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**REMARKS**

*SES not held in high esteem -*  
*Should we send to FO for their info?*  
*Quibbie*  
*Forward to D/OP w/ note*  
*Thought you might be interested in the article FEIAA during*

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*5/3/82*

5041-102

ATTITUDE SURVEY

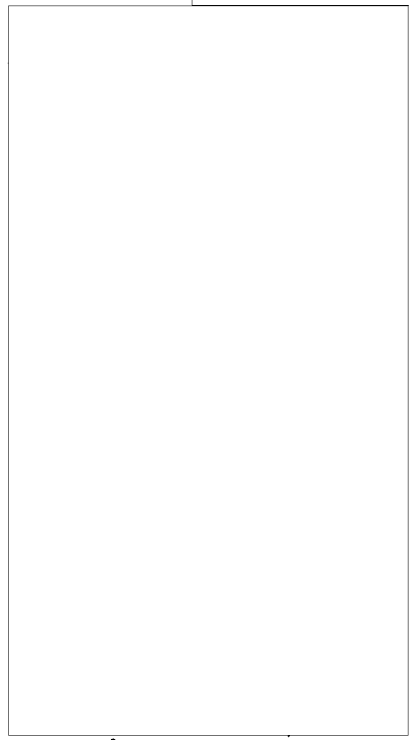
Perceptions Survey  
of the SIS Program

1/36 sample  
1/11/82  
1/12/82

STAT

STAT

	Current	Proposed	Increment
SIS-1	\$ 54,755	\$ 54,755	-
SIS-2	56,936	57,730	\$ 794
SIS-3	58,500	60,705	2,205
SIS-4	58,500	63,680	5,180
SIS-5	58,500	66,655	8,155
SIS-6	58,500	69,630	11,130



FY-82 SIS awards budget 2,000,000

Disc in w/ new Pay Structure

- ① Drop Awards and Stipends *improvement method to admin, criticism*
- ② Drop Annual leave feature - costly *CR*
- ③ Drop Sabbaticals - *lack of interest, employee concern, return before gain benefit*
- ④ Eliminates pay compression - SIS-3 and above
- ⑤ Recognizes increased program responsibility w/ increasing pay increments
- ⑥ Retain & attract senior talent
- ⑦ Greater annuity base
- ⑧ Base promotion on performance and accomplishment
- ⑨ Cost less than current system

# FEIAA NEWSLETTER

## No. 29 — April 1982

As forecast, the *Ed Meese appearance* before the FEIAA at Ft. McNair on April 22, 1982 was a *record sell-out* even weeks before the event was to take place. The Association is fully aware of the disappointment on the part of so many members who, unfortunately, were not able to be accommodated because, to put it simply, we just plain *ran out of space*. In fact, we barely passed fire regulations because additional tables were squeezed into every possible niche and corner. It would have taken a *ballroom*, which could accommodate well over 1,000, to seat the number of persons who were anxious to attend. To those who called unsuccessfully, *please accept our apologies*; however, the Association runs its luncheons and other special events on a *first come, first served* basis. *No one gets special consideration!* Hopefully, the Association will be able to arrange for a future return visit of Mr. Meese. In the meantime, we are committed to continue bringing you the very best and most influential persons in their fields that the greater Washington, D.C. area can offer. In order not to lose out on the scheduled outstanding May and June luncheon programs, we *urge* you to make your reservations *NOW*. Details are contained in another part of this Newsletter.

(Ed. Note: Because of printing deadlines, the above was written prior to Mr. Meese's appearance on April 22. The next Newsletter will contain a summary highlighting Mr. Meese's remarks.)

### FEIAA QUESTIONNAIRE RESULTS CONTINUE TO REFLECT EXECUTIVE DISMAY WITH SYSTEM

Final tabulations are now available on the results of the annual FEIAA questionnaire distributed to SES executives who attended Executive Development Days, March 4-5, 1982. Because of the great interest expressed, there follows below the results that relate to the Civil Service Reform Act of 1978, political/career interface, mandatory coverage of Federal employees under Social Security and Medicare, and retiree issues. Almost 300 attendees turned in the questionnaire.

