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91ST ANNIVERSARY OF THE FEDERAL CIVIL
SERVICE, STATE DEPARTMENT WEST
AUDITORIUM, WASHINGTON, D.C., 10 A.M.
WEDNESDAY, JANUARY 16, 1974.



IN TWENTY-FIVE YEARS OF SERVICE
IN WASHINGTON, THIS IS MY FIRST
OPPORTUNITY TO ADDRESS THE EMPLOYEES OF
THE CIVIL SERVICE COMMISSION. I HOPE IT
WON'T BE THE LAST, FOR I AM VERY INTERESTED
IN WHAT YOU ARE DOING AND IN HOW WELL YOU
ARE DOING IT.

I CONGRATULATE YOU ON YOUR
91ST BIRTHDAY, AND I ADD MY VERY SINCERE
COMPLIMENTS TO THOSE WHO WILL BE HONORED
HERE TODAY, FOR THEIR ACHIEVEMENTS AND FOR
THEIR SERVICE.

FOR ME THIS IS AN OPPORTUNITY TO
SPEAK TO EVERY MAN AND WOMAN IN THE CAREER
CIVIL SERVICE.

UNDERLYING EVERY REMARK I WILL
MAKE ARE TWO WORDS: THANK YOU.



I AM CONVINCED THAT ONE OF THE BEST IDEAS THE PEOPLE OF AMERICA HAVE EVER EXPRESSED, AND ONE OF THE BEST ACTS EVER TO COME OUT OF THE CONGRESS, WAS THE CREATION OF A CAREER CIVIL SERVICE BACK IN 1883.

I BELIEVE A STRONG CAREER SERVICE IS ONE OF THE GREATEST STRENGTHS OF OUR DEMOCRATIC PROCESS, AND ONE OF THE BEST GUARANTEES OF SOUND, EFFECTIVE, AND EFFICIENT GOVERNMENT -- EVEN MORE SO IN 1974 THAN IN 1883.



IT IS UNFORTUNATE THAT THE TERM
"CIVIL SERVICE" OFTEN CONJURES UP THE VERY
OPPOSITE OF WHAT I AM TALKING ABOUT, FOR
IN THIS ENLIGHTENED WORLD THERE ARE SOME
WHO STILL EQUATE CIVIL SERVICE WITH
SECURITY AND ROUTINE.

TO ME, CIVIL SERVICE HAS A MUCH
HIGHER MEANING.



IT IS A WORK ENVIRONMENT FOR WHICH
TOP NOTCH PEOPLE ARE SELECTED ON THE BASIS
OF ABILITY. A PLACE WHERE THE PRODUCT OF
ONE'S HANDS IS MORE IMPORTANT THAN THE
COLOR OF ONE'S HANDS. A PLACE WHERE THE
WORK ITSELF TAKES PRECEDENCE OVER THE SEX
OF THE PERSON DOING IT. A PLACE WHERE
SERVICE TO THE PEOPLE TRANSCENDS PARTY
LABELS. A PLACE WHERE THE WORD "SERVICE"
MEANS EXACTLY WHAT IT SAYS.



TO ME, AN OLD NAVY VETERAN,
CIVIL SERVICE ALSO MEANS A TAUT SHIP
STEAMING ON A STEADY COURSE. WHATEVER
SQUALLS AND HEAVY SWELLS MAY COME, THE
SHIP RIDES STEADY AND TRUE.



WHEN THE NATION WAS CONFRONTED
WITH THE ENERGY CRISIS, A NEW GOVERNMENT
AGENCY HAD TO BE CREATED ALMOST OVERNIGHT.
DRAWING ON THE EXPERTISE AND COMPETENCE
ALREADY AVAILABLE IN THE CIVIL SERVICE, THE
FEDERAL ENERGY OFFICE WAS IN BUSINESS WITHIN
TWO WEEKS.

