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See who else should do the

THE WHITE HOUSE
WASHINGTON
December 10, 1976

MEMORANDUM FOR MARIA DOWNS

FROM: Connie Gerrard *Connie Gerrard*

Listed below are the White House Staff members who Ron Nessen asks be invited to the Press Christmas party on December 15:

- | | |
|------------------------------|----------------------------|
| ✓ The Vice President | ✓ David Kennerly |
| ✓ Gwen Anderson | ✓ Dr. Bill Lukash |
| ✓ William J. Baroody | ✓ James Lynn |
| ✓ Doug Bennett | ✓ John Marsh |
| ✓ Philip Buchen | ✓ William Nicholson |
| ✓ James Cannon | ✓ Terry O'Donnell |
| ✓ Red Cavaney | ✓ Bob Orben |
| ✓ Jim Cavanaugh | ✓ Paul O'Neill |
| ✓ Richard Cheney | ✓ Roger Porter |
| ✓ James Connor | ✓ Russell Rourke |
| ✓ Michael DuVal | ✓ Ed Schmults |
| ✓ Kathy Disibour - NSC | ✓ General Brent Scowcroft |
| <i>OK</i> ✓ Max Friedersdorf | ✓ Bill Seidman |
| ✓ Milton Friedman | ✓ Douglas Smith |
| ✓ Alan Greenspan | Robert Worthius |
| ✓ Bill Gorog | ✓ Sheila Weidenfeld |
| ✓ Bill Gulley | ✓ Frank Zarb |
| ✓ Robert Hartmann | ✓ James Baker |
| ✓ Bill Hyland | ✓ Hugh Morrow |
| ✓ Jerry Jones | ✓ John Mulliken |
| | ✓ Alan Wade |
| | ✓ Barry Roth. |
| | ✓ Bobbie Kilburg |
| | ✓ Pat Butler |

Thank you!



THE WHITE HOUSE

~~9/14/76~~
12/9/76

Philip W. Buchen ✓	Counsel to the President
Robert T. Hartmann ✓	Counsellor to the President
John O. Marsh, Jr. ✓	Counsellor to the President
Richard B. Cheney ✓	Assistant to the President
William J. Baroody, Jr. ✓	Assistant to the President for Public Liaison
James M. Cannon ✓	Assistant to the President for Domestic Affairs
Max L. Friedersdorf ✓	Assistant to the President for Legislative Affairs
James T. Lynn ✓	Assistant to the President for Management and Budget
Lt. Gen. Brent Scowcroft, ✓ USAF (Ret.)	Assistant to the President for National Security Affairs
L. William Seidman ✓	Assistant to the President for Economic Affairs
Frank G. Zarb ✓	Assistant to the President for Energy Affairs
Ronald H. Nessen ✓	Press Secretary to the President
John G. Carlson ✓	Deputy Press Secretary to the President
James H. Cavanaugh ✓	Deputy Assistant to the President
Arthur A. Fletcher ✓	Deputy Assistant to the President for Urban Affairs
William F. Gorog ✓	Deputy Assistant to the President for Economic Affairs
William G. Hyland ✓	Deputy Assistant to the President for National Security Affairs
Jerry H. Jones ✓	Deputy Assistant to the President



William T. Kendall ✓

Deputy Assistant to the President
for Legislative Affairs (Senate)

Charles Leppert, Jr. ✓

Deputy Assistant to the President
for Legislative Affairs (House)

Arthur F. Quern ✓

Deputy Assistant to the President
for Domestic Affairs

Edward C. Schmults ✓

Deputy Counsel to the President

James E. Connor ✓

Secretary to the Cabinet and
Staff Secretary to the President

~~Robert A. Coldwin~~

~~Special Consultant to the President~~

Douglas P. Bennett ✓

Director, Presidential Personnel Office

Thomas Aranda, Jr. ✓

Special Assistant to the President
for Hispanic Affairs

John C. Calhoun ✓

Special Assistant to the President
for Minority Affairs

Byron M. Cavaney, Jr. ✓

Special Assistant to the President

Milton A. Friedman ✓

Special Assistant to the President

David R. Gergen ✓

Special Counsel to the President

Maj. Gen. Jeanne M. Holm, USAF (Ret.) ✓

Special Assistant to the President
for Women

Mrs. Virginia H. Knauer ✓

Special Assistant to the President
for Consumer Affairs

Myron B. Kuropas ✓

Special Assistant to the President
for Ethnic Affairs

Kenneth A. Lazarus ✓

Associate Counsel to the President

Stephen G. McConahey ✓

Special Assistant to the President
for Intergovernmental Affairs

Robert Orben ✓

Special Assistant to the President

Roger B. Porter ✓

Special Assistant to the President



Michael Raoul-Duval ✓

Special Counsel to the President

William F. Rhatigan ✓

Special Assistant to the President

Russell A. Rourke ✓

Special Assistant to the President

Douglas J. Smith ✓

Special Assistant to the President

~~Mrs. Margareta E. White~~

~~Assistant Press Secretary
to the President~~

Robert K. Wolthuis ✓

Special Assistant to the President

Mrs. Gwen A. Anderson ✓

Editor, Presidential Messages
and Research

Douglass C. Blaser ✓

Director, Press Advance Office

~~Hugh Cannon~~

Director of the Office of Presidential Spokesmen

Mrs. Dorothy E. Downton ✓

Personal Secretary to the President

Miss Margaret K. Earl ✓

Assistant Press Secretary

Roland L. Elliott ✓

Director, Correspondence Office

Michael J. Farrell ✓ *should definitely work*

Director, Office of White House Visitors

Warren J. Gulley ✓

Director, White House Military Office

Miss Eliska A. Hasek ✓

Director, Office of Presidential Messages

David C. Hoopes ✓

Deputy Staff Secretary to the President

Joseph S. Jenckes V ✓

Special Assistant for Legislative
Affairs (Senate)

Mrs. Barbara G. Kilberg ✓

Associate Counsel

David Hume Kennerly ✓

Personal Photographer to the President

Miss Mildred V. Leonard ✓

Personal Assistant to the President

Thomas G. Loeffler ✓

Special Assistant for Legislative
Affairs (House)

~~[Redacted Name]~~

Peter M. McPherson ✓

Director, Research Office

Deputy Director, Presidential
Personnel Office



William W. Nicholson ✓

Director, Scheduling Office

Terrence O'Donnell ✓

Aide to the President

John W. Roberts ✓

Assistant Press Secretary

J. Patrick Rowland ✓

Special Assistant for Legislative
Affairs (House)

LARRY M. SPEAKES ✓

Assistant Press Secretary
Social Secretary

Mrs. Maria Downs ✓

Mrs. Sheila Rabb Weidenfeld ✓

Press Secretary to the First Lady

Rear Adm. William M. Lukash, ✓
MC USN

Physician to the President

Robert D. Linden ✓

Chief Executive Clerk

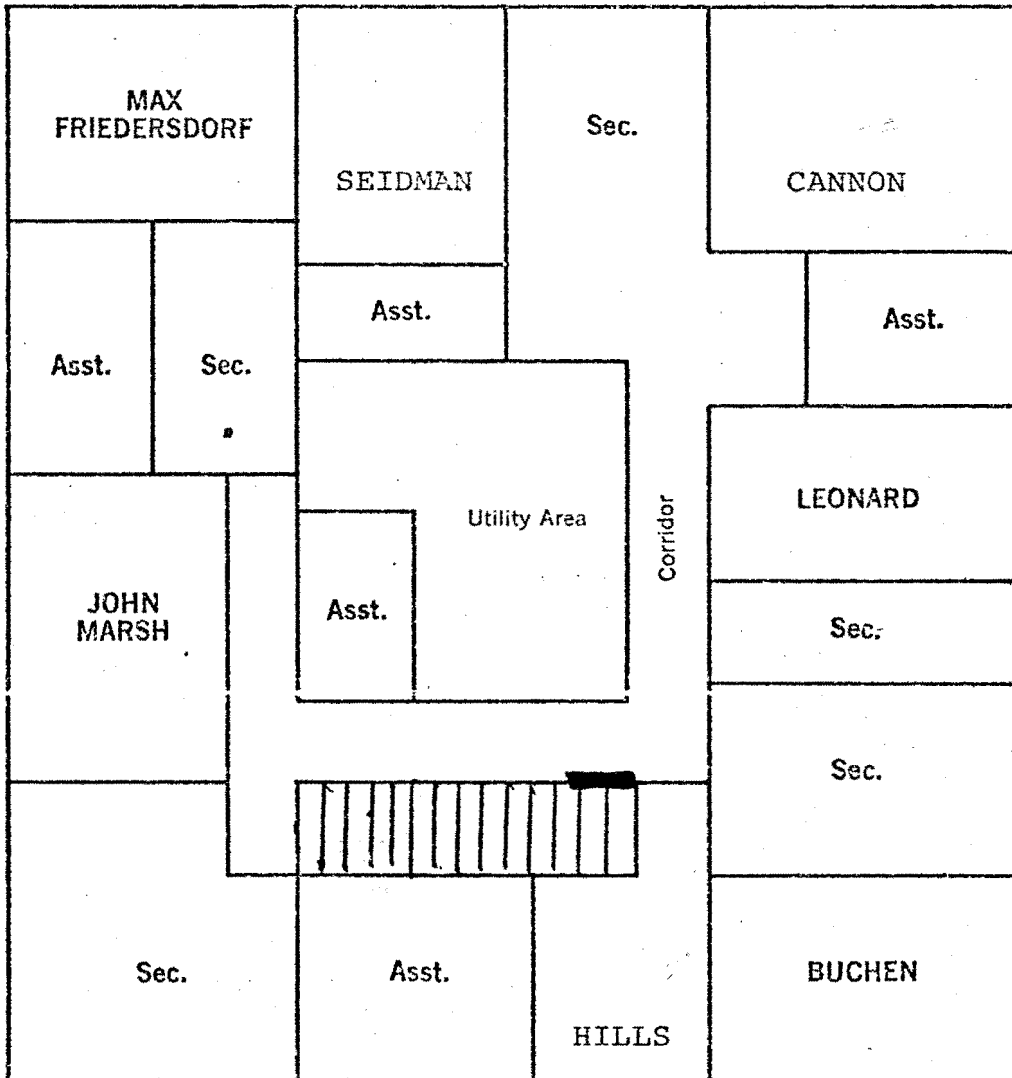
Rex W. Scouten ✓

Chief Usher

Agnes M. Waldron ✓ Deputy Special Assistant to the President



PENNSYLVANIA AVENUE



SECOND FLOOR PLAN—WEST WING



RON NESSEN
Press Secretary to
the President

WHITE HOUSE PRESS OFFICE
John Carlson
Deputy Press Secretary to the
President
(456-2100)

OFFICE OF COMMUNICATIONS
Margita White
Assistant Press Secretary
to the President (456-2977)

Departmental Liaison
Speakers/Briefings

Randy Woods

News Summary
Correspondence
Briefing Papers

Jim Shuman

Television

Bob Mead

Advance

Eric Rosenberger
Pappy Noel
David Wendall
Dorrecne Smith

Spokesmen

Larry Speakes
Assistant
Press Sec.
to the Pres.

Bill Roberts -
Assistant
Press Sec.

