPENDS NEARLY \$1 BILLION A YEAR FOR RESEARCH AND STATE AND LOCAL ANTICRIME PROJECTS. SILBEY DECLINED TO IDENTIFY HIS SOURCES.

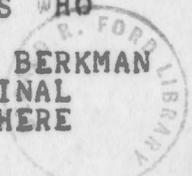
THE ALLEGATIONS PROMPTED MOSS TO REQUEST INVESTIGATIONS BY THE GENERAL ACCOUNTING OFFICE AND THE CIVIL SERVICE COMMISSION.

MEANTIME, THE JUSTICE DEPARTMENT BEGAN INVESTIGATING THE ALLEGATIONS MONDAY AT THE REQUEST OF THE NEW LEAA ADMINISTRATOR, RICHARD W. VELDE.

INVESTIGATORS ARE EXAMINING WHETHER REGULATIONS DESIGNED TO GIVE CAREER WORKERS A FAIR CHANCE AT PROMOTIONS WERE BYPASSED IN ORDER TO FILL TOP-LEVEL JOBS WITH OUTSIDERS CHOSEN FOR POLITICAL REASONS, SAID O.T. BERKMAN JR., A JUSTICE DEPARTMENT OFFICIAL FAMILIAR WITH THE PROBE, AND OTHER OFFICIALS.

INVESTIGATORS ALSO ARE EXAMINING CHARGES THAT LEAA OFFICIALS WHO OBJECTED TO THE PRACTICE WERE TRANSFERRED OR DEMOTED.

VELDE SAID THERE ARE NO ALLEGATIONS OF CRIMINAL WRONGDOING. BERKMAN SAID, "AT THIS STAGE OF THE GAME, WE'RE NOT AWARE OF ANY CRIMINAL CONDUCT." SILBEY SAID CRIMINAL CONDUCT COULD BE INVOLVED IF THERE WERE A CONSPIRACY TO VIOLATE CIVIL SERVICE REGULATIONS.



THE WHITE HOUSE
WASHINGTON

The Civil Service
directive went out.

For filing
with rest
of papers on
Hampton
matter.



THE WHITE HOUSE

WASHINGTON

September 20, 1974

MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

Whatever else, recent experience has proven one thing about the Federal Government: It can continue to function and move ahead even under the most difficult circumstances. This is due chiefly to more than two million career civil servants who, day-in and day-out, give of themselves in a thoroughly dedicated and efficient manner to assure this continuity.

These men and women act in the best traditions of the career civil service which has demanded from them for more than 90 years the highest degree of professionalism and competence. In return, it has assured them of a competitive system free from political considerations either in their appointments or in their promotions.

I intend to keep it that way -- and I call upon you to see to it that the merit principles contained in the Civil Service Act and the personnel laws and regulations are fully and effectively carried out in your department or agency. Appointments and promotions in the career service must not be made on the basis of either politics, race, creed or sex.

I have informed the Chairman of the United States Civil Service Commission of my determination to keep the Federal career service just that -- a career service in which men and women can be accepted in the first place on their ability and promoted on their merit. I ask you to make sure your agency fully complies with both the letter and the spirit of the law in this regard.

Gerard R. Ford



THE WHITE HOUSE

WASHINGTON

September 20, 1974

MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

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Gerald R. Ford



file

THE WHITE HOUSE
WASHINGTON

*Jay
Info*

September 20, 1974

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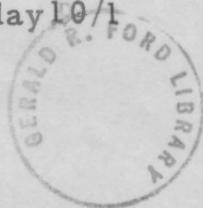
Gerald R. Ford



Monday 9/30/74

10:10 Skip called Jay to say he had had a call from Sam Schulhof (Dave Wimer's assistant) regarding scheduling a meeting for Chairman Bob Hampton, Sam Schulhof and you concerning the investigation of the method of appointments made --- apparently the pressure is building.

Chairman Hampton would not be available on Tuesday 10/1 between 10 and 12 or on Friday 10/4 at any time.



Ken Lazarus
will contact Mr Schulhof
and meet with him
and Chairman Hampton -

OK
B