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http://www.jimmycarterlibrary.gov/library/findingaids/Staff_Secretary.pdf
Marcia:

Please note Scotty Campbell's comment on the attached Bergland memo. Jack and Jim McIntyre concurred with Secretary Bergland. I do not think that the President needs to see this memo.

Do you think Jack could respond to Mr. Smith and cc Secretary Bergland. This is really one of the weirdest Presidential memos that I have ever seen. Let me know what happens.

Patti Maloomian
DATE: September 25, 1973

To: Jimmy Carter, President
United States of America

THRU: Arne A. Barnaas, Chief, ADP Systems Branch No. 3

Subject: Employee Suggestion No. NCFE-30-29

Dear Mr. Secretary:

I am pleased to report that on petroleum systems is any of the programs

I have been the subject of a suggestion under the Employee Suggestion Program. I am only

I have been a proposal for a proposal for the system is any of the Employee Suggestion Program.

In order to avoid any repetition, and to avoid any unnecessary

I request that you accept this suggestion as a protest and landmark decision for personnel

Sincerely,

Arne A. Barnaas
National Finance Center
P.O. Box 6000
New Orleans, LA 70180
DATE: September 14, 1979
IN REPLY REFER TO: RE-1
SUBJECT: Employee Suggestion No. NFC-S-30-79
Arthur B. Smith
TO: John A. Johnson, Jr., Chief
Design and Programming Division

We have evaluated the suggestion submitted by Arthur B. Smith concerning a performance evaluation of supervisors by subordinates. This suggestion could not be adopted as an original idea, as it is presently under consideration government-wide. We recommend rejection on this basis.

The Office of Personnel Management has endorsed this system of rating to be conducted on an experimental and voluntary basis by Federal Agencies. At least two publications have carried accounts of this endorsement: the DPM employees' publication, "The Bulletin," and the August 27, 1979, edition of "Weekly Federal Employees' News Digest."

Please express our appreciation to Mr. Smith for his interest in contributing to the improvement of operations at the NFC.

JACK G. IRBY, Chief
Requirements & Evaluation Division

Attachment
Performance evaluation of Supervisors by subordinates.

**Detailed Explanation**

1. The present way that supervisors evaluate the performance of their subordinates and pass this information on to a higher echelon, I suggest this method also be used in reverse; that is, subordinates in all echelons evaluate the performance of their immediate supervisors and pass this information on to higher echelons.

2. With the availability of this information, any supervisor in any echelon will have a dual view of performance of his subordinate supervisors and/or non-supervisors.

3. Whatever the uses are of the information in the present performance evaluation, this usefulness will be greatly increased by a view from the bottom-up rather than only a top-down view.

4. In view of President Carter's new Civil Service reorganization plan, to eliminate inefficient personnel, all echelons would be affected fairly instead as now that the lower echelons has little recourse, when the elimination of personnel may be caused by other than good motives such as a variety of personal feelings.

5. This suggestion could be disapproved by supervisors who are inefficient themselves and fear that this suggestion means that they would be dismissed.

6. To put this suggestion into effect, the present performance evaluation document could be revised to include both supervisor and subordinate, or a new separate document could be designed.
**SUPERVISORS AND REVIEWING OFFICIALS:** Pass this proposal on to your supervisor until it reaches the control level designated in your agency instructions. Indicate below if (a) you have put it into effect, (b) you recommend but lack authority to adopt, or (c) you do not recommend and reasons therefor. Also provide best estimate possible of annual dollar savings and intangible benefits. Report results of any tests made of the suggestion. Date and initial comments and recommendations set forth below.

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2. 

3. 

4. 

5. 

6.
The President
The White House
Washington, D.C. 20500
ID 795962
THE WHITE HOUSE
WASHINGTON

DATE: 02 JAN 80
FOR ACTION: CHAIRMAN CAMPBELL JIM MCINTYRE
JACK WATSON

INFO ONLY:

SUBJECT: BERGLAND MEMO RE EMPLOYEE SUGGESTION PROGRAM RE PERFORMANCE EVALUATION OF SUPERVISORS BY SUBORDINATES

+ RESPONSE DUE TO RICK HUTCHESON STAFF SECRETARY (456-7052) +
+ BY: 1200 PM FRIDAY 04 JAN 80 +

ACTION REQUESTED: YOUR COMMENTS
STAFF RESPONSE: ( ) I CONCUR. ( ) NO COMMENT. ( ) HOLD.

PLEASE NOTE OTHER COMMENTS BELOW:

Attached
MEMORANDUM FOR Rick Hutcheson  
Staff Secretary  
The White House

FROM: Alan K. Campbell  
Director

SUBJECT: Bergland Memorandum re Employee Suggestion Program re Performance Evaluation of Supervisors by Subordinates

The Office of Personnel Management does not support the adoption, on a government-wide basis, of Mr. Smith’s suggestion for the evaluation of supervisors by subordinates.

The concept has been considered within the Office of Personnel Management and its predecessor agency, the Civil Service Commission, over several years. No formal action has been taken to date with respect to it, however, beyond encouraging agencies to experiment with the concept on a voluntary basis as it meets their needs for improving performance appraisal. In OPM’s opinion, more information about the use and effectiveness of the concept is needed before it should be mandated government-wide.
INFO ONLY:

SUBJECT: BERGLAND MEMO RE EMPLOYEE SUGGESTION PROGRAM RE PERFORMANCE EVALUATION OF SUPERVISORS BY SUBORDINATES

ACTION REQUESTED: YOUR COMMENTS

STAFF RESPONSE: ( ) I CONCUR. ( ) NO COMMENT. ( ) HOLD.

PLEASE NOTE OTHER COMMENTS BELOW:
THE WHITE HOUSE
WASHINGTON

DATE: 02 JAN 90
FOR ACTION: CHAUNCEY CAMPBELL
JIM MCINTYRE

JACK WATSON

INFO ONLY:

SUBJECT: BERGLAND MEMO RE EMPLOYEES SUGGESTION PROGRAM RE PERFORMANCE EVALUATION OF SUPERVISORS BY SUBORDINATES

+ RESPONSE DUE TO RICK HUTCHISON, STAFF SECRETARY (455-7952)
+ BY: 1200 PM FRIDAY 04 JAN 90

ACTION REQUESTED: YOUR COMMENTS

STAFF RESPONSE: ( ) I CONCUR, ( ) NO COMMENT, ( ) HOLD.

PLEASE NOTE OTHER COMMENTS BELOW:

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