Margaret
Earle
Staff Ass't

Connie
Gerrard
Staff Ass't



JAMES CAVANAUGH :

SALARY: \$38,000 to \$~~42~~,000

ARTHUR FLETCHER:

SALARY: \$36,000 to \$40,000

STEPHEN MCCONN~~A~~HEY:

SALARY: \$34,000 to 38,000



WHITE HOUSE STAFF CAMPAIGNING

Q. There are press reports today that the DNC will file a complaint with the Federal Election Commission alleging that members of the White House staff who are on the public payroll are doing campaign work in violation of the campaign funding law. Do you think it is fair for you to use White House employees for campaign purposes when Jimmy Carter must use his limited campaign funds to support his entire staff?

A. We have bent over backwards to operate completely within the new campaign law. Any campaign expense incurred by a member of my White House staff is paid by my Campaign Committee. Any campaign work they do is ~~done~~ ~~on their own time~~ in addition to fully performing their official duties.

The simple fact is that I must continue to exercise the responsibilities of the Presidency even while I am campaigning. This requires me to do both jobs and often my staff must do likewise.

FOLLOW-UP QUESTION:

Some press reports say that Mike Duval -- who is on the White House staff -- is working full time on the debate. Why isn't he paid by the Campaign Committee?

A. Mike has had substantial responsibilities in the White House during my entire two years as President. He continues to work on foreign and domestic policy decisions with particular emphasis on economic, energy, and foreign intelligence problems. His work on the debates is in addition to the time spent on his official duties. Like many other members of my staff he works in excess of seventy hours a week.



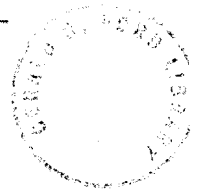
FISCAL YEAR	**		*		
	FULL TIME EMPLOYEES SALARIES AND EXPENSES	SPECIAL PROJECTS	TOTAL	DETAILED EMPLOYEES	READ TOTAL
1934	45	-	45	120	165
1935	45	-	45	127	172
1936	45	-	45	115	160
1937	45	-	45	112	157
1938	45	-	45	119	164
1939	45	-	45	112	157
1940	63	-	63	114	177
1941	62	-	62	117	179
1942	47	-	47	137	184
1943	46	-	46	148	194
1944	47	-	47	145	192
1945	48	-	48	167	215
1946	51	-	51	162	213
1947	190	-	190	27	217
1948	245	-	245	23	268
1949	220	-	220	26	246
1950	223	-	223	25	248
1951	257	-	257	40	297
1952	252	-	252	31	283

Roosevelt

Truman

**

FISCAL YEAR	FULL TIME EMPLOYEES		TOTAL	* DETAILED		REAL TOTAL
	SALARIES AND EXPENSES	SPECIAL PROJECTS		EMPLOYEES	EMPLOYEES	
1953	262	-	262	28	290	
1954	250	-	250	23	273	
1955	272	-	272	28	300	
1956	273	78	351	41	392	
1957	271	93	364	59	423	
1958	272	80	352	51	403	
1959	275	79	354	31	385	
1960	275	80	355	33	388	
1961	270	72	342	134	476	
1962	253	56	309	123	432	
1963	249	69	318	111	429	
1964	236	70	306	125	431	
1965	235	59	294	154	448	
1966	219	37	256	219	475	
1967	209	42	251	246	497	
1968	203	47	250	206	456	
1969	217	97	314	232	546	
1970	250	95	345	287	632	
1971	547	8	555	17	572	
1972	522	28	550	34	584	
1973	483	13	496	24	520	
1974	506	-	506	47	553	



Eisenhower

Kennedy

Johnson

Nixon

**

FULL TIME EMPLOYEES
SALARIES AND SPECIAL
EXPENSES PROJECTS

*

<u>FISCAL YEAR</u>	<u>SALARIES AND SPECIAL EXPENSES</u>	<u>SPECIAL PROJECTS</u>	<u>TOTAL</u>	<u>DETAILED EMPLOYEES</u>	<u>REAL TOTAL</u>
1975	533	-	533	27	560
Feb. 1976	478	-	478	27	505
<i>AVG 1976</i>	<i>474</i>		<i>474</i>	<i>25</i>	<i>499</i>

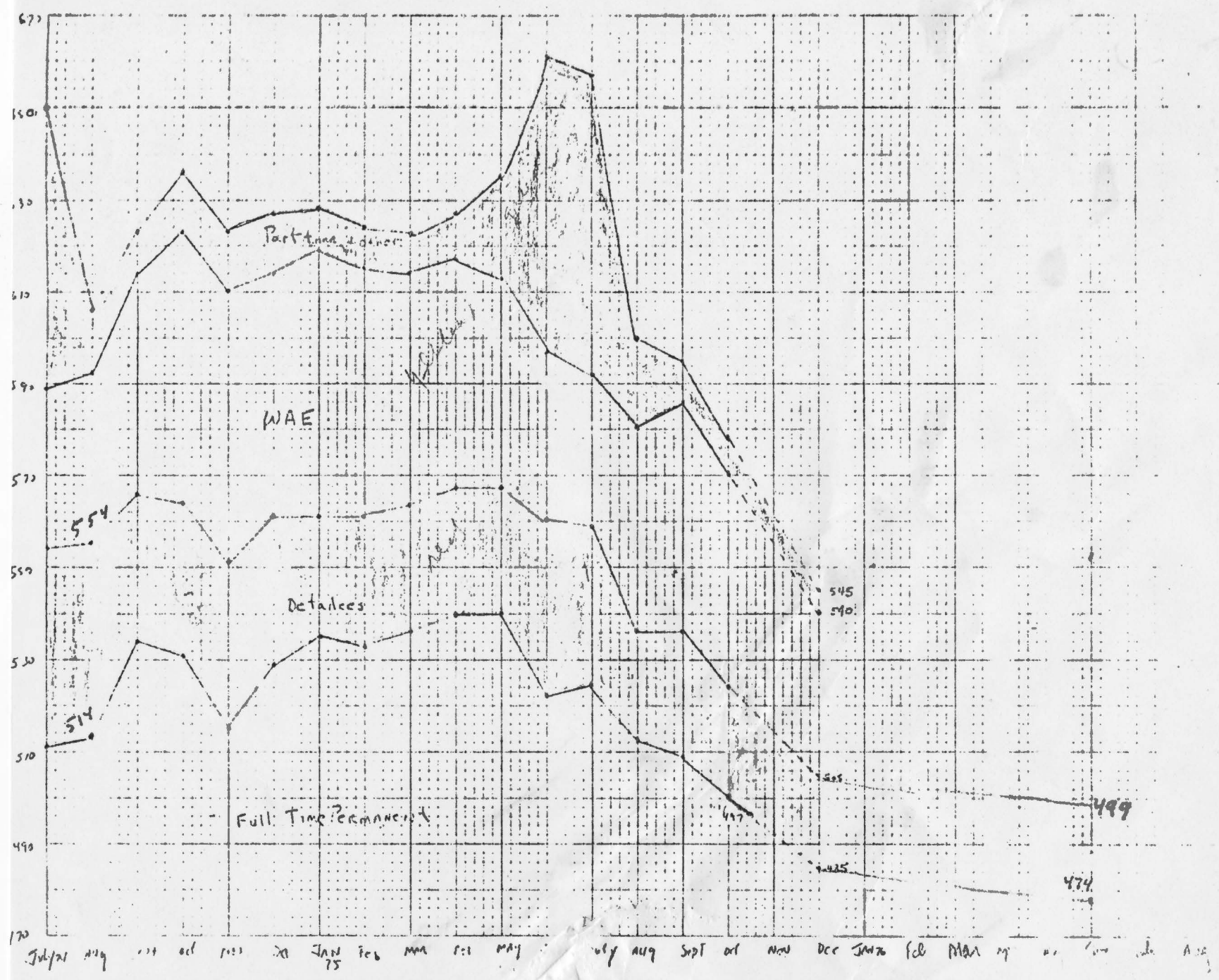
FORD

* Detailed employees are as of June 30th of each year.

** Full time employees are the average number of employees as printed in the actual budgets for 1934 thru 1962.

Full time employees from 1963 to 1969 are as reported to Civil Service Commission on June 30th of each year.





SENIOR STAFF,
PRESIDENTIAL PERSONNEL OFFICE

1. William N. Walker, Director
2. Alan Woods, Deputy Director

In September, Alan completed nearly two years as Executive Assistant to Governor Bond in Missouri. Previously, Alan had worked for Congressman Bob Ellsworth, now at Defense, and Larry Winn of Kansas and had served in the White House Press Office in 1969.

3. Curt Fee, Associate Director (Natural Resources)

Curt came to the Presidential Personnel Office from the Department of Interior where, as an Assistant to Secretary Morton, he was the White House liaison man for personnel. Previously, he was with ALCOA.

4. Peter McPherson, Associate Director (State, Defense, Justice)

Peter has just joined the Presidential Personnel Office. Previously, he was an attorney at IRS. He has been active in the Young Republicans and is a native of your former Congressional District.

5. Jack Shaw, Associate Director (Human Resources)

Jack was formerly associated with Congressman Bob Bauman of the Eastern shore and acted as his finance chairman. Most recently, he was with Governmental Research Corporation and served for a time as consultant in Paris, France. Previously, he taught at Williams College.

6. Aaron Spaulding, Associate Director (Economics, Labor, Commerce)

Aaron is a graduate of Wharton Business School and a former military aide at the White House. He also served as Comptroller of the Kennedy Center. He is the first black ever to serve in the Personnel Office.



7. Beverly Splane, Associate Director (Recruiting)

Beverly joined the White House staff in August 1974. She previously recruited for the Boston Consulting Group. She is a graduate of Chicago and the Chicago Business School. Her home is Flint, Michigan.

8. Brad Patterson, Assistant Director (Operations)

Brad has been on the White House staff since the 1960's (He was Assistant to the Cabinet Secretary in the Eisenhower Administration) and came to us from being an Assistant to Len Garment.

9. Robin West, Assistant Director (Boards and Commissions)

Robin assisted Drew Lewis in his gubernatorial race in Pennsylvania after Robin's primary defeat for United States Representative from the fifth district of Pennsylvania (the seat vacated by John Ware and ultimately won by Richard Schultze). He is a graduate of Temple Law School and worked briefly in the White House in early 1969.

