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ADMINISTRATOR'S ALERT

from the Executive Director, U. S. Civil Service Commission

Vol. 5, No. 10

April 1975

Political Activity Restraints. Chairman Robert E. Hampton has expressed the Administration's opposition to pending legislation which would remove present (Hatch Act) restraints on civil servants' participation in party management and political campaigns. Removal of such restrictions, he said, would:

- Have a serious adverse effect on our ability to maintain a merit system;
- Go far toward destroying valuable employee protections;
- Lead employees to feel compelled to engage in partisan activities in order to curry favor with supervisors;
- Interfere with impartial execution of the Government's business;
- Erode public confidence in the impartiality of public employees; and
- Subject the merit system to political invasion.

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Memo on EEO. President Ford has urged the heads of all Federal departments and agencies to "provide strong leadership in your own agency" to insure equal opportunity in Federal employment.

In a March 6 memo, he cited Commission statistics which show that minority and women employees "have demonstrated their ability to compete successfully under merit principles," and added, "While I am encouraged by these figures, our efforts must continue."

More than non-discrimination and prohibition of discriminatory practices is required, he said. "What is needed are strong affirmative actions to assure that all persons have an opportunity to compete on a fair and equal basis for employment and advancement in the Federal Government..."

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EEO Training Funded. The Commission has approved a \$100,058 grant to the International Personnel Management Association for the development and administration of two training courses designed to improve equal employment opportunity training in State and local governments. One course will be given to personnel analysts and technicians; the other to line managers and supervisors. Both courses will help to meet EEO responsibilities within merit employment concepts.

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Pay, Annuity Limits. The President has submitted to Congress a set of legislative proposals which would place a temporary 5 percent ceiling on Federal pay increases and on benefit programs tied to the Consumer Price Index. In transmitting the proposals, the President said: "As we move forward with tax reductions to revitalize the economy, with energy conservation and self-reliance measures, and with substantially expanded aid to the unemployed, it is essential that we

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restrain the overall growth of Federal expenditures. . . In proposing a 5 percent ceiling on Federal pay raises this year, I am asking that the Federal government set an example for the nation. Federal workers generally enjoy greater job security than other workers. I believe that most Federal employees will understand that some restraint on their pay raises is appropriate in light of the need to provide benefits and create more jobs for the unemployed."

He urged the private sector -- labor and management alike -- to "follow this example and minimize wage and price increases."

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Integrity Hearings. Investigative hearings to review violations and abuses of merit principles in Federal employment were scheduled to be resumed April 10 by the Manpower and Civil Service Subcommittee of the House Post Office and Civil Service Committee. Chairman Robert Hampton and key members of the Commission staff were scheduled to give further testimony. The hearings began March 4.

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Cost Reduction. The January-March issue of the Civil Service Journal will be devoted largely to this important theme. Featured in the issue are articles by Chairman Hampton on "Stretching the Manpower Dollar," by GSA Deputy Administrator Dwight A. Ink on "Getting the Most From the Tax Dollar," by Public Printer Thomas F. McCormick on "Pointers to Beat the Printing Cost Bind," and by CSC's Executive Director of "Partners in Productivity," plus a number of regular departments keyed to the cost-cutting theme.

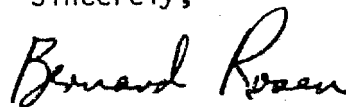
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Recap of Recent Directives. FPM Letter 532-78 of Feb. 28 authorizes environmental (pay) differentials for fibrous glass work and asbestos work. FPM Letter 711-96 of Feb. 27 transmits basic changes in the Federal labor-management relations program brought about by Executive Order 11838. FPM Letter 870-20 of Feb. 21 transmits withholding rates for life insurance premiums.

Commission Bulletin 171-460 of March 21 invites agencies to ride the Commission's printing requisition for reprinting of the Handbook of Selective Placement; Bulletin 171-461 of March 17 extends a similar offer for bulk purchase of the EO Spotlight; and Bulletin 171-463 of March 21 extends a similar offer for purchase of the 1974 edition of Union Recognition in the Federal Government. Bulletin 330-37 of March 12 discusses college recruitment in 1975. Bulletin 335-18 of March 13 withdraws agencies' authority to use Test 700 (written portion of the FSEE) for inservice placement and promotion actions, effective May 1. Bulletin 550-32 of March 21 authorizes continuation of voluntary allotments to pay city income taxes in Philadelphia, St. Louis, and Louisville as an interim measure.

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Sincerely,



Bernard Rosen