IN AUGUST OF 1971 PRESIDENT NIXON
DECIDED TO TAKE QUICK ACTION TO CURB RUNAWAY
INFLATION. THE OFFICE OF EMERGENCY
PREPAREDNESS HAD TO HAVE AN EXPLOSIVE
MOBILIZATION. FIFTEEN MINUTES AFTER THE
PRESIDENT ANNOUNCED THE PRICE FREEZE,
GEORGE LINCOLN HAD THE OEP REGIONAL
DIRECTORS ON A CONFERENCE TELEPHONE CALL.



"TOMORROW MORNING," HE TOLD THEM,
"YOU WILL MOVE OUT OF YOUR OFFICES AND OPEN
UP IN THE BIGGEST CITY IN YOUR REGION.
GSA WILL PROVIDE SPACE, AND THE CIVIL
SERVICE COMMISSION WILL GIVE YOU PERSONNEL
FROM OTHER AGENCIES. YOU'LL BE READY FOR
BUSINESS MONDAY MORNING."



WITHIN 60 HOURS OEP WAS
OPERATIONAL IN 10 REGIONAL OFFICES. WITHIN
A WEEK THE NETWORK WAS EXPANDED TO INCLUDE
360 IRS OFFICES AND 2,800 OFFICES OF THE

AGRICULTURAL STABILIZATION AND
CONSERVATION SERVICE. THIS MEANT BETTER
SERVICE TO CITIZENS OUTSIDE MAJOR CITIES.

MORE THAN A DECADE AGO, THE UNITED
STATES WAS CHALLENGED TO PUT A MAN ON THE
MOON BEFORE 1970 -- A TASK THAT STRAINED
SCIENCE AND TECHNOLOGY TO THEIR OUTERMOST
LIMITS. IT WAS DONE THROUGH A PRODUCTIVE
JOINT EFFORT OF GOVERNMENT AND INDUSTRY . . .
AND ONE OF THE MEN IN CHARGE, ROBERT GILRUTH,
HAD THIS TO SAY: "NOWHERE BUT IN THE
FEDERAL SERVICE COULD WE HAVE FOUND THE



QUALITY AND QUANTITY OF TALENT REQUIRED
TO CARRY OUT A MISSION OF THIS SIZE."

OR TAKE THE PROBLEM OF
HIGHJACKINGS. OF COURSE, WE MIGHT HAVE
ONE TOMORROW -- YOU NEVER KNOW. BUT TO
ALL INTENTS AND PURPOSES, GOVERNMENT ACTION
WITH PRIVATE FOLLOWUP HAS EFFECTIVELY
CLAMPED THE LID ON AIRCRAFT HIGHJACKING IN
THE UNITED STATES. WHAT WAS THE SECRET?
EXPERTISE ALREADY IN GOVERNMENT, AND RAPID,
EXCELLENT RECRUITING AT A TIME WHEN SKY
MARSHALS WERE OUR NEED.



THESE ARE THE KINDS OF "MISSION IMPOSSIBLE" THAT NEVER GET INTO PRIME TIME ON TELEVISION. THEY BECOME MISSION POSSIBLE BECAUSE WE HAVE COMPETENT PEOPLE IN THE CIVIL SERVICE WHO CAN HIT THE GROUND RUNNING.

TO ME CIVIL SERVICE MEANS TREMENDOUS KNOWLEDGE AND A GREAT DEPTH OF UNDERSTANDING ON THE PART OF CAREER PEOPLE WHO HAVE DEVOTED THEIR LIVES TO GOVERNMENT.



YOU CAN TAKE ALMOST ANY TYPE OF
LEGISLATION THAT COMES BEFORE THE CONGRESS,
AND I CAN GIVE YOU AN EXAMPLE OF HOW THE
KNOWLEDGE OF CAREER PEOPLE HAS PROVIDED
INFORMATION THAT MADE A GIVEN BILL AN EVEN
BETTER LAW.

TO ME, FROM MY NEW VANTAGE POINT
IN THE EXECUTIVE BRANCH OF GOVERNMENT, CIVIL
SERVICE MEANS A SOLID FOUNDATION OF
COMPETENCE ASSURING THAT THE MANDATE THE
VOTERS HAVE GIVEN THE POLITICAL LEADERSHIP
WILL BE CARRIED OUT.