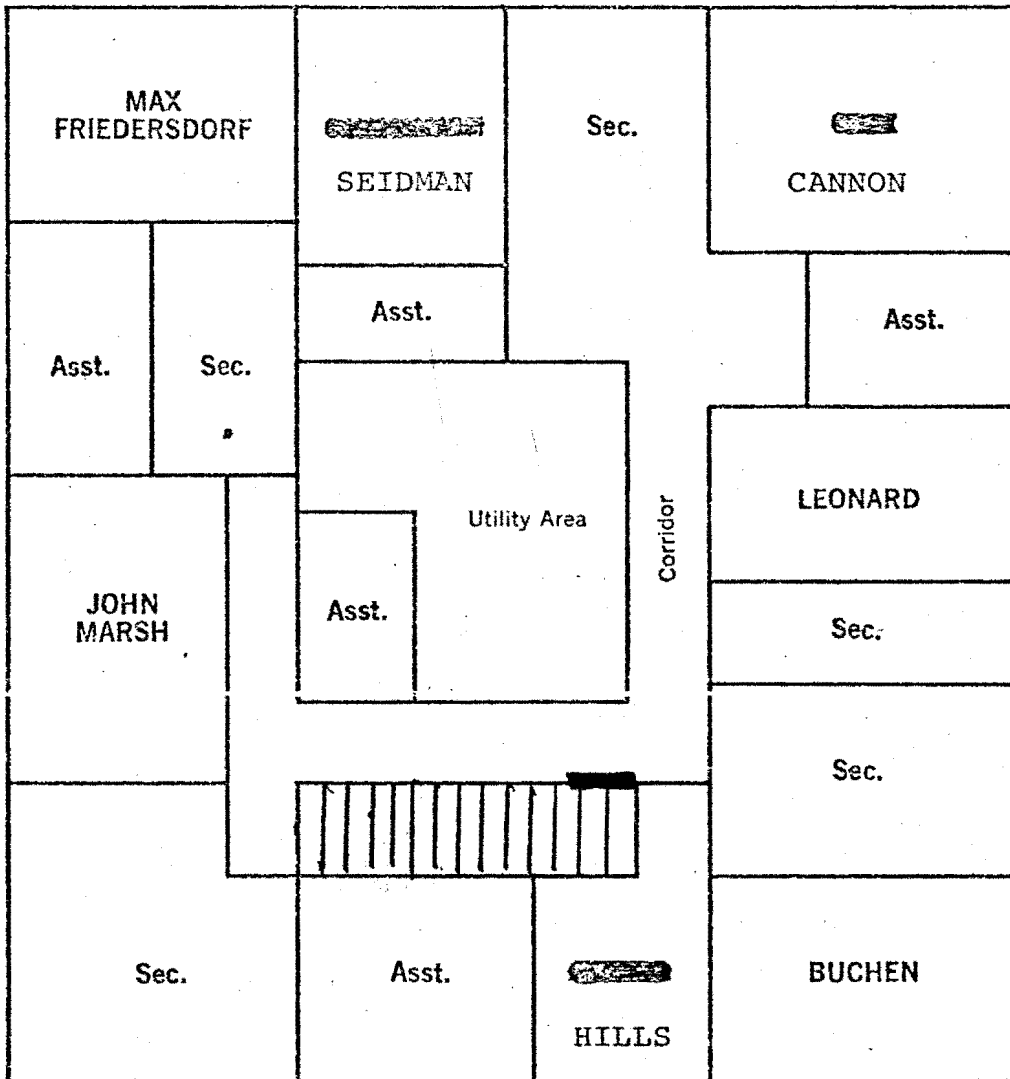
10. Howard Cohen, Consultant (Recruiter)

Howard is on detail from the Department of Transportation where he is an Assistant to the Under Secretary, John Barnum. Previously, Howard has worked in Congressional Relations at HEW and at EPA. He also worked for Donald Rumsfeld's Congressional Office and at the Cost of Living Council. He is returning to DOT in the near future.

11. Stephen E. Herbits, Special Assistant

Stephen comes from the firm of Bailey, Deardorff, political consultants and has worked off and on for eight years for the implementation of the all-volunteer force, recently at the Department of Defense. He has also worked for Senator Robert Stafford and the House Wednesday Group.

PENNSYLVANIA AVENUE



SECOND FLOOR PLAN—WEST WING



White House Report/60% of Ford's top staff
was appointed by Nixon

by Dom Bonafede

7 14 73

Mrs. Anne L. Armstrong	Counsellor to the President
Philip W. Buchen	Counsel to the President
Dean Burch	Counsellor to the President
Robert T. Hartmann	Counsellor to the President
John O. Marsh, Jr.	Counsellor to the President
Donald Rumsfeld	Assistant to the President
Roy L. Ash	Assistant to the President
William J. Baroody, Jr.	Assistant to the President
Kenneth R. Cole, Jr.	Assistant to the President for Domestic Affairs
Dr. Henry A. Kissinger	Assistant to the President
L. William Seidman	Assistant to the President for Economic Affairs
William E. Timmons	Assistant to the President
Phillip E. Areeda	Counsel to the President
William E. Casselman II	Counsel to the President
Ronald H. Nessen	Press Secretary to the President
Maj. Gen. Richard L. Lawson, USAF	Military Assistant to the President
Andrew T. Falkiewicz	Deputy Press Secretary to the President
Max L. Friedersdorf	Deputy Assistant to the President
John W. Hushen	Deputy Press Secretary to the President
Tom C. Korologos	Deputy Assistant to the President
Lt. Gen. Brent Scowcroft, USAF	Deputy Assistant to the President for National Security Affairs
Gerald L. Warren	Deputy Press Secretary to the President
Mrs. Virginia H. Knauer	Special Assistant to the President



Wilburn Eugene Ainsworth, Jr.

Fernando E. C. DeBaca

Thomas P. DeCair

Roland L. Elliott

Michael J. Farrell

William Henkel, Jr.

James R. Holland

David C. Hoopes

Jerry H. Jones

Kenneth A. Lazarus

Vernon C. Loen

Charles M. Lichenstein

Theodore C. Marrs

Paul A. Miltich

John E. Nidecker

Patrick E. O'Donnell

Terrence O'Donnell

Warren S. Rustand

Stanley S. Scott

W. J. Usery, Jr.

Miss Nancy Lammerding

Rear Adm. William M. Lukash, MC, USN

Robert D. Linder

Rex W. Scouten

Special Assistant to the President

Special Assistant to the President

Assistant Press Secretary to the President

Special Assistant to the President

Special Assistant to the President

Special Assistant to the President

Assistant Press Secretary to the President

Special Assistant to the President

Special Assistant to the President

Associate Counsel to the President

Special Assistant to the President

Special Assistant to the President

Special Assistant to the President

Special Assistant to the President

Special Assistant to the President

Special Assistant to the President

Special Assistant to the President

Appointments Secretary to the President

Special Assistant to the President

Special Assistant to the President

Social Secretary

Physician to the President

Chief Executive Clerk

Chief Usher



THE WHITE HOUSE

WASHINGTON

July 9, 1975

LEGISLATION ON AN INCREASE IN THE WHITE HOUSE STAFF

Jur

Background

Congressman Mo Udall and 2 other Democrats on the House White House and Civil Service Committee have charged that the White House is attempting to nearly double its top level policy staff through legislation approved by the Committee. Udall claims the bill "perpetuates what we have come to call Watergate", and will offer amendments when the bill reaches the floor to limit such increases.

Q: Why is the President seeking to load up the White House payroll with high-paid policy people?

A: Let me explain the background behind this bill on White House Employment -- H.R. 6706.

This is an authorization bill for White House staff. Congress has never before passed an authorization bill for staff of the White House. In the past, the funds have come directly from an appropriations bill, without authorizing legislation. The only restriction has been a maximum of 14 persons at Level II (\$42,500).

On March 26, the President proposed legislation which would clarify the existing authority for employment of personnel by the President, by putting into authorization bill form, the language in the appropriations bill used previously.

The Committee, however, took the unprecedented action of setting restrictions on all grade levels from \$36,000 per year and up. The Administration does not think this move is in any way justified. The Congress does not set such detailed limits on its own staff salaries. The Administration believes every President should have the maximum flexibility possible in determining how his White House staff is to be organized and paid within budgetary and appropriated limits: the same flexibility that Congress has in determining and meeting its staff needs.



Q: But the Bill would nearly double the number of high-paid positions on the White House staff wouldn't it?

A: The bill authorizes broad limits for staff positions, partly *to meet* ~~the~~ the Administration's concern that restriction by salary level would seriously hamper the President's flexibility in meeting staffing needs, particularly because of the inability to increase salaries of the supergrades. The compression problem in salaries is growing increasingly serious in every government office because of this limitation. The Administration asked Congress for a broad range ~~in~~ in each pay level, *with* ~~no~~ no intention of using the full authority of the bill. We just want room to meet the salary compression problem.

Q: What are the pay levels now?

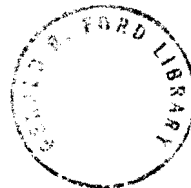
A: As of April 1, the White House had the following staff in salaries \$36,000 and over:

		HOUSE BILL AUTHORIZES
\$42,500	9	12
\$40,000	2	13
\$38-40,000	5	15
\$36-38,000	38	55
	<u>54</u>	<u>95</u>

The total White House staff as of April first was 535.

Our budget for the year beginning July 1, ~~is~~ *is* 500, including 14 Level II (\$42,500) positions, the maximum under the previous appropriations.

FYI - THE BUDGET DOES NOT DEAL WITH NUMBERS OF SALARY POSITIONS BELOW LEVEL II



October 23, 1975

EXECUTIVE OFFICE OF THE PRESIDENTTOTAL EMPLOYMENT:

<u>AGENCY:</u>	<u>July 31, 1974</u>	<u>July 31, 1975</u>
Office of the Vice Pres.	31	37
OMB	694	673
CEA	47	40
CEQ	61	67
CIEP	44	40
Domestic Council	36	34
Executive Residence	71	80
NSC	84	93
STR	44	48
OTP	<u>68</u>	<u>82</u>
TOTAL	1,180	1,194

	<u>Sept. 30, 1974</u>	<u>Sept. 1, 1975</u>
White House Office: (Includes: Consultants, Parttime, Summer Interns, etc.)	547	550
White House Permanent Staff (Includes: fulltime operating and staff employees)	534	512



AGENCIES TRANSFERRED IN OR OUT OF THE EXECUTIVE OFFICE OF
THE PRESIDENT

<u>AGENCY</u>	<u>1974</u>	<u>1975</u>
FEA --was in the EOP and became an independent agency in 1975.	3,371	3,245
OEO --was in the EOP and became an independent agency in 1975.	1,130	1,131
SAODAP --was in EOP, but expired in 1975.	61	0
CWPS --reactivated in 1975.	0	45
National Commission on Productivity and Work Quality --activated in 1975.	0	44
Clemency Board	<u>0</u>	<u>15</u>
 TOTAL EXECUTIVE OFFICE OF THE PRESIDENT	 6,289	 6,224

*Source: Civil Service Commission Publication titled:
Federal Civilian Manpower Statistics (monthly
series)



October 23, 1975

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Federal Civilian Manpower Statistics (monthly
series)

TOTAL CIVILIAN, FULL TIME
PERMANENT, EXEC. BRANCH,
excluding Post Office

OMB FIGURES - do NOT include

JUNE 30, 75	1,914,352
JUNE 30, 74	1,916,304
DECREASE	— 1,952

Civil Service Figures

JUNE 30, 75	1,918,417
JUNE 30, 74	1,920,520
	<hr/>
	+ 2113



#1)

White House Staff

Top line = includes consultants, summer interns, WAF, part time, and the Pres.

(33 summer interns, summer replacements
(For phone operators, secretaries)

Bonafide = 617.

Asst Sept. approx 550

Est Nov approx 536

Actual Sept 1974 approx 547

#2.) F-T

^{staff}
Permanent (Does not include Pres.)
Operators, and staff

Sept 1974 - 534

Sept 1975 - 512

Oct 1975 - 504

Est Nov 1975 - 497.

Goal - 485

#3)

Operating offices (White House C.S. General)
operator, secretaries, clerical etc.

Sept 1974 - ~~245~~ 245

Sept 1975 - 247.

(50 cuts not here)



#4)

Stabb Officers (Pris, Wood, Reems, etc.)

Sept 1974 = 289

May 1975 - 287

Sept 1975 - 265

Est Nov 1975 - ~~287~~ 257 (and go down)

#5)

Detainees

July 1974 - 43

Sept 1974 - 32

Sept ~~1974~~ 1975 - 25

Oct 1 1975 - 23.

