

[1/9/80-Not Submitted-DF]

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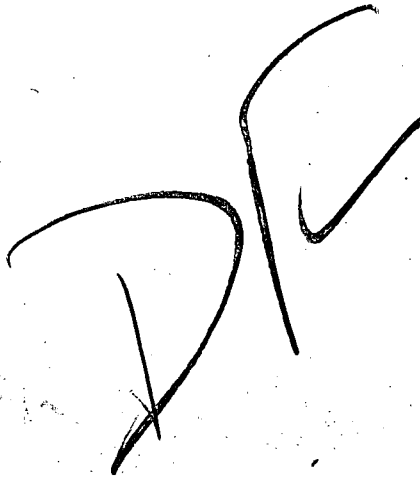
THE WHITE HOUSE
WASHINGTON
1/9/80

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 wierdest Presidential memos that I have ever seen. Let me know what happens.

Patti Maloomian



NEW OFFICE, TY 10120
BOX 80,000
NATIONAL FINANCE CENTER
ATLANTA, GA 30300

[Handwritten scribble]

ΚΑΡΤΑ
ΣΑ ΣΤΙΣ ΕΠΙΧΕΙΡΗΣΕΙΣ ΚΑΙ ΤΕΧΝΙΚΕΣ ΔΕΞΙΟΤΗΤΕΣ ΤΩΝ ΒΕΛΟΝΩΝ ΜΗΧΑΝΩΝ
ΤΗ ΕΠΙΧΕΙΡΗΣΗ ΠΙΣΤΕΥΟΜΕΝΟΝ ΤΟ ΕΣΤΙΝ ΚΑΙ ΣΤΟΙΧΕΙΑ ΤΗΣ ΕΠΙΧΕΙΡΗΣΕΩΣ
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ΣΤΑΘΕΡΑ ΚΑΙ ΜΗΧΑΝΗ Α ΛΕΙΤΟΥΡΓΙΑ ΚΑΙ ΚΑΤΑΧΕΙΡΗΣΗ ΤΑ ΑΝΑΡΤΗΣΕΩΣ
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ΕΤΕΡΑ ΚΑΙ ΠΕΡΙΝΑ ΜΕΡΗ: ΠΟΛΥΤΕΚΝΗ ΚΑΙ ΤΑ ΟΥΤΩΣ Α ΚΑΤΑΧΕΙΡΗΣΕΩΣ
ΤΗΣ ΚΑΤΑΧΕΙΡΗΣΕΩΣ ΤΩΝ ΚΑΤΑΧΕΙΡΗΣΕΩΣ ΤΗΣ ΕΠΙΧΕΙΡΗΣΕΩΣ ΠΛΗΡΗ

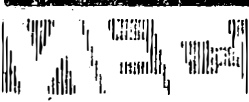
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ΔΕΛΤΙΑ: C. ΒΟΥΛΓ, ΔΙΕΥΘΥΝΤΗΣ, ΕΠΙΧΕΙΡΗΣΗ ΚΑΤΑΧΕΙΡΗΣΕΩΣ
ΤΟΥΤΩΣ Α. ΤΟΥΤΩΣ Α. ΚΑΙ ΚΑΤΑΧΕΙΡΗΣΗ ΚΑΤΑΧΕΙΡΗΣΕΩΣ ΚΑΤΑΧΕΙΡΗΣΕΩΣ
ΔΕΛΤΙΑ: ΑΝΤΙΣΤΑΣΗ Α. ΒΕΛΟΝΩΝ ΚΑΙ ΚΑΤΑΧΕΙΡΗΣΗ ΚΑΤΑΧΕΙΡΗΣΕΩΣ ΚΑΤΑΧΕΙΡΗΣΕΩΣ

UNITED STATES OF AMERICA
10: NATIONAL CENTER, President

ATLANTA, GA 30300
SUBJECT: ΕΠΙΧΕΙΡΗΣΗ ΚΑΤΑΧΕΙΡΗΣΕΩΣ ΚΑΙ ΤΕΧΝΙΚΕΣ ΔΕΞΙΟΤΗΤΕΣ ΚΑΙ ΤΕΧΝΙΚΕΣ ΔΕΞΙΟΤΗΤΕΣ

REF: BE-3
IN BEBTA

DATE: SEPTEMBER 22, 1970



DEPARTMENT OF AGRICULTURE
UNITED STATES
Center
Finance
National
Washington 20250
New Orleans
P. O. Box 80000



UNITED STATES
DEPARTMENT
OF AGRICULTURE

National
Finance
Center

P. O. Box 60000
New Orleans,
Louisiana 70160

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.

