

Executive Registry
63-1407/A

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18 FEB 1963

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Mr. Phillip S. Hughes
Assistant Director of Legislative Reference
Bureau of the Budget
Washington 25, D. C.

Attention: Mr. William B. Cannon

Dear Mr. Hughes:

As requested in your memorandum of 15 February, we have reviewed the proposed policy statement concerning the utilization of older workers in the federal service.

This statement of policy is not inconsistent with our present practices in recruitment and in-service actions and we see no need to propose modifications to accommodate any special requirements of our service. As you may know, we have found it necessary because of the extraordinary demands placed on our employees to encourage their retirement as a general rule as soon as they attain eligibility to retire under the optional provisions of the Civil Service retirement system. We are also now seeking legislative authority to provide a retirement system comparable to that of the Foreign Service for those of our employees who serve under comparable conditions.

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MASS
It perhaps should be noted that the major part of our recruitment activity is focused on younger age groups. This reflects our efforts to recruit new personnel on a career basis rather than to serve in any specific position; such career employment contemplates the training and development of a relatively long period of time and competitive advancement within the career group. However, we have also provided for non-career appointments to permit us to take advantage of the talents and abilities of specially qualified individuals for whom career employment would be infeasible because of age or of other considerations.

Within this framework, we concur in and endorse the proposed policy statement which would insure the consideration of older workers on the basis of their qualifications alone.

Very truly yours,

John S. Warner
Legislative Counsel

430133

EXECUTIVE REGISTRY FILE

Distribution: O&I - Addressee

1 - Leg Counsel

1 - Executive Director

1 - Executive Registry

Originator:

/s/ Emmott D. Eick

Director of Pers

66-063-0429

EXECUTIVE OFFICE OF THE PRESIDENT
BUREAU OF THE BUDGET
WASHINGTON 25, D. C.

63-1404

February 15, 1963

LEGISLATIVE REFERRAL MEMORANDUM

<p>TO: Legislative Liaison Officer Department of Agriculture Department of Commerce Department of Defense Department of Health, Education, Welfare Department of the Interior Department of Justice</p>	<p>Department of Labor Post Office Department Department of State Department of the Treasury Atomic Energy Commission Central Intelligence Agency Tennessee Valley Authority Veterans Administration</p>
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SUBJECT: Attached is a statement on age discrimination in Federal employment which is being considered for issuance in connection with the tentatively scheduled Presidential Message on Aging. Your comments are requested by Monday A.M. (Feb. 18). Inasmuch as no final decisions have been made as to its issuance, the attached statement should be considered as a confidential matter. The Bureau of the Budget would appreciate receiving the views of your agency on this subject before advising on its relationship to the program of the President.

- () In order to permit expeditious coordination and clearance in accordance with Circular A-19, it is requested that your reply be made within thirty (30) days.
- (X) Special circumstances require that this be handled as a priority matter and that your views be received - A.M. Monday, Feb. 18.

Questions should be referred to Mr. William B. Cannon Bureau of the Budget, code 113, extension 3617.

William B. Cannon
 Assistant Director for
 Legislative Reference

Enclosures
 copy, statement

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DRAFT

THE WHITE HOUSE

Washington

February 1963

POLICY ON UTILIZING OLDER WORKERS
IN THE FEDERAL SERVICE

In my ~~recent~~ message to the Congress transmitting my recommendations relating to a program for our older citizens, I pointed out that it is the policy of the Federal Government as an employer to evaluate each job applicant on the basis of ability, not age. This policy is intended to assure that the Government obtains the best possible talent from the widest range of choice.

The Federal Government has been an exemplary employer in this regard. The absence of an age restriction on appointment to competitive positions has encouraged employing officers not to overlook potential employees because of irrelevant considerations. Nevertheless, with older persons constituting an ever increasing proportion of the Nation's work force and with growing evidence that older persons are capable of high level productive work, Federal appointing officers should make doubly certain that older persons are in fact being given equal consideration for employment and advancement in the competitive service. Personnel actions should be based, in accordance with merit principles, solely on the ability of candidates to meet qualification requirements and physical standards of the position to be filled.

With respect to Federal personnel systems outside the competitive service, I ask that these same principles be followed wherever possible. I further ask all departments and agencies to review their policies and practices regarding maximum age limits in other than the competitive service, and to take steps to insure that such limits are established only when absolutely necessary.

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Remarks:

The attached request from BOB for comments on the policy of utilizing older workers in Government indicates a deadline of A. M. Monday, 18 Feb., presumably 12 o'clock. This was received here at approximately ten minutes to 12 and was immediately dispatched to Echols with the hope that our views can be sent to BOB this afternoon.

J
John S. Warner

FOLD HERE TO RETURN TO SENDER

FROM: NAME, ADDRESS AND PHONE NO.		DATE
OGC/LC	7 D 07 x 6121	18 Feb 63

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FOLDER*

6/24/98

62-8990

December 6, 1962

To: DCI

(Form letter)

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We understand that GSA transmitted copies of the ~~report~~ report to the agencies on November 27, 1962. Your comments on the report,* together with ... to make, would be appreciated by January 31, 1963.

/s/ Harold Seidman
Acting Ass't Dir for
Mngt and Organization

*GSA report to B. O. B. on improvements in transportation and parking program

Action:

To DD/S

SUSPENSE: 25 January 1963

*Rkd - 28 Jan.
will send me copy.*

DD/S 63-0240

63-760

24 January 1963

Clark
 Mr. Harold Schmidt
 Acting Assistant Director for
 Management and Organization
 Bureau of the Budget
 Washington 25, D. C.

Dear Mr. Schmidt:

Thank you for your letter of December 6, 1962, requesting our comments on the General Services Administration's Federal Employee Parking and Transportation Survey for the Washington Metropolitan Area. Virtually all of the Agency's Headquarters employees were housed for many years in buildings in the Core Area, as designated in the GSA's study, and the problem of parking spaces for U. S. Government employees in that area is fully appreciated.

Since the move to the new Headquarters building in Langley was completed in the spring of 1962, the Agency's parking problem has been greatly reduced because it can now provide parking spaces for Headquarters employees on a very satisfactory basis. However, a number of our employees are still located in the Core Area and they share the serious transportation and parking problems which confront all Government workers in that area.

With respect to the Survey's conclusions and proposals, our only comment at this time concerns the suggested Government-wide fee system for parking facilities. The availability of adequate free parking space contributes significantly to good morale and has been a definite factor in making the Agency's move from the downtown area acceptable to many of our employees. We would have strong reservations about any proposal which would eliminate or restrict unduly the favorable situation in that regard which we have been able to develop in our new location. We will appreciate being kept informed of any further developments concerning the subject matter of this Survey Report.

Sincerely,

L. K. White

L. K. White
 Deputy Director
 (Support)

December 6, 1962

To: DCI

(Form letter)

...

...

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