#6)



265
247

Total Employment + Full Time Permanent

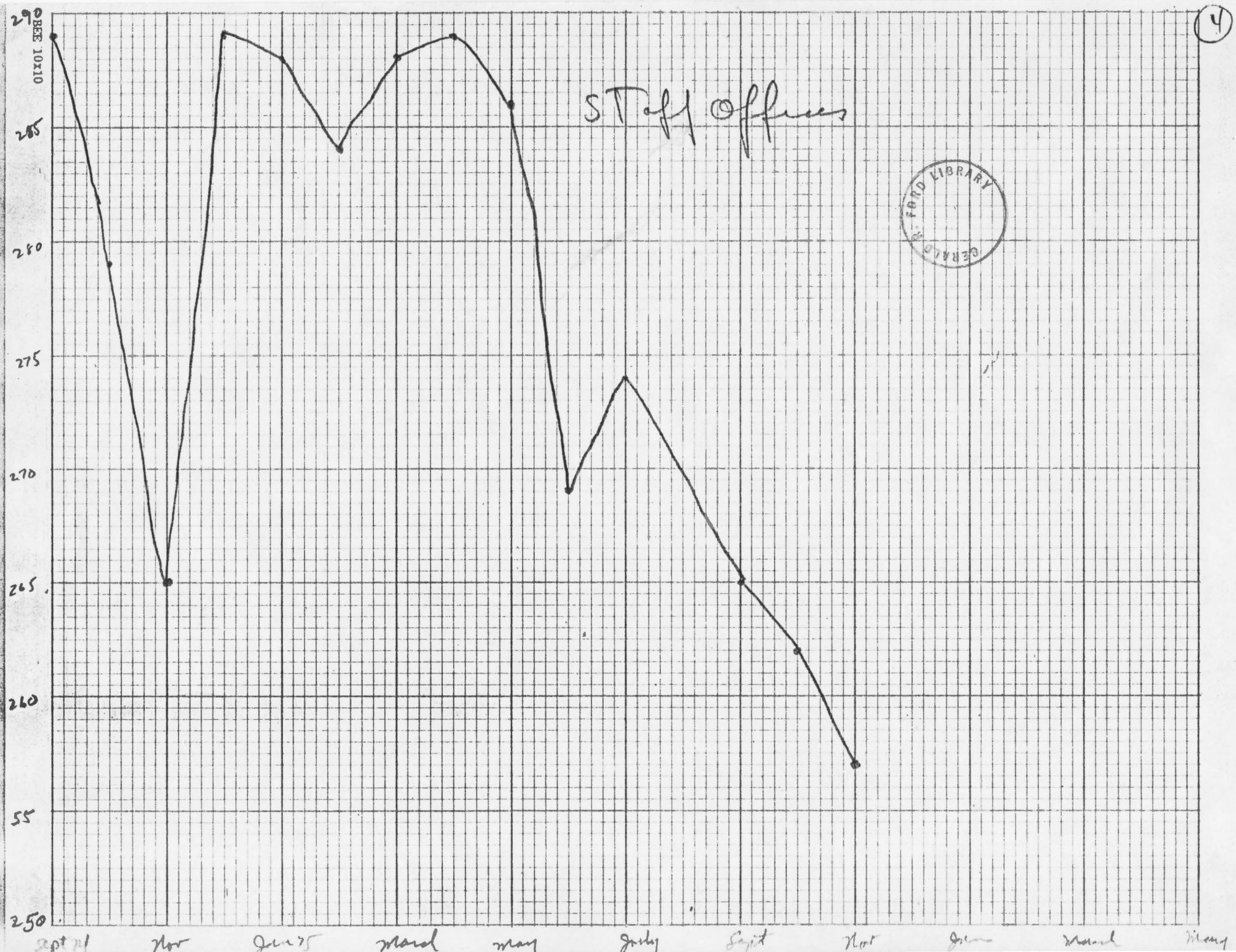
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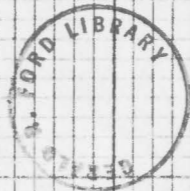
290
285
280
275
270
265
260
255
250

Sept 21 Nov Jan 25 March May July Sept Nov Dec March May

STaff offices

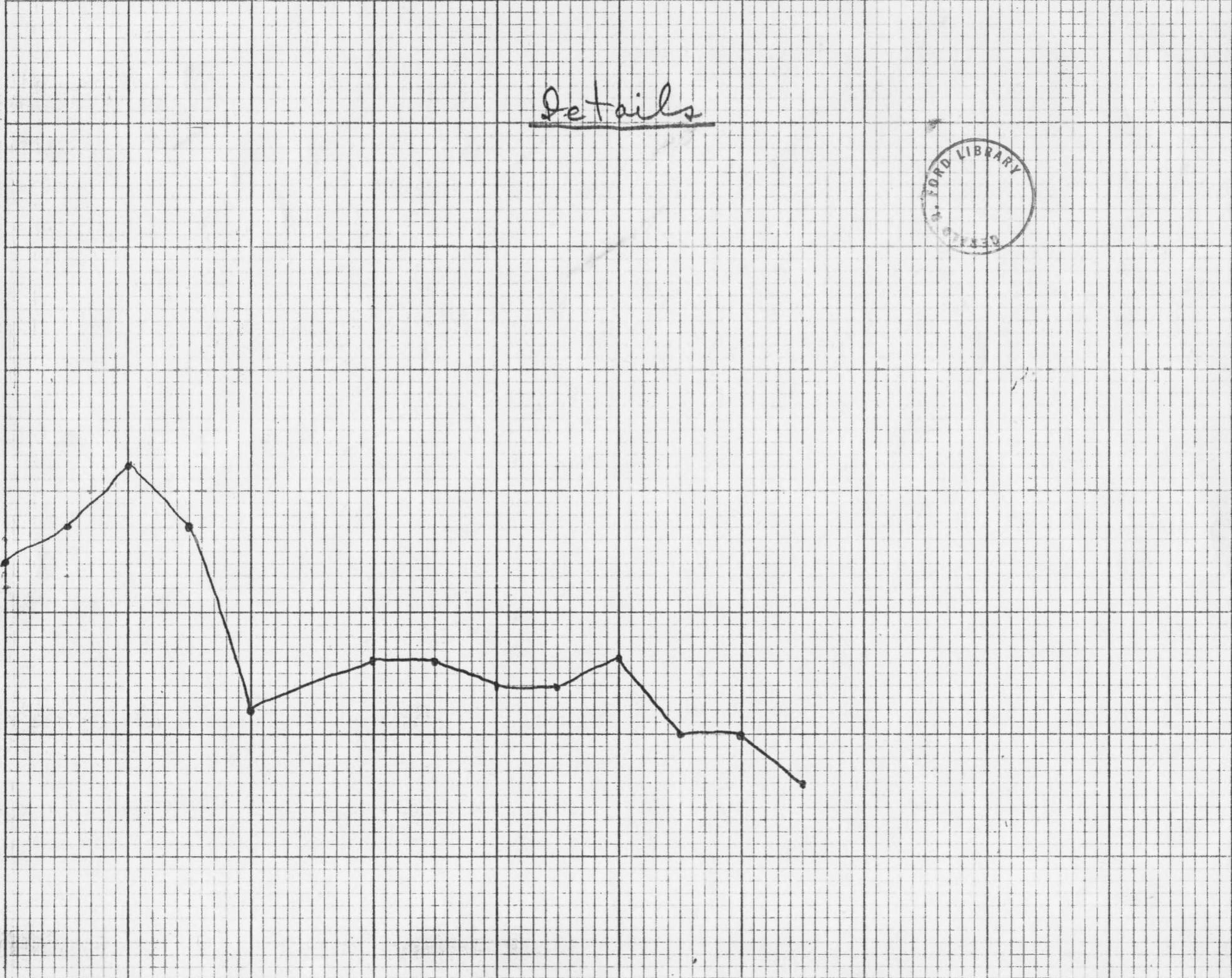


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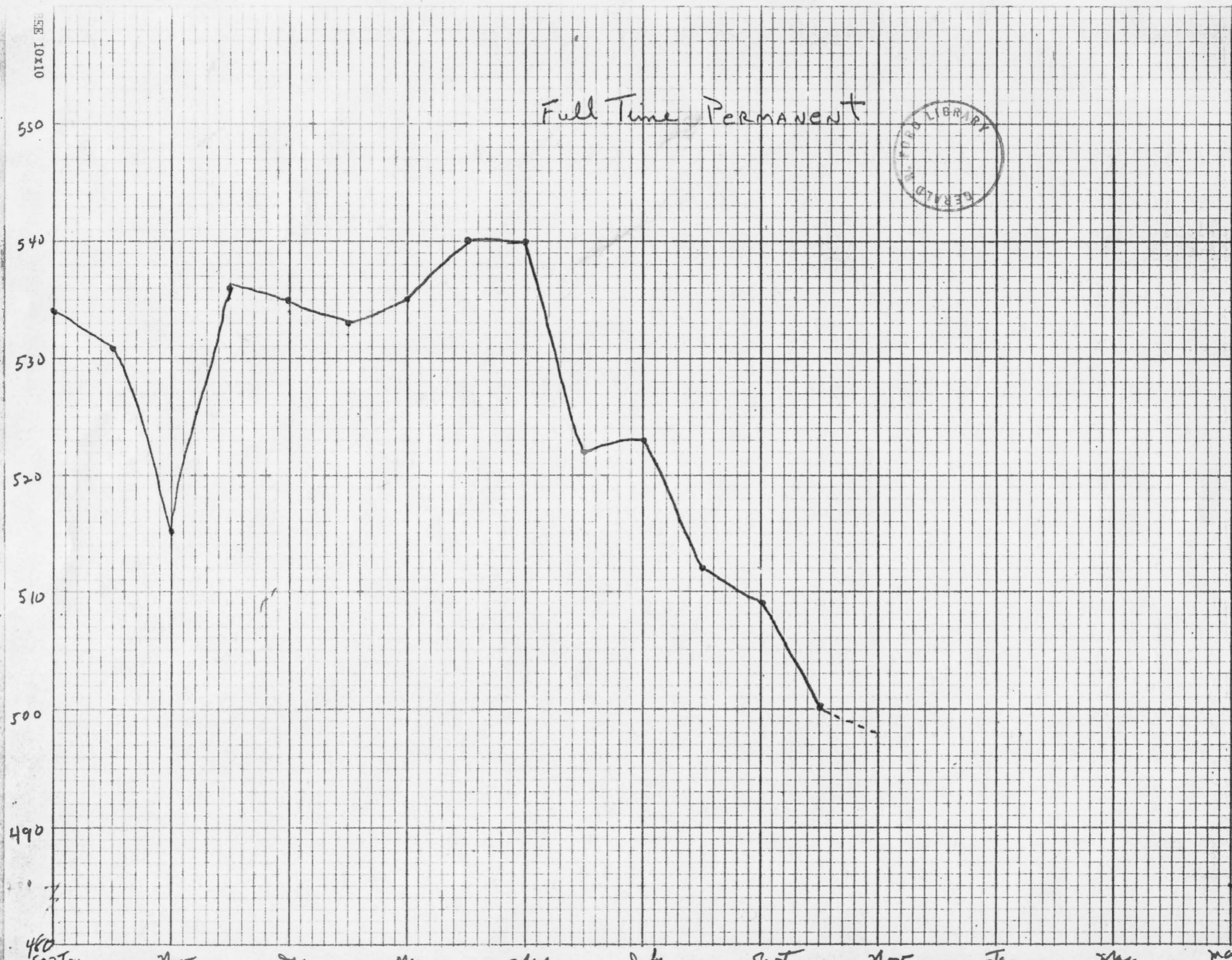
40
35
30
25
20

