

MEMORANDUM

THE WHITE HOUSE

WASHINGTON

February 26, 1970

FOR KEN COLE

SUBJECT: Meeting with the President, February 27, 1970

I would suggest the President raise one general and three specific subjects with Chairman Hampton.

General: Does he think it possible to put together a wide-ranging message to Congress on the public service?

Specifics:

One. What are the prospects for an intergovernmental personnel act that would really serve the objectives of the new federalism, principally in enabling government civil servants to transfer freely from one level of government to another.

Two. Is there a possibility of establishing a national pension system which individual units of government could join, and thereafter give their employees "portable pensions" that would really enable them to move around. (This device, in the form of the Teacher's Insurance and Annuity Association, organized by the Carnegie Corporation three decades ago, has profoundly influenced higher education in America. Professors take their pensions with them, and are accordingly free to go wherever they will. This has made for great mobility, and has in particular enabled "weaker" institutions to attract good men. Presumably the same effect would follow as between big and small units of government.)

Three. Is he prepared to make any recommendations on the subject of giving political executives more power to choose super-grade career men. The most promising proposal would be to give

permanent rank only up to GS-15. Thereafter a career man serves at the pleasure of the Secretary, or whomever. If the political executive in charge wishes to replace a "supergrade" the individual involved simply reverts to his permanent rank of GS-15 and another person can be promoted from those ranks.

Four. What effect does he think the Supreme Court decision on one-man, one-vote in all elected units of government will have on government personnel systems. There is likely to be massive reorganization and general confusion in the aftermath of the 1970 census. What role should the Federal government play in making the best of this, even in turning it to our advantage.



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