- Q. If current members of the SES were given the option to return to the General Schedule as it was before the CSRA, would you exercise the option? Yes **54%**, No **46%**.
- Q. Were the most recent SES bonus awards made in a fair manner in your agency? Yes **29%**, No **55%**, Don't know who received them **16%**.
- Q. To date in the Reagan Administration, has the political/career executive interface been positive **29%**, negative **61%**, no effect **16%** in fostering management effectiveness?
- Q. If you are a GS/GM-15, were your merit pay awards made fairly? Yes **28%**, No **56%**, Don't know who received them **16%**.
- Q. Are the management incentives of the Merit Pay System worth its cost of administration (time, energy, effort, paperwork)? Yes **14%**, No **86%**.
- Q. In my opinion, current and projected budget cuts in my agency have not affected productivity **46%**, have reduced productivity up to 25% **37%**, reduced productivity 25% to 50% **10%**, reduced productivity more than 50% **7%**.
- Q. Has the Inspector General activity in your agency improved **22%**, retarded **12%**, had no effect **66%** on your management effectiveness?
- Q. Is the SES candidate development program working successfully in your agency? Yes **20%**, No **34%**, Don't know **46%**.
- Q. What stand do you think FEIAA should take on the following issues:

	Actively Oppose	Monitor Only	Actively Support
(a) Mandatory coverage of Federal employees under Social Security	83%	14%	3%
(b) Mandatory coverage of Federal employees only under the Medicare portion of Social Security	52%	39%	9%
(c) Alternatives to the current Civil Service retirement system, e.g., Social Security plus a new retirement plan?	66%	26%	8%
(d) Reduce Civil Service retirement indexing to 75% of the CPI increase?	68%	18%	14%
(e) Exclude Federal managers from personal liability for management actions?	20%	22%	58%
(f) Eliminate the SES bonus system	30%	25%	45%

- Q. The following major areas of the Civil Service Reform Act have impacted in the ways indicated on Federal management efficiency and effectiveness:

	Improved	Hindered	No Effect
(a) Senior Executive Service (vs. GS)	16%	44%	40%
(b) Merit Pay for GS 13 thru 15	14%	58%	28%
(c) Performance Appraisal Systems	36%	36%	28%
(d) Merit Systems Protection Board (MSPB)	11%	29%	60%
(e) Labor Management Relations	13%	42%	45%

(Ed. Note: Above results will automatically be made available to concerned Congressional Committees, officials in OMB, OPM, MSPB, and various media outlets via receipt of this Newsletter.)

### FEDERAL PAY RAISE UNDER FIRE — BUT POSSIBLE FREEZE OR REDUCTION UNLIKELY

Repeating an often-endorsed pattern of using Federal employees as the "scapegoat," there has been a move afoot among Congressional Republicans, led by Senator Jesse Helms, not only to *freeze* federal pay raises for fiscal year 1983, but also to impose a *5 percent salary cut* on senior Government officials and members of Congress. While there is a growing interest in the Senate and some support in the House for such a plan, the House leadership is *definitely opposed*. Moreover, since President Reagan has budgeted an 8 percent raise for military personnel, to deny federal workers the lesser 5 percent increase, especially when the military last year received 3 times the size of the civilian pay hike, should seem *unfair* to even the most conservative

President Reagan is opposed, it is highly *unlikely* that senior career executives will have to take a 5 percent cut in pay. The spectre that *is raised*, however, is the extent to which such thinking will surface in 1983 when the Congress is not concerned with an election process.

### FEIAA TO HOLD ANNUAL CHARLOTTESVILLE RETREAT

April 23-24 has been set aside for the *annual Charlottesville retreat* to be attended by the FEIAA Board of Directors and Officers, past Association Presidents, Committee Chairpersons, and Agency Representatives. Some 50 persons are expected to attend. The *timing could not be better* since it immediately follows the Ed Meese luncheon on April 22, thereby allowing Association officials sufficient time in which to assess Mr. Meese's message in terms of member concerns. As always, the retreat will also feature a series of

### FIELD ACTIVITIES TAKING HOLD

**"Freebie" Workshop Held in Denver** — On March 6, 1982, the FEIAA sponsored a one-day "freebie" seminar in Denver, as a part of the Association's plan to expand its activities to various field areas where concentrations of FEI graduates are located, and where the executives, themselves, demonstrate an active interest. Bob Matson, Acting FEI Dean, was the session's facilitator. Some 20 executives, representing 14 different Federal agencies, attended the seminar which was designed for executives who are finding it difficult to make the transition of attitude and skills necessary to deal effectively with being a cut-back manager. Post seminar evaluations gave it high marks.