Sept 24 Nov Jan 75 March May July Sept Nov Jan March May



#2

Full Time Permanent



-485

480 SEPT 74

NOV 76

OPERATING OFFICES



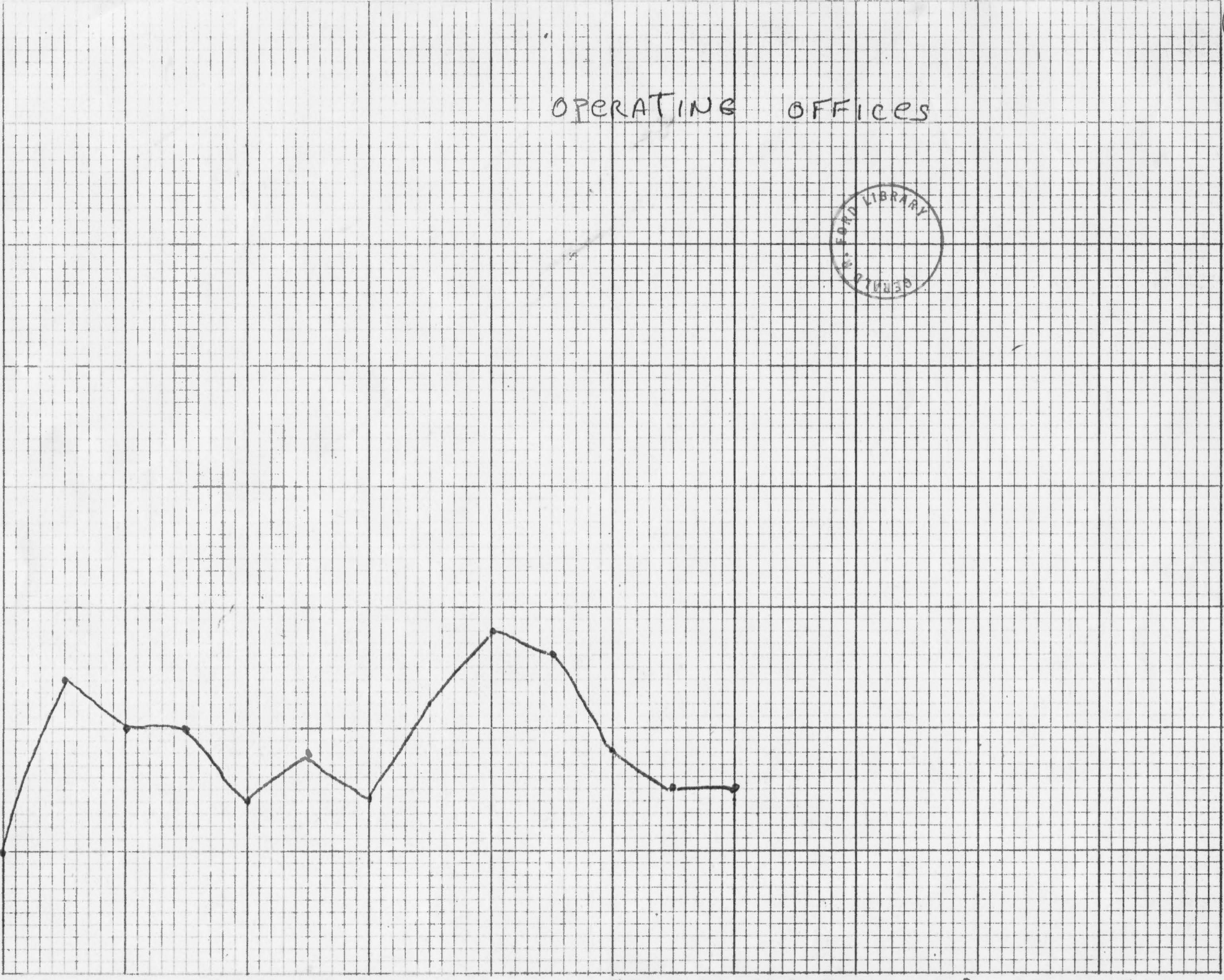
SEE 10x10

255

250

245

240



Sept Nov Jan Mar May July Sept Nov Jan Mar

October 23, 1975

SUBJECT:

"THE BALLOONING BUREAUCRACY"

What's your reaction to the Bonafede article?

GUIDANCE: The Post article is unfortunately misleading. When President Ford came into office, the budget plan then before the Congress requested funds to support 1,968,100 fulltime Federal employees. FY 75

On August 30, 1974, President Ford announced his goal to reduce that number by 40,000 by June 30, 1975, to 1,928,000.

In fact, fulltime Federal employment on June 30, 1975, was 1,914,352--53,748 below the planned level of Federal employment which President Ford inherited when he took office.

The Post article is a mishmash of confused numbers, mixing fulltime Federal employees with temporaries and parttimers. Failing to recognize the difference between employees who are subject to Executive control and those in the Postal Service who are not; and comparing employment year-to-year in different months, which fails to recognize the seasonality of some Federal employment.

For example, in the Internal Revenue Service, where thousands of temporary employees are hired to process tax returns or, in the Department of Interior, where summer workloads require major expansion of temporary staff.

Overall, the number of Fulltime, permanent and temporary people did increase from July 1974 to July 1975 by 7,799. Fulltime permanent only increased about 2,000.

Full-time, perm. only

June 30, 1974 — 1,916,304
June 30, 1975 — 1,914,352



August 26, 1975
(Revised 10/17/75)

SUBJECT:

TOTAL FEDERAL CIVILIAN
EMPLOYMENT CUT BY 52,000

In the President's speech on August 25, 1975 in Chicago, he commented that the total federal civilian employment was cut by 52,000.

What is the total annual civilian employment?

GUIDANCE: The projected June 30, 1975, civilian employment level was 1,968,000. As of June 30, 1975, total civilian employment actually ended up at 1,915,700, a cut of over 52,000 from that projected.

What is the total federal payroll, including both military, civilian, post office, etc.?

GUIDANCE: As of June 30, 1975:

Civilian, full time	1,914,352*
Civilian, non-permanent	192,039
Postal Service, permanent	558,311
Postal Service, non-permanent	134,965
Military	2,127,000
Coast Guard	36,788
Legislative, full time	20,069
Legislative, temporary	18,451
Judicial Branch, full time	9,502
Judicial Branch, temporary	897
TOTAL	5,012,374

*This was the figure cut by 53,748. The President wanted a 40,000 cut.

JGC



FACT SHEET

RE: Washington Post Editorial
Page Article by Dom Bonafede
October 23, 1975

1. The main thrust of the article compares dissimilar months, thereby injecting the factor of seasonality. A comparison of July 1974 vs. July 1975 shows:

July 1974.....	2,923,050
July 1975.....	2,930,849
Growth.....	7,799

2. The article's employment figures include all employment of the Federal Government--temporary as well as full time--and also the Legislative Branch and the Postal Service. The President's 40,000 reduction goal was based only on full-time permanent employment in the Executive Branch, excluding the Postal Service--which is outside the direct control of the Executive Branch.

3. Full-time permanent employment in the Executive Branch, excluding the Postal Service--using CSC statistics--was:

July 1974.....	1,918,395
Sept. 1974.....	1,915,484
July 1975.....	1,920,293

Change - July 1974 to July 1975 = +1,898 (+.09%)

Change - Sept. 1974 to July 1975 = +4,809 (+.25%)



4. The President's goal was to reduce 40,000 below the level budgeted. (for full-time permanent employment in the Executive Branch--excluding the Postal Service) for June 1975--in the 1975 budget. That level was 1,968,100. The new goal for June 30, 1975 then became 1,928,100. The actual employment of the Executive Branch on June 30, 1975 was 1,920,520 or 7,580 below the goal and 47,580 below the level on which the 40,000 reduction was based.

In addition, the original level of 1,968,100 and the subsequent goal of 1,928,100 are based only on the employment subject to ceiling control (certain disadvantaged programs are exempt from ceiling control). The actual level of full-time permanent employment, subject to employment ceilings, on June 30, 1975 was 1,914,352--13,748 below the President's goal and 53,748 below the level originally budgeted for 1975.

5. Finally, the figures cited by the article vis-a-vis the growth in Federal employment appear to be partially in error, i.e., the September 1974 figure, according to the Civil Service Commission's monthly report on "Federal Civilian Manpower Statistics" (Nov. 1974 issue) is 2,868,817 vice his reported 2,866,904. Hence the growth figure is 62,032 vice 63,945 (an error of 3%).



October 23, 1975

FEDERAL EMPLOYMENT ARTICLE, WASHINGTON POST, October 23, 1975

The article by Dom Bonafede in the Washington Post (page A-27, 10-23-75) concerning Federal employment is misleading for the following reasons:

1. Coverage. The article uses figures on total Federal employment, which includes full-time permanent, temporary, part-time and intermittent employment in the executive branch (including the Postal Service), the legislative branch, and the judicial branch.

The Government's primary employment control system--the one to which the 40,000 goal applied--covers only full-time permanent employment in the executive branch excluding the Postal Service, which is generally independent of executive control. Full-time permanent employment is most significant in terms of tenure of the incumbents and costs to the taxpayers, and is less influenced by seasonal variations. We also establish controls on total employment, again excluding the Postal Service.

2. Dates. The article compares actual (on-board) total Federal employment in September 1974 with that in July 1975, while the/ Government's control figures were for full-time permanent employment as of June 30, 1975. These differences in dates are important. Seasonal variations in Federal employment--



particularly in temporary employment--are sufficiently great to impair the comparability of figures for different months of the year.

3. Bases. While the Washington Post article compared employment at two different points in time, the 40,000 reduction goal that the President announced in August 1974 was related to the June 30, 1975 full-time permanent employment planned in the 1975 Budget, which was transmitted to the Congress on February 4, 1974. The goal was to reduce actual full-time permanent employment in the executive branch (excluding Postal Service) below planned employment by 40,000. Actual full-time employment was 53,750 below planned employment. As a result, full-time employment on June 30, 1975 was virtually level with employment on June 30, 1974.

1969,100
53,750

1964,350



RON:

The new cars in the driveway with the dealers plates were loaned to five governors of Japanese prefectures (states) who are visiting the United States under the auspices of the Council of State Governments. They met with representatives of the Domestic Council and the National Security Council and also received a tour of the White House before going to a lunch on Capitol Hill.

The meeting in the Roosevelt Room is a BAROODY group and is made up of computer manufacturers and dealers.

JWH



October 22, 1975

SUBJECT:

CONSUMER PRICE INDEX
FOR SEPTEMBER

Consumer prices increased .5% in September. Food prices declined for the first time since earlier this year. Increases were found in transportation, education, medical services, and utilities.

Any reaction to the September CPI?

GUIDANCE: The September Consumer Price Index is in line with our expectations.

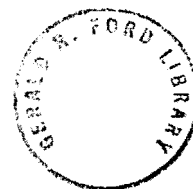
I might just point out that without the New York Transit fare increase the overall CPI increase would have been .4%, rather than the .5%. The transit fare increase shows up in the Public Transportation category. Public transportation increased 9.3% in September, and almost all of this was New York City.

Food declined which is about what we had expected.

Are you optimistic, pleased, disheartened by these figures?

GUIDANCE: I believe these figures certainly speak for themselves. There are dozen of outside analysts who will be reviewing these numbers, and I'm sure you can get a variety of opinions from them. About all I can say is that this is in line with our expectations.

See warnings in Jan.



JGC

CONSUMER PRICE INDEX

(Change)

	<u>1975</u>	<u>1974</u>	<u>1973</u>
January	+0.6%	+1.0%	
February	+0.6%	+1.3%	
March	+0.3%	+1.1%	
April	+0.6%	+0.6%	
May	+0.4%	+1.1%	+0.6%
June	+0.8%	+1.0%	+0.6%
July	+1.2%	+0.8%	+0.2%
August	+0.2%	+1.3%	+1.9%
September	+0.5%	+1.2%	+0.3%
October		+0.9%	+0.8%
November		+0.9%	+0.8%
December		+0.7%	+0.5%



THE WHITE HOUSE
WASHINGTON

Ron

An item of
interest.

