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THE WHITE HOUSE

WASHINGTON

January 14, 1975

MEMORANDUM FOR THE PRESIDENT

FROM:

KEN COLE

SUBJECT:

CSC Action to Terminate Non-Career Appointments for
Regional DirectorsBACKGROUND

Bob Hampton, Chairman of the Civil Service Commission (CSC), has forwarded a memo to you outlining CSC's plans to convert Federal regional directors positions from non-career to career status based on a recent CSC study. Your consideration of this matter is important because it involves a fundamental shift in your Administration's management policy.

In 1969, the regional director's positions were classified as non-career to enable cabinet officers and agency heads to appoint their representatives as regional directors and members on the Federal Regional Councils. This action was undertaken to facilitate the "New Federalism" and break bureaucratic isolation and intransigence with respect to Presidential policy and the public's needs. Because of the limited time duration of the original non-career appointments, many will revert to career status automatically within the year if they are not permanently designated as non-career.

DISCUSSION

CSC's analysis concludes that the basic functions of these positions fall under the career category. Several agencies concur but they are generally agencies that have not decentralized. Critics of the last Administration alleged that the career civil service was being politicized. Your recent statements supporting the career service have deflected similar criticism, but action that would permanently render the regional director positions non-career may incite new censure.

Many agencies desire non-career regional directors. The effort to decentralize the government and make it more responsive to regional and local needs will be impaired if the regional spokesman and administration of each agency is a career bureaucrat. The viability of the Federal Regional Councils will suffer and the impact of Presidential policies will also decline if regional directors are not responsive or opposed to such policies.



OPTIONS

You have the following options:

- (1) Allow CSC to determine the proper course of action.
- (2) Issue an Executive Order establishing permanent non-career status for regional directors.
- (3) Direct CSC to re-examine the problem. If the results warrant, permit CSC to grant each agency its choice in the classification of its regional directors.

STAFF AND AGENCY RECOMMENDATIONS

The following recommend Option 1.

CSC
Department of Transportation
Department of Interior
General Services Administration

The following recommend Option 2.

Buchen
Cole
Friedersdorf
Department of Labor
Department of Housing and Urban Development
Department of Agriculture
Environmental Protection Agency

The following recommend Option 3.

Ash

DECISION

Option 1 _____ Option 2 MP7 Option 3 _____