THESE ARE SOME PRETTY GENEROUS
WORDS I HAVE BEEN USING TO PORTRAY AND PRAISE
THE CIVIL SERVICE: COMPETENCE...
STEADFASTNESS...KNOWLEDGE...DEPENDABILITY...
RESPONSIVENESS. YET EACH ONE IS
DELIBERATELY CHOSEN, AND EQUALLY WELL
DESERVED.

THE PEOPLE, THE CONGRESS, AND THE
PRESIDENCY UNDER CHESTER ALAN ARTHUR CAN
CLAIM CREDIT FOR STARTING A CAREER CIVIL
SERVICE, AND FOR A GREAT DEAL OF CARE AND



ATTENTION IN SEEING TO IT THAT THE CONCEPT OF A MERIT SYSTEM OF PUBLIC EMPLOYMENT BECAME MORE THAN JUST A CONCEPT; THAT IT BECAME A LIVING, BREATHING, PRODUCING ARM OF GOOD GOVERNMENT.

THE TRANSITION FROM CONCEPT TO REALITY IS WHERE THE WORK CAME IN -- AND HERE THE CREDIT BELONGS TO THE COMMISSION ITSELF -- TO THE OUTSTANDING MEN AND WOMEN WHO HAVE SERVED AS COMMISSIONERS OVER THE YEARS, AND TO THE CAREER STAFF OF THE AGENCY -- PAST AND PRESENT.



I AM PARTICULARLY AWARE OF THE ACHIEVEMENTS OF THE COMMISSION DURING THE LAST FIVE YEARS UNDER BOB HAMPTON'S SPLENDID LEADERSHIP IN THE AREAS OF EQUAL OPPORTUNITY WITHIN THE FEDERAL SERVICE; THE TRAINING AND DEVELOPMENT OF EMPLOYEES AT ALL LEVELS, FROM ENTRY TO EXECUTIVE LEVEL; THE ADMINISTRATION OF THE LABOR RELATIONS PROGRAM; THE STRENGTHENING OF STATE AND LOCAL GOVERNMENT THROUGH THE INTERGOVERNMENTAL PERSONNEL PROGRAM; THE IMPROVEMENTS IN MANAGEMENT IN ALL FEDERAL AGENCIES THROUGH EVALUATION OF THEIR MANPOWER MANAGEMENT PROGRAMS; AND THE PROGRAM FOR THE EMPLOYMENT OF VIETNAM ERA VETERANS.

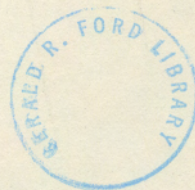


AS A RESULT OF THESE ACTIVITIES
THE ENVIRONMENT OF THE FEDERAL CIVIL SERVICE
NOW SETS A GOOD EXAMPLE FOR ALL EMPLOYERS.
PEOPLE ARE SELECTED ON THE BASIS OF ABILITY.
EQUAL OPPORTUNITY IS A WAY OF LIFE. PEOPLE
RECEIVE TRAINING WHICH WILL INCREASE THEIR
ABILITY TO DO BETTER WORK. EMPLOYEES HAVE
A VOICE IN MATTERS THAT AFFECT THEM ON THE
JOB. EXCELLENCE IS ENCOURAGED, RECOGNIZED,
AND REWARDED. THERE IS PRIDE IN
ACCOMPLISHMENT. THE WORK IS EXCITING, FOR
IT IS WORTH DOING.



IN SHORT, THIS IS AN ENVIRONMENT
IN WHICH THE CIVIL SERVICE HAS BECOME MORE
RELIABLE, MORE EFFICIENT, MORE COMPETENT,
AND MORE RESPONSIVE THAN BEFORE.