Sondi

A circular ink stamp is located at the bottom of the page, partially overlapping the signature. The text "GERALD R. FORD LIBRARY" is arranged in a circle around a central blank space.

F
Madisonian Leaves White House After 4 Years

Poor Staff Hinders Ford:

Hornstra

By JOHN WELTER

Madison, Wis.
Of The Capital Times Staff

President Gerald R. Ford

12/1/75

"All questions of propriety aside," he quickly interjects, "the Nixon White House was very efficient — decisions were made quickly by Haldeman and Ehrlichman and later Alexander Haig, instructions were thought out and told to the staff very quickly."

1/20/76

TOM JARRIEL REPORTED:

"President Ford's candidacy is threatened by internal strife among the workhorses that make a campaign go. The erosion is widespread already among the upper level professionals and it is not checked. Jobs paying 20 to 40 thousand dollars a year are being vacated and left open as qualified applicants, including some unemployed, refuse to touch them. In some cases, top talent from government or the private sector work for a few weeks, then move on. Some veteran staffers say they're leaving now because they don't think the President is going to be elected. But most contacted by ABC News are less disillusioned by political prospects than by a disintegration of morale. Some consider their superiors to be incompetent. Most feel, as one put it, that the President has not taken charge of this place. Others complain that the President has reversed himself too often on issues they've worked for. The unhappiness is reflected in many ways. Robert Hartmann, a counsellor with Cabinet rank, has threatened to fire his staff if they discuss with the press personnel changes which would put a joke writer in charge of the President's speechwriting team. About half a dozen speechwriters, unhappy about the prospect of working under a gag writer, have decided to resign. As the pace of the political campaign ^{builds} the President may find himself not only short of speechwriters, but advance men and image-shapers who can be the difference between the making and the breaking of a candidate."



[Jan 20 1976]

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STATEMENT TO BE RELEASED BY RON NESSEN, WEDNESDAY,
JANUARY 21, 1976

The President today announced the appointment of Robert Orben, of Washington, D. C. as Special Assistant to the President. He will work under Counsellor Robert T. Hartmann.

Born on March 4, 1927 in New York City, Mr. Orben has been a professional writer for the last thirty years. He has been active in magazine and book publishing and has also written speeches for many leading business and political figures.

Mr. Orben is married to the former Jean Connolly and their home is in Washington, D. C.

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Y 22, 1976

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27

Ford Shuffles Speech Writing Staff, Reportedly in Anger Over Its Quality

By **PHILIP SHABECOFF**
Special to The New York Times

decisions on which he had not reached a final decision.

are Milton Friedman and Patrick Butler. Mr. Hartmann, in

AT THE WHITE HOUSE

WITH RON NESSEN

AT 11:40 A.M. EST

JANUARY 21, 1976

WEDNESDAY

MR. NESSEN: I think you have seen the President's schedule for today. You saw the President sign the Budget Message this morning.

He meets at 2:45 with representatives of the American Association of Retired Persons and the National Retired Teachers Association. They are coming in to present him with a book, written by the founder of the two organizations, which expresses the author's and the group's philosophy of the importance of service by older people in the community.

The next Presidential document to go to Congress will be the Economic Report. At noon on Saturday we will have here in the office copies of the President's Economic Report available. The report is embargoed for noon on Monday.

At 9:30 on Monday, over in Room 450 of the EOB, there will be an embargoed briefing by Alan Greenspan and members of the CEA, the Council of Economic Advisers.

At 11 o'clock on Monday the President will sign the Economic Report, as required by law, and at noon it will be transmitted to Congress and released to the public.

Speaking of economics, you probably saw the CPI figures that are out this morning showing a one-half percent increase in December, giving you an annual rate for 1975 of 7 percent, which is the best, or smallest, I should say, rise in the Consumer Price Index in three years.

It does show, however, that inflation is not accelerating. It is abating. It is higher than the President would like, but certainly quite a bit lower than the record of the past couple years.

At the same time there were some figures that came out on the Gross National Product for the fourth quarter of calendar 1975. It does show a somewhat smaller growth in the economy in the fourth quarter, as compared to the third quarter, but the third quarter was really an extraordinarily large increase from the very bottom of the recession and it was never anticipated that that rapid rate of growth in the GNP would be sustained.

MORE

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There was good growth in the GNP in the fourth quarter, the economy did continue to grow. In fact, the GNP increase in December was larger than in November, so there does not appear to be any sort of trend toward slackening of the GNP. Retail sales at Christmas were extremely good and there appears to be a revival of confidence that was not present in the early months of 1975.

Q What was that fourth quarter figure? You skipped over that.

MR. NESSEN: I did not give the fourth quarter figure.

The GNP in the fourth quarter grew at an annual rate of 5.4 percent.

There are a number of economists -- and that includes economists in the Administration -- who have expressed concern that as the GNP grows and the economy recovers, that there would be a revival of inflation. But so far, despite two quarters of good economic growth in the GNP, there has been no evidence that inflation is accelerating. If the budget is held at the level the President recommended, that will be a way of assuring that inflation is not revived.

I think, based on the two figures, the CPI and the GNP, and the more complete set of figures that will be released on Monday in the Economic Report, the White House believes the recovery in 1976 will be a solid recovery. There is a substantial way to go, but overall the outlook continues to be quite favorable. The GNP figure for the third quarter was 12 percent.

Now, just to bring you up to date on the response to the State of the Union speech, actually there had not been all that many additional telegrams, calls and letters since I gave you this rundown yesterday, but at 11 o'clock this morning, for telegrams in favor of the speech, 137; against the speech, 45; and 9 comments -- miscellaneous comments. Those are telegrams. Telephone calls, 89 in favor; 25 opposed; no comment, and so far no letters have come in. Total at this point is 228 to 70 with 9 comments, and it is obvious there has not, so far, been a heavy public reaction.

Q Are you disappointed there has not been a heavier volume, and that was supposed to be one of the President's most important speeches?

MR. NESSEN: I think we will wait and see the letters when they come in -- how they add up.

Q Ron, do you take any notice of Neilsen ratings and that sort of thing as to how many people out of the potential market watched the President? Do you know what it was, and do you have any reaction to it?

MR. NESSEN: I don't know what it was, and would not if I did.

Q How does he feel? Is he pleased the way his budget briefing went yesterday?

MR. NESSEN: Yes, he is.

Q Are you ready for questions?

MR. NESSEN: Yes.

Q I would like to ask about the President's reaction to the newspaper account that a House intelligence committee draft report is coming out which will suggest, contrary to sworn testimony, Henry Kissinger initiated wiretaps against Government officials and reporters.

MR. NESSEN: Well, are you talking about the Pike Committee report?

Q That's correct, and that report contends in the draft, according to the Washington Post story this morning, that Henry indeed -- contrary to his sworn testimony -- initiated wiretaps against Government officials and reporters.

MR. NESSEN: Let me talk about that report more generally, Walt -- the leak or leaks. The President views with most serious concern the leak of this alleged report, or the alleged contents of the report. Apparently, Chairman Pike shares that concern, from what I have read. The intelligence agencies have sent a paper to the Pike Committee at the Pike Committee's request. This is an initial analysis of the report. They were given a very short time to analyze the report, and it is a hasty review, but based on the hasty review they point out two things in this report. One, they point out what the classified material is in the report, and, secondly, they point out the inaccuracies that are contained in the report.

The President, himself, has not seen the report, but, as you say --

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Q Are you talking about the Pike Committee report or the analysis?

MR. NESSEN: The President has not seen either one. What has been printed in the paper has been scanned here at the White House and found to contain a number of inaccuracies and distortions. More generally speaking, I think you know that the White House has cooperated really to an extreme limit with the Pike Committee and the other intelligence investigations on the Hill.

In order to guard against a risk of damage to American foreign policy and security interests, there was an agreement reached between the President and Chairman Pike which provided for review of committee requests for classified information or requests to declassify information by the White House.

It is our understanding that under this agreement the President should have had a chance to review the classified material in this report before it was leaked to the newspapers.

The President, I think, gave his own views on such leaks in the State of the Union speech when he said he considers that these continued leaks and disregard of necessary secrecy -- he talked about the secrecy that we must have to protect intelligence systems, our foreign policy and our security--that these leaks do the gravest damage to our intelligence capabilities and to our foreign relations.

The leak, I think, again raises a question that we have talked about here before. It does raise questions about how do you meet Congress' desire to play a role in intelligence oversight when, at the same time, the President does have the obligation to protect the legitimate national security interest of the United States.

This is not a question of giving necessary information to Congress or to the American people. It is a question of not having this information reach people overseas who don't have our own best interest in mind.

Q Could I respectfully suggest you have not answered my question because my question dealt specifically with the Secretary of State and whether the President was concerned about it. It did not really deal with national security.

My question was, is the President concerned about a report in that draft that the Secretary of State, contrary to his sworn testimony, initiated wiretaps on Government officials and reporters.

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MR. NESSEN: Two things, Walt. I have not seen the report. I have seen the leaked, alleged portions of the report. As I say, it does contain inaccuracies and distortions based on what the newspapers say it says. But, I don't think I am going into any specific alleged contents of it.

Q Ron, one point there. You said "desire of Congress" to overlook intelligence. Isn't it a law that Congress is supposed to overlook?

MR. NESSEN: I think the law you are referring to was the one that took effect a year ago, which required the President to inform six committees of Congress, and that law is being lived up to.

Q No, that is not right. The law I am referring to, which I think you will find is on the books -- I guess it is law; it has been for many years -- is that Congress has had watch-dog responsibilities over intelligence.

I don't say that Congress has already applied its responsibilities, but the President himself, when he was on the Appropriations Subcommittee, sat for several years on the watch-dog subcommittee of the House.

MR. NESSEN: I was speaking certainly not of doing away with the laws that are in place. I am saying in the context of what the committee is doing and what the President is doing, it does raise questions about how do you meet this desire and, at the same time, fulfill his obligation to protect the national security and interest.

Q Ron, has the President expressed any unhappiness or anger about the leaks on his budget and State of the Union Message?

MR. NESSEN: No.

Q Specifically, can you tell us the White House reaction and the White House role, if any, in the publication in Time and Newsweek of great chunks of the budget and considerable amounts of the State of the Union Message?

MR. NESSEN: I did not have any role in it myself, and sort of learned over a year and a half that it is not very profitable or possible to track down all the leaks.

Q Do you have any reaction to it?

MR. NESSEN: No.

Q Ron, on the Pike Committee, apparently it was their understanding or some of the Members, that this agreement between the President and Chairman Pike applied only to specific issues at the time and not to their final report.

Are you saying it is the President's understanding that he should also have that prerogative on the final report?

MR. NESSEN: It is the White House view that he should have had an opportunity to look at the classified material before it was leaked.

Q Ron, are you suggesting that the inaccuracies and distortions apply specifically to the allegations about Secretary Kissinger?

MR. NESSEN: No, I said I just don't think I can get into the specifics of what the report allegedly contains. We know of a couple of them already because they have been floated around here in the past couple of days.

The report allegedly, according to the paper, says the United States knew who murdered Ambassador Davies. The fact of the matter is, the United States did not then and does not now know who murdered Ambassador Davies, so that is inaccurate.

The leaked version of what is in the report makes some comments about what the United States knew about various situations abroad and suggests that is all the United States knew about those situations, which is again inaccurate. Those are two examples.