**Possible Richmond, Virginia Chapter** — FEI graduates in the Richmond, Virginia area are moving steadily towards establishing an Association field chapter. Preliminary organization meetings are being held and the Board of Directors has endorsed the Richmond effort. It is expected that discussions between the Richmond Execs and Association representatives will shortly take place to explore further the possibility of establishing a field chapter.

### LAST CALL FOR AUGUST SPECIAL "ALUMNI ONLY" SESSION

"Last Call" for the special 4-week "alumni only" class (Class 39) scheduled for August 2-27, inclusive, at FEI. If you have not as yet nailed down your plans to participate in what is shaping up as an outstanding program, do so as soon as possible. Just check with your department or agency personnel, training, or executive development office to see if a space has been purchased and is available for you. If no space is presently available, indicate your desire to attend *continued below*

careers to public office, the desire and willingness of top political executives to make such a public proclamation is indeed exhilarating in today's climate, and more than ever justifies the FEIAA decision to establish such an annual award.

### OUTSTANDING LUNCHEON PROGRAMS SET FOR MAY AND JUNE

On Wednesday, May 19, the FEIAA offers a *different format* for its luncheon program in order to exploit more fully a subject that may soon engulf the federal sector; namely, "Comparable Worth." Two outstanding experts on this subject, Carol W. Wilson, Associate General Counsel, International Union of Electrical Radio and Machine Workers, AFL-CIO, and Mr. Edward E. Potter, a partner in McGuiness and Williams Law Firm will discuss "Comparable Worth — what it is and the extent to which Feds are vulnerable." Ms. Wilson, an expert in labor law and union issues with previous experience on the Hill, NLRB, and the Department of Labor will represent the labor point of view. Mr. Potter, who has specialized in labor and equal employment opportunity law and represented the Equal Employment Advisory Council, the National League of Cities, and three other public interest groups in the *only Supreme Court decision* to consider the controversial concept of comparable worth, will represent management's point of view.

Be sure to call 447-9511 now to secure your reservation. This subject is coming down the pike and those who attend will have a *not-to-be-missed opportunity* to share a rare insight and discussion. The luncheon will be held at Ft. McNair Officer's Club. Cash bar at 11:30 with lunch to be served at noon. Luncheon cost is \$8, payable at the door.

The FEIAA is indeed *fortunate* to have been able to arrange for Dr. Donald Frederickson, currently a Scholar-in-Residence at the National Academy of Science and formerly the Director of the National Institutes of Health, to be its June luncheon speaker. Dr. Frederickson is a *world renowned authority in the field of "new biology."* He will share his expert insights on this most important subject on June 29 at the last FEIAA luncheon of the current season. Mark your calendars now for what will certainly be a rare treat. Details as to reservations will be contained in the next Newsletter and will also be sent to all members in the greater Washington, D.C. metropolitan area.



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McLean, Va. 22101

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and request that a space be obtained for you. Pat Conklin, Class Coordinator, is sending out a call, via this Newsletter, for some 5 or 6 execs who are planning to attend to *volunteer to serve as members of the planning committee* along with Pat and the other faculty members. If you would like to volunteer, or would like further information on Class 39, please call Pat or the FEI Registrar, Barbara Rexrode.

### FEIAA "EXECUTIVE OF THE YEAR AWARD" ATTRACTING WIDE-SPREAD INTEREST

While all returns are not yet in, as we go to press, the FEIAA "Executive of the Year" Award Committee reported a *wide-spread interest* in the Association's annual award. Nominations have been received from *all levels* of government, federal, state, and local. The Committee has been most pleased with the letters of referral from the State Governors and heads of Agencies, who describe their nominees as "*dedicated, professional and honest public servants.*" While the existence of this caliber of career executives *continued top of next column*

### AS WE GO TO PRESS

- Congress is just now returning from its Easter recess, with uncertainty and possible "stalemate" still the story of the FY 1983 budget. Indications are still prevalent that entitlement programs will be among those "hit" in the battle of the budget. Events will be reported here, as they occur.
- A recent GAO report indicates that the SES was *not* manipulated for political purposes when the Reagan administration took office. A special survey by MSPB supports this conclusion.
- Over 50 House Republicans have announced they will fight an increase in the national debt ceiling, now estimated to be required by mid-May. This new threatened move will take the form of cutting off agency spending authority when the debt limit is exceeded, unless Congress passes a balanced budget amendment and sharply cuts 1983 spending.