AND THERE IS AWARENESS, ON THE
PART OF ELECTED LEADERSHIP AS WELL AS ON THE
PART OF THE TWO AND A HALF MILLION MEN AND
WOMEN WHO COMPRISE THE CIVIL SERVICE, THAT
THE SERVICE EXISTS TO CARRY OUT THE PROGRAMS
THAT PEOPLE EXPECT OF THEIR NATIONAL
GOVERNMENT. THAT, IN THE FINAL SENSE, IS
WHAT GOVERNMENT IN A DEMOCRACY IS ALL ABOUT.



SO I SALUTE THE CAREER CIVIL
SERVICE ON ITS 91ST BIRTHDAY, AND I EXTEND
BEST WISHES TO ALL CAREER EMPLOYEES IN THE
YEARS AHEAD. YOU ARE DOING A GREAT JOB,
AND WE THANK YOU.

-- END --



CIVIL SERVICE
news

U.S. CIVIL SERVICE COMMISSION

news unit

Washington, D.C.
20415

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FOR RELEASE:

ADVANCE FOR MONDAY MORNING NEWSPAPERS, JANUARY 14,
NOT TO BE USED BY PRESS, RADIO, OR TV BEFORE
8:30 P.M., EDT, SUNDAY, JANUARY 13, 1974



Vice President Gerald Ford will address employees and guests of the Civil Service Commission at an honors ceremony commemorating the 91st anniversary of the Federal civil service on Wednesday morning, January 16.

The ceremony will begin at 10 a.m. in the West Auditorium of the State Department, 23rd and C Sts. NW., in Washington.

Eight individual employees of the Civil Service Commission, a university dean, the executive director of a municipal center in New England, and four groups of Commission employees will be honored for exceptional achievements. An additional 144 Commission employees will be honored for service ranging from 25 to 45 years.

CSC Chairman Robert E. Hampton, Vice Chairman Jayne B. Spain, and Commissioner L. J. Andolsek will take part in the ceremony. Executive Director Bernard Rosen will be master of ceremonies.

The top honor, the Commissioners' Award for Distinguished Service, will be presented to Raymond Jacobson, Director of the Bureau of Policies and Standards, for major contributions he has made to the development and improvement of a wide range of personnel programs, policies, and legislation in several key assignments in the Commission.

Charles F. Bonser, Dean of the School of Public and Environmental Affairs at Indiana University, will be honored for fostering greater intergovernmental cooperation under the Intergovernmental Personnel Act.

Karl A. Van Asselt, Executive Director of the New England Municipal Center in Durham, N.H., will be recognized for demonstrating how Intergovernmental Personnel Act funds can be used successfully to support technical assistance and training programs on a regionwide basis.

Robert H. Hastings, Director of the Commission's Labor Relations Training Center in Washington, will receive a special achievement award for noteworthy accomplishments in labor relations training.

(more)

Ellen K. Keough, a personnel management specialist in the Kansas City Area Office, will be similarly honored for spearheading a successful classification and pay study for the city of Springfield, Mo., for work in resolving equal employment opportunity complaints, and for other achievements.

Frederick W. Hohlweg, a central office pay specialist, will be recognized for applying computer technology to the process of keeping Federal salaries abreast of rates paid in the private sector, and for his role in resolving difficult problems facing the President's pay agent.

Jacqueline G. Sutton, Director of the EEO Training Institute, will be honored for molding a balanced program in equal opportunity and upward mobility training for a wide audience of executives, managers, and staff specialists.

Walter Sakai, Area Manager in Portland, Oreg., will be honored for effective leadership of Federal personnel programs and for broadening employment opportunities for minority citizens, including the Spanish-speaking.

Forrest C. Lant, Chief of the Washington Division of Investigations, will be honored for developing a highly trained staff to conduct thorough investigation of discrimination complaints and to produce high-quality personnel investigations at low unit costs.

William A. Rice, Chief of Investigations in the San Francisco region, will be recognized for similar outstanding performance.

Group awards will be presented to:

--All employees in the Office of the Assistant Executive Director (Irving Kator) for exceptional service in placing into effect the Equal Employment Opportunity Act of 1972.