Q Let's ask about one more; that is, the report that Secretary Kissinger overruled the objections of the CIA and other agencies and ordered intervention in Angola and Italy and Chile.

MR. NESSEN: I don't think I am going to go into any more specifics about what it allegedly contains.

Q You are not characterizing that as an inaccuracy, as you did the first two?

MR. NESSEN: Only because I have not had an opportunity to delve that deeply into what is accurate and what is inaccurate, but I certainly don't want you to take that to mean that I am somehow confirming that that is accurate, because I don't know.

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Q Ron, Senator Church last week said Secretary Kissinger has imposed CIA intervention, had imposed intervention on the CIA in terms of Chile and Angola. Do you have any comment on that?

MR. NESSEN: No.

Q I am puzzled by your statement that the President feels he should have the right to review the intelligence information before it is leaked. The White House furnished that intelligence information to the Pike and Church committees in the beginning.

MR. NESSEN: That is correct.

Q Presumably, it was reviewed then, so what is the issue here?

MR. NESSEN: The agreement was, as we understand it, that the White House would have the opportunity to review committee requests to declassify information. Certainly, when someone gives it to the New York Times and Washington Post it is declassified, and our understanding is that the White House would have a chance to review requests to declassify information.

Q If I may ask you a real world question, when you sent this stuff over, didn't you anticipate that some or all of it was going to be leaked?

MR. NESSEN: No, certainly not.

Q Didn't you review it from that standpoint, as to whether or not you would be willing to have it come out perhaps and not send stuff that you would not be willing to have come out?

MR. NESSEN: Not at all. The committee -- and certainly the chairman -- has acted in a responsible way, and his own comment indicates he shares the President's concern about this.

Q Ron, this morning Senator Tunney said he has information that U.S. advisers, in that sense, have been seen in Angola.

MR. NESSEN: Are we back to that same old story? It didn't work a couple of weeks ago, so he is back again.

Q He stands by his earlier statement.

MR. NESSEN: And we stand by our earlier denial. There are no American advisers, troops, anything in Angola.

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Q Ron, what is the President's reaction to the little debate the Secretary had this morning with Brezhnev on whether or not they would discuss Angola?

MR. NESSEN: I am not sure what that debate was.

Q Apparently, Brezhnev said they would not and Secretary Kissinger said they would.

MR. NESSEN: Is that right.

Q Has the President instructed the Secretary to discuss Angola with the Russians?

MR. NESSEN: I have to check, Phil. I think the Secretary pretty much outlined what he planned to discuss at his last news conference.

Q Ron, when do you plan to announce the new Secretary of Labor?

MR. NESSEN: Shortly, but not today.

Q Is there a particular reason for the hold-up?

MR. NESSEN: No.

Q Wasn't your statement yesterday that it would be in the next nearest time frame?

MR. NESSEN: Obviously, there has been a one-day delay.

Q Ron, has there been any change in the President's speechwriting staff?

MR. NESSEN: I am told they have had some changes over there.

Q What are they?

MR. NESSEN: Bob Orben is being appointed as a Special Assistant to the President. He will work under Counsellor Bob Hartmann in the speechwriting operation. Bob is from New York City. He was born there on March 4, 1927. He has been a professional writer for the last 30 years, active in magazine and book publishing, and has written speeches for many business and political figures. He lives here in Washington.

MORE

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Q What was his official title here before he took this position? Did he have one?

MR. NESSEN: I think he was just on the staff in the speechwriting office.

As I understand it from Bob Hartmann, there have been a couple of other changes in there. Paul Theis expressed a desire to take a job at the Agriculture Department. I think he is going to be Deputy Assistant Secretary, so he has resigned from here to take that job.

Q For what? Public Affairs?

MR. NESSEN: Public affairs. Congressional and Public Affairs.

Q Does the shake-up in the speechwriting department have anything to do with the State of the Union speech?

MR. NESSEN: No. How would that be?

Q It was a speech, and all of a sudden, right after the President's speech is made, you have a shake-up in the speechwriting department.

MR. NESSEN: Do you mean right after the speech somebody asked about changes in the speech office?

Q So the changes have nothing to do with the speech?

MR. NESSEN: No. If you listen to the reason for the changes, you will see for yourself that it had nothing to do with it.

Q Has Paul Theis already gone?

MR. NESSEN: Paul Theis has gone, yes.

Q Are there more?

MR. NESSEN: Bob Rousek was on the detail here from GSA, and his period of detail has come to an end and he has gone back to GSA. Kaye Pullen has transferred over to Mrs. Ford's staff. Jack Casserly was interested in taking a job at the Interior Department, and he has done that.

Q What is his job?

MR. NESSEN: I am not sure what that job is.

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Q Who is writing speeches?

MR. NESSEN: Bob Hartmann is.

Q Has David Gergen joined the speechwriting staff?

MR. NESSEN: No, he has not joined the speechwriting staff. The speeches will be written as they always have been, and Bob Hartmann will directly supervise the writing of all the speeches.

Q But you have sort of gone through the speechwriting staff there, with the exception of the Armenian. Who is going to write the small stuff? Who is actually over there now doing the writing?

MR. NESSEN: I don't know who their full staff is.

Q Is Milt Friedman still there?

MR. NESSEN: Oh, yes. Milt Friedman, Bob Orben, and Bob Hartmann are in charge, and obviously they are going to hire some other people to replace some of the folks that wanted to go to other jobs.

MORE

Q Does Bob Orben's elevation mean that the President's speeches will be funnier now?

MR. NESSEN: You just couldn't resist it, could you, Peter?

Q He meant to say funny, not funnier. (Laughter)

MR. NESSEN: The fact of the matter is that Bob has been characterized, I suppose, as a joke writer or gag-writer, which has really been an incorrect characterization, for a long time. (Laughter)

Q Ron, did he work for Red Skelton or not? Is that a false report that he worked for Skelton?

MR. NESSEN: I don't know, but Bob told me he would be happy to talk to anybody who wanted to call him today.

The fact is that Bob, both here at the White House and before he came to the White House, writes serious, substantive speeches. The President sees Bob as being quite a knowledgeable person with a very broad background -- broad range of interests and knowledge -- and it really is improper to say that he has been a joke writer at the White House.

Q Does he get a pay increase?

Q Ron, what was he then, if he was not a joke writer?

MR. NESSEN: He was a speechwriter.

Q Did he ever work for comedians like Skelton?

MR. NESSEN: I don't know what his background is. I think he did. He has already written speeches over the years, as I said, for both business leaders and political leaders.

Q He did not write speeches for Skelton, did he? He wrote gags.

MR. NESSEN: That is my understanding, Les.

Q Then he is a gag writer.

MR. NESSEN: At the White House, he is a speech-writer.

Q I didn't say he was a gag writer at the White House, Ron. Do you ever work on the President's speeches?

MR. NESSEN: Occasionally.

Q I am curious to know why they let Paul Theis go when he is such a knowledgeable person on political organization.

MR. NESSEN: As I say, it was not a question of letting Paul go. He wanted to take a job at the Agriculture Department.

Q I was just wondering, will he have any political duties out in the field in the rural agricultural areas?

MR. NESSEN: He did not here.

Q I know he did not here, but will he there at Agriculture?

MR. NESSEN: To the extent the Congressional Deputy Assistant Secretary deals in political matters -- I don't know that he does -- but he will be in charge of the Congressional Relations and the Public Affairs.

Q Ron, is the President at all concerned that so many of his speechwriters are leaving in one short period of time?

MR. NESSEN: No.

Q I assume you all are conducting quite a talent - search now.

MR. NESSEN: There are a couple of openings on the staff and the people who are in charge of those areas tell me they are -- they use the word "swamped" to describe the number of applications they have had for various jobs on the staff, not just in the speechwriting area, but other areas.

Q What other jobs are open?

MR. NESSEN: There is going to be a job, I think, in the Congressional Liaison Office, for instance.

Q Is that a new position?

MR. NESSEN: No, there is going to be an opening to replace someone.

Q Who is leaving?

MR. NESSEN: We have not announced that yet.

Q Ron, there have been published reports that this shake-up in the speechwriting staff follows a point where President Ford displayed some anger over the process of writing the State of the Union Message. Are those reports correct?

MR. NESSEN: They are not. The changes in the speechwriting shop are part of a reorganization that Bob is doing so that he will have more direct oversight of the speechwriting. For instance, Paul Theis, in the kind of editorial job that he did, will not be directly replaced. Bob Hartmann will take on those duties himself. It is really part of a reorganization of the speechwriting shop.

Q Is it correct, then, that the President did at one time lose his temper or show some anger over the way the State of the Union Message was being put together?

MR. NESSEN: Phil, I don't think I am going to get into the President's moods and so forth.

Q If these were long-planned changes in the speechwriting shop, as you indicate, why did two members of your staff deny to me this is going to happen two weeks ago when I questioned them?

MR. NESSEN: First, I did not say it was a long-planned move in the speechwriting shop. These people all have one reason or another for wanting to change jobs and they have.

Q When in fact was the decision made that Orben should take the new job?

MR. NESSEN: Well, there was a farewell party for Paul Theis last week some time at which Bob's new appointment was told to the staff there informally, so at least that long ago.

Q In other changes in Hartmann's organization, you said you would check on whether Calkins will be replaced, and, if so, by whom?

MR. NESSEN: As far as I know, it is not planned to replace Jack.

Q Ron, is the President going to have his annual physical exam this weekend?

MR. NESSEN: That is right.

Q Ron, you said this year it will probably be more detailed than in the past. How is Lukash going to handle that?

MR. NESSEN: I have to talk to Bill. It will be Saturday at Bethesda, and what the details are, I will have to get checked out. I have been busy with the budget.

Q What time?

MR. NESSEN: Early morning it will start.

Q Ron, back to the personnel, can you tell us anything about replacements and changes in the Domestic Council?

MR. NESSEN: No, I can't today.

Q Has it already happened and you just do not have it all together yet?

MR. NESSEN: I think they are in the process of making some shifts over there.

Q Ron, the Internal Revenue Service reportedly may reopen its Nixon investigation. Does the White House have a position on this?

MR. NESSEN: That is purely an IRS matter. It has never been brought over here in any way.

Q Does that mean the President will take no interest in it?

MR. NESSEN: In this or any other IRS case, Walt. I think it is perfectly clear that that is a matter that does not come to the White House, in this or any IRS case.

Q Would you just generally comment? Would the President's pardon cover IRS? He said it was a pardon for all matters?

MR. NESSEN: You know, Bob, really I guess I have given you my privacy lecture too much, but I dare say there are people in this room who have had their tax returns audited. I have. Our system is that the IRS does this if they feel it is needed and I don't know whether they have in this case or not and nobody in the White House does.

Q That is not what Bob asked you. Bob asked you about an official public matter, which was the President's pardon.

MR. NESSEN: That is a legal question which I am incompetent to answer.

Q A political question, then. Does the President -- and without any rancor at all -- does the President feel that the continuing IRS investigation, does not comply with the spirit of the pardon?

MR. NESSEN: I don't know that there is an IRS investigation and neither does the President.

Q It is in the paper. (Laughter)

Q Ron, back on the staff changes for a minute. I take it that the shake-up in the speechwriting office means that Bob Hartmann will spend more of his day, more of his time, on speeches than he has in the past. Is that accurate?

MR. NESSEN: I think we said at the time that Rog Morton was named that he would be taking up Bob's duties as liaison with the RNC.

Q Does that put Hartmann out of politics, then? Since Calkins is going, does that mean Hartmann is now relieved of political duties?

MR. NESSEN: He is relieved of the liaison duties with RNC. As I told you, as a Counsellor to the President, he advises the President on a wide range of areas and if the President asked him for some political advice, he would, I am sure, give it.

Q Ron, do these changes have anything to do with Presidential dissatisfaction with the kind of speeches which have been delivered?

MR. NESSEN: Clearly not, Muriel. The people left because one guy was on detail from GSA, one guy wanted to go to a job in Agriculture, one guy wanted to go to a job at Interior, one person wanted to go over to Mrs. Ford's speechwriting staff. It does not, to give a short answer.

Q Did Mrs. Ford have a speechwriting staff before?

MR. NESSEN: I don't know that this is entirely a speechwriting job. She is going on Mrs. Ford's staff.

Q Did all the people leave on their own initiatives?

MR. NESSEN: As far as I know. I don't have all the details.

Q Is Orben going to be the speechwriter now?

MR. NESSEN: No. He is Special Assistant to the President.

Q What is his title?

MR. NESSEN: I don't know that he has a title, Saul.

Q What can you tell us today about Lebanon, Ron?

MR. NESSEN: I really don't have anything new on Lebanon today.

Q Did the President see the television news coverage of the massacre there last night?

MR. NESSEN: He rarely watches the evening shows, which is not meant to be a joke. The fact is he usually works until about 7:30 and what he does is watches excerpts from the news shows at lunch hour the next day, which I think you know.

So he has not had lunch yet, so he has probably not had a chance to see it.

Q You mean the White House takes off excerpts from the evening news from TV from the night before and shows it to him the next day at noon?

MR. NESSEN: That's right.

Q How much does that cost? (Laughter)

MR. NESSEN: Nothing. It does not cost anything.

Q Ron, twice before Mr. Usery has been passed over as Secretary of Labor. Does the delay in the announcement of the successor to Dunlop suggest this may happen a third time?

MR. NESSEN: Absolutely not.

Q Ron, is the President going to the Kennedy Center tonight and Sunday night?

MR. NESSEN: Well, as far as I know, he is going tonight, or Mrs. Ford is going. I guess the President is going with her. I don't know about Sunday night.

Q You don't know for certain?

MR. NESSEN: I think he probably will go.

Q What is it?

MR. NESSEN: Pearl Bailey is in the final three or four days of her singing career. As you know, she has been here and she is serving in a capacity at the UN so the President is going to go and see one of her farewell performances.

Q Ron, will the President discuss openly, so we can cover it today, his Medicare improvements for the elderly people this afternoon?

MR. NESSEN: According to the briefing paper, that is not the purpose of this. It is a really short kind of courtesy call meeting of about ten minutes in which they are going to give him this book.

Q I am puzzled by your lack of response to this question on the Lebanese situation. The Interior Minister, Mr. Shamun, has publicly appealed for assistance by the United States and also by the United Nations and this is the official of a government appealing to the United States. What is the United States reaction to that appeal?

MR. NESSEN: Well, Jim, we have not really seen that appeal, and it has not arrived here. If indeed it was made, and in fact the Lebanese Ambassador to the UN says he knows of no such appeal, so I don't see how I can deal with the question since we have not really heard it.

Q The United States has ruled out any possibility of U.S. military intervention in Lebanon?

MR. NESSEN: Yes, as the State Department said yesterday, we are not giving any consideration to the United States intervention in Lebanon.

Q Has the United States protested to Syria -- against the insurgence from Syria into Lebanon?

MR. NESSEN: We have, as we said yesterday, warned all parties not to intervene in Lebanon and we are using all the diplomatic channels we have available to see what can be done to ameliorate the situation there.

THE PRESS: Thank you, Ron.

END

(AT 12:25 P.M. EST)



The White House Staffing Situation— a 'Constantly Shifting Crap Game'

Almost unnoticed, the presidential staff has undergone changes in several key slots since the shake-up of the Cabinet on Nov. 3.

BY DOM BONAFEDE

The White House staff lineup "is like a floating crap game—it's constantly shifting," presidential aide James E. Connor said recently. "Put another way, it's a snapshot of reality which is always changing."

As Connor suggested, the White House staff is an institutional organism subject to the addition and loss of appointed members.

Almost unnoticed, the White House office has undergone numerous personnel changes since the first of the year.

Presaging these modifications was the Nov. 3 Cabinet shake-up, including the appointment of White House chief of staff Donald Rumsfeld as Defense Secretary and his replacement by Richard B. Cheney.

Under Cheney, who formerly had served as Rumsfeld's deputy, the White House operates fundamentally in the same manner as it did before Nov. 3. The organizational structure and working patterns are virtually unchanged, except for increasing emphasis on political considerations in conjunction with the 1976 presidential campaign.

Perhaps the biggest change is in the chief of staff's office. Whereas Rumsfeld was recognized as Ford's No. 1 aide whose area of responsibility was almost unrestricted, Cheney operates within specific boundaries.

During a recent interview with *National Journal*, Cheney noted that his principal function was that of staff coordinator and supervisor of career civil servants assigned to the White House.

Cheney sits in on high-level meetings and is consulted by the President in the decision-making process, but his presence is less evident than Rumsfeld's when he held the office. Cheney's role is of a staff manager than a political adviser.

In a recent innovation, John O. Marsh Jr., counselor to the President for congressional relations, was designated as Cheney's deputy in addition to his regular functions.

Connor, meanwhile, reported that the size of the White House office staff has been reduced to about 478 full-time, permanent members from a high of more than 620 shortly after Ford took office. These figures do not include part-time aides, consultants and detailees.

Senior and middle-level White House Office personnel currently include:

White House Operations

Richard B. Cheney, assistant to the President
Robert A. Goldwin, special consultant
James E. Connor, secretary to the Cabinet and staff secretary to the President
Jerry H. Jones, special assistant
David Gergen, special assistant
Douglas P. Bennett, director of the presidential personnel office
Byran M. Cavanaugh Jr., director of the advance office
William W. Nicholson, director of scheduling
Terrence O'Donnell, aide to the President

Office of Economic Affairs

L. William Seidman, assistant to the President and executive director of Economic Policy Board
William F. Gorog, deputy assistant
Roger B. Porter, executive secretary of Economic Policy Board
Douglas W. Metz, senior staff aide

Office of Domestic Affairs

James M. Cannon, assistant to the President and executive director of Domestic Council
James H. Cavanaugh, deputy assistant and deputy director of Domestic Council

Arthur A. Fletcher, deputy assistant for urban affairs

Office of National Security Affairs

Robert Scowcroft, assistant to the President and executive director of National Security Council
William G. Hyland, deputy assistant
Political Liaison

Rogers C. B. Morton, counselor to the President

Royston C. Hughes, deputy assistant
Timothy Austin, assistant
Kent Kahle, assistant

Jana Fagan, executive secretary

Office of Congressional Relations and Public Liaison

John O. Marsh Jr., counselor to the President

Michael Raoul-Duval, assistant to counselor

Max L. Friedersdorf, assistant to the President for legislative affairs

William T. Kendall, deputy assistant (Senate)

Vernon C. Loen, deputy assistant (House)

Charles Leppert Jr., special assistant (House)

Thomas G. Loeffler, special assistant (House)

Joseph S. Jenckes V, special assistant (Senate)

William J. Baroody Jr., assistant to the President for public liaison

Virginia H. Knauer, special assistant for consumer affairs

Theodore C. Marrs, special assistant for human resources

John C. Calhoun, special assistant for minority affairs

(Vacant), special assistant for Hispanic affairs

Jeanne M. Holm, special assistant for women's affairs

Myron Kuropas, special assistant for ethnic affairs

John C. Vickerman, director for business and trade associations

John B. Shlaes, director of White House conferences

Office of the Counsel

Philip W. Buchen, counsel to the President

Edward C. Schmults, deputy counsel

James A. Wilderotter, associate counsel

Bobbie Greene Kilberg, associate counsel

Kenneth A. Lazarus, associate counsel

Presidential Personnel Office

Douglas P. Bennett, director

Bradley H. Patterson, assistant director

Aaron L. Spaulding, associate director

H. James Field, associate director

Richard Brannon, associate director

Andrea Paleologos, special assistant to the director

Editorial Office

Robert T. Hartmann, counselor to the President

Robert Orben, special assistant

Milton A. Friedman, special assistant

Douglas J. Smith, deputy to counselor

Gwen A. Anderson, deputy to counselor

Patrick H. Butler, speechwriter

David W. Boorstin, speechwriter

William Selover, speechwriter

Roland L. Elliott, director of correspondence

Agnes M. Waldron, director of research

Eliska A. Hasek, director of office of presidential messages

Press Office

Ronald H. Nessen, press secretary to the President

John G. Carlson, deputy press secretary

Margita E. White, assistant press secretary

Larry M. Speakes, assistant press secretary

John W. Roberts, assistant press secretary

Thym S. Smith, staff assistant

James B. Shuman, editor of the President's Daily News Summary

Office of the Staff Secretary

James E. Connor, staff secretary

David C. Hoopes, deputy

Gertrude B. Fry, staff assistant

Robert D. Linder, chief executive clerk

Michael J. Farrell, director of office of White House visitors

Office of the President

Mildred V. Leonard, personal assistant

Office of the First Lady

Maria Downs, social secretary



President Ford meets with key members of his staff in the Roosevelt Room of the White House.

Sheila Rabb Weidenfeld, press secretary

Susan Anne Porter, appointments secretary

Domestic Council

James M. Cannon, executive director

James H. Cavanaugh, deputy director

Arthur F. Quern, deputy director for policy and planning

Patrick J. Delaney, associate director, intergovernmental affairs

Judith R. Hope, associate director, transportation

George W. Humphreys, associate director, environment

Spencer C. Johnson, associate director, health, social security and welfare

Paul C. Leach, associate director, agriculture, economic development and commerce

David H. Lissy, associate director, labor, education and veterans affairs

F. Lynn May, associate director, housing, community affairs and communications

William Allen Moore, associate director, policy and planning

Richard D. Parsons, general counsel and associate director, civil rights and drugs

Glenn R. Schleede, associate director, energy and science

Paul J. Myer, assistant director, intergovernmental affairs

Kathleen A. Ryan, assistant director, consumer and cultural affairs

Sarah C. Massengale, assistant director, health social security and welfare

Judith A. Johnston, assistant director, operations

Janet Brown, assistant to deputy director Quern

Office of Management and Budget

James T. Lynn, director

Paul H. O'Neill, deputy director

Hugh E. Witt, director of the office of federal procurement policy

Allan M. Kranowitz, assistant for congressional relations

William M. Nichols, acting general counsel

Dale R. McOmber, assistant director for budget review

Edward F. Preston, assistant director for executive development and labor relations

James M. Frey, assistant director for legislative reference

Rudolph G. Penner, assistant director for economic policy

Fernando Oaxaca, associate director for management and operations

Clifford W. Graves, assistant director of evaluation and program implementation division

Walter W. Haase, assistant director of information systems division

Vincent Puritano, assistant director of intergovernmental relations and regional operations

Charles F. Bingman, assistant director of organization and special studies division

Joseph W. Duncan, assistant director of statistical policy division

Donald G. Ogilvie, associate director for national security and international affairs

G. Phillip Hanna, acting associate director for human and community affairs

(Vacant), associate director for economics and government

James L. Mitchell II, associate director for natural resources, energy and science

Velma N. Baldwin, assistant to director for administration

Alan B. Wade, assistant to director for public affairs

Whitney Shoemaker, deputy assistant to director for public affairs □

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Robert Hartmann, Robert Hartmann



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What He Doesn't Know Can Hurt Him