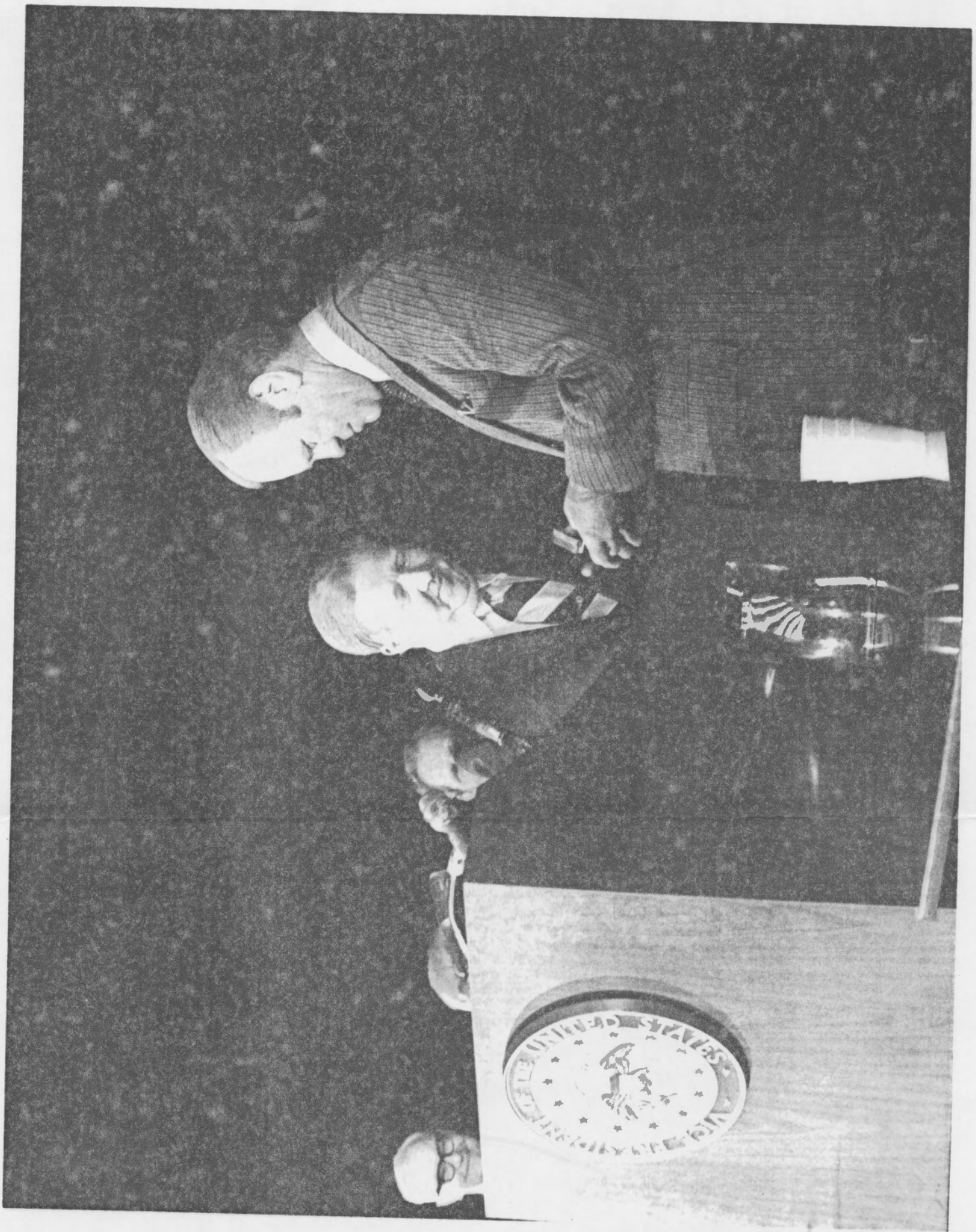
--All employees of four Claims Adjudication Sections and the Claims Orientation Section of the Bureau of Retirement, Insurance, and Occupational Health, for exceptional performance in the processing of a record number of retirements (89,000) last summer.

--All employees of the Central Personnel Data File (CPDF) Control Unit, Bureau of Manpower Information Systems, which received and processed more than 3 million records submitted by more than 500 personnel offices within the past 2 years.

--Seven employees of two bureaus whose exceptional performance under short deadlines led to the development and successful operation of the Federal Automated Career System (FACS), a centralized, computer-based skills inventory used to certify highly skilled personnel to meet agency manpower needs.

Music for the Washington ceremony will be provided by the U. S. Navy band, and colors will be posted by an all-service honor guard.

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 Here's the photo that we provided the Washington Post, Washington Star-News, Associated Press, and United Press International, of Vice President Ford and Chairman Hampton at the Civil Service Commission's honors ceremony commemorating the 91st anniversary of the Federal civil service, in Washington on January 16, 1974.



UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415

IN REPLY PLEASE REFER TO

YOUR REFERENCE

JAN 21 1974

Mr. Paul Miltich
Press Secretary to the Vice President
United States Senate
Washington, D.C. 20510

Dear Mr. Miltich:

Here is the tape of the Vice President's address at the Civil Service Commission's 91st Anniversary Awards Ceremony. It includes his dialogue with Chairman Hampton upon presentation of the new Emblem of Federal Service.

I am also enclosing a print of the presentation picture for your interest and files.

The Vice President's remarks were deeply appreciated by all of the guests, press, and Commission employees I have spoken to; and many commented on how sincerely and humanly the Vice President came across to the audience. We are sending the text to our key publics in and out of the government.

You may be amused by a little side bar, I heard about this afternoon. On returning from the ceremony, one of our newer employees (a bright young lady from Virginia) was heard at a hallway pay phone calling her parents to urge them to tune in the TV news that evening to hear the Vice President -- then she went on to excitedly tell of how she was privileged to attend the ceremony and hear the Vice President, and how exciting and interesting it was. She's the motivated kind we try hard to get and keep.

We enjoyed the opportunity to work with you and your staff and appreciated the cooperation in making this 91st Anniversary a real red-letter day.

Sincerely yours,

William M. Ragan
Director
Office of Public Affairs

Enclosures

ITEM TRANSFER REFERENCE FORM

The item described below has been removed to:

New File Location: *Audio / Visual*

Document Description: *8x10 B+W photo of V.P.
GRF receiving gift at 9th anniversary
of U.S. Civil Service Jan. 16, 1974*

Old File Location: *V. P. Speeches box 2*



By *Ken Hafeli* Date *3/14/78*

NLFP - 11/4/77

REMARKS BY VICE PRESIDENT GERALD R. FORD
AT CEREMONIES COMMEMORATING
THE 91st ANNIVERSARY
OF THE FEDERAL CIVIL SERVICE
STATE DEPARTMENT WEST AUDITORIUM
WASHINGTON, D.C.
10 a.m. WEDNESDAY, JANUARY 16, 1974



ADVANCE FOR RELEASE ON DELIVERY

In twenty-five years of service in Washington, this is my first opportunity to address the employees of the Civil Service Commission. I hope it won't be the last, for I am very interested in what you are doing and in how well you are doing it.

I congratulate you on your 91st birthday, and I add my very sincere compliments to those who will be honored here today, for their achievements and for their service.

For me this is an opportunity to speak to every man and woman in the career civil service.

Underlying every remark I will make are two words: Thank you.

I am convinced that one of the best ideas the people of America have ever expressed, and one of the best acts ever to come out of the Congress, was the creation of a career civil service back in 1883.

I believe a strong career service is one of the greatest strengths of our democratic process, and one of the best guarantees of sound, effective, and efficient government -- even more so in 1974 than in 1883.

It is unfortunate that the term "civil service" often conjures up the very opposite of what I am talking about, for in this enlightened world there are some who still equate civil service with security and routine.

To me, civil service has a much higher meaning.

It is a work environment for which top notch people are selected on the basis of ability. A place where the product of one's hands is more important than the color of one's hands. A place where the work itself takes precedence over the sex of the

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person doing it. A place where service to the people transcends party labels. A place where the word "service" means exactly what it says.

To me, an old Navy veteran, civil service also means a taut ship steaming on a steady course. Whatever squalls and heavy swells may come, the ship rides steady and true.

When the Nation was confronted with the energy crisis, a new Government agency had to be created almost overnight. Drawing on the expertise and competence already available in the civil service, the Federal Energy Office was in business within two weeks.

In August of 1971 President Nixon decided to take quick action to curb runaway inflation. The Office of Emergency Preparedness had to have an explosive mobilization. Fifteen minutes after the President announced the price freeze, George Lincoln had the OEP regional directors on a conference telephone call.

"Tomorrow morning," he told them, "you will move out of your offices and open up in the biggest city in your region. GSA will provide space, and the Civil Service Commission will give you personnel from other agencies. You'll be ready for business Monday morning."

Within 60 hours OEP was operational in 10 regional offices. Within a week the network was expanded to include 360 IRS offices and 2,800 offices of the Agricultural Stabilization and Conservation Service. This meant better service to citizens outside major cities.

More than a decade ago, the United States was challenged to put a man on the moon before 1970 -- a task that strained science and technology to their outermost limits. It was done through a productive joint effort of Government and industry . . . and one of the men in charge, Robert Gilruth, had this to say: "Nowhere but in the Federal service could we have found the quality and quantity of talent required to carry out a mission of this size."

Or take the problem of highjackings. Of course, we might have one tomorrow -- you never know. But to all intents and

(more)



purposes, Government action with private followup has effectively clamped the lid on aircraft highjacking in the United States.

What was the secret? Expertise already in Government, and rapid, excellent recruiting at a time when Sky Marshals were our need.

These are the kinds of "mission impossible" that never get into prime time on television. They become mission possible because we have competent people in the civil service who can hit the ground running.

To me civil service means tremendous knowledge and a great depth of understanding on the part of career people who have devoted their lives to government. You can take almost any type of legislation that comes before the Congress, and I can give you an example of how the knowledge of career people has provided information that made a given bill an even better law.

To me, from my new vantage point in the Executive branch of government, civil service means a solid foundation of competence assuring that the mandate the voters have given the political leadership will be carried out.

These are some pretty generous words I have been using to portray and praise the civil service: competence...steadfastness...knowledge...dependability...responsiveness. Yet each one is deliberately chosen, and equally well deserved.

The people, the Congress, and the Presidency under Chester Alan Arthur can claim credit for starting a career civil service, and for a great deal of care and attention in seeing to it that the concept of a merit system of public employment became more than just a concept; that it became a living, breathing, producing arm of good government.

The transition from concept to reality is where the work came in -- and here the credit belongs to the Commission itself -- to the outstanding men and women who have served as Commissioners over the years, and to the career staff of the agency -- past and present.

(more)



I am particularly aware of the achievements of the Commission during the last five years under Bob Hampton's splendid leadership in the areas of equal opportunity within the Federal service; the training and development of employees at all levels, from entry to executive level; the administration of the labor relations program; the strengthening of State and local government through the intergovernmental personnel program; the improvements in management in all Federal agencies through evaluation of their manpower management programs; and the program for the employment of Vietnam era veterans.

As a result of these activities the environment of the Federal civil service now sets a good example for all employers. People are selected on the basis of ability. Equal opportunity is a way of life. People receive training which will increase their ability to do better work. Employees have a voice in matters that affect them on the job. Excellence is encouraged, recognized, and rewarded. There is pride in accomplishment. The work is exciting, for it is worth doing.

In short, this is an environment in which the civil service has become more reliable, more efficient, more competent, and more responsive than before.

And there is awareness, on the part of elected leadership as well as on the part of the two and a half million men and women who comprise the civil service, that the service exists to carry out the programs that people expect of their national government. That, in the final sense, is what government in a democracy is all about.

So I salute the career civil service on its 91st birthday, and I extend best wishes to all career employees in the years ahead. You are doing a great job, and we thank you.

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