A handwritten signature in cursive script, reading "Jack G. Irby", located below the typed name.

JACK G. IRBY, Chief
Requirements & Evaluation Division

Attachment

Employee



Suggestion

Write your suggestion below. If desired, attach additional information, charts, sketches, etc. In presenting your suggestion, show:

- (1) What is the present method?
- (2) Disadvantages of present method
- (3) The proposed method, and

- (4) Advantages and/or estimated savings, and reflect
 - a. Why is it necessary?
 - b. What is its purpose?
 - c. Where should it be done?
 - d. Who should do it?
 - e. How is the best way to do it?

BRIEF SUMMARY OF SUGGESTION

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 subomate 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 and subordinate, or a new separate document could be disigned.

SUBMITTED BY (Signature - Agency - Division - City and State) ARTHUR B. SMITH NATIONAL FINANCE CENTER DESIGN AND PROGRAMMING DIVISION NEW ORLEANS, LOUISIANA	POSITION, TITLE AND GRADE PROGRAMMER GS-11	DATE SUBMITTED AUGUST 30, 1979 SUGGESTION NO. NFE-S-30-79
RECEIVED BY (Name and title of supervisor) ARCHIE BERTRAND	DATE (Approved or referred)	SUGGESTION NO.

(Supervisor see reverse)

THIS SIDE TO BE FILLED IN BY SUPERVISORS AND REVIEWING OFFICIALS

COMMENTS AND RECOMMENDATIONS

ROUTING		ROUTING	
1.		4.	
2.		5.	
3.		6.	

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 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.

1.

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2.

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3.

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4.

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5.

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6.

... ..

U.S. DEPARTMENT OF AGRICULTURE
OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20250

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AGR 101



The President
The White House
Washington, D. C. 20500

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for Preservation Purposes

Received 1-3-80
Office of the Director

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

United States of America
**Office of
Personnel Management**

Washington, D.C. 20415

In Reply Refer To:

January 9, 1980

Your Reference:

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.

ID 795962

THE WHITE HOUSE

WASHINGTON

DATE: 02 JAN 80

FOR ACTION: CHAIRMAN CAMPBELL

*Wed
noon*

JACK WATSON

Concurs

JIM MCINTYRE

concur

INFO ONLY:

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

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

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ACTION REQUESTED: YOUR COMMENTS

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

PLEASE NOTE OTHER COMMENTS BELOW:

<input checked="" type="checkbox"/>	FOR STAFFING
<input type="checkbox"/>	FOR INFORMATION
<input type="checkbox"/>	FROM PRESIDENT'S OUTBOX
<input type="checkbox"/>	LOG IN/TO PRESIDENT TODAY
<input type="checkbox"/>	IMMEDIATE TURNAROUND
<input type="checkbox"/>	NO DEADLINE
<input type="checkbox"/>	FOR APPROPRIATE HANDLING
<input type="checkbox"/>	LAST DAY FOR ACTION

<input type="checkbox"/>	ADMIN CONFID
<input type="checkbox"/>	CONFIDENTIAL
<input type="checkbox"/>	SECRET
<input type="checkbox"/>	EYES ONLY

ACTION
FYI

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<input type="checkbox"/>	STRAUSS
<input type="checkbox"/>	TORRES
<input type="checkbox"/>	VOORDE
<input type="checkbox"/>	WISE

CWS

ID 795952

THE WHITE HOUSE
WASHINGTON

DATE: 02 JAN 80

FOR ACTION: CHAIRMAN CAMPBELL

JACK WATSON

JIM MCINTYRE

INFO ONLY:

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

+++++
+ RESPONSE DUE TO RICK HUGHESON STAFF SECRETARY (455-7052) +
+ BY: 1200 PM FRIDAY 04 JAN 80 +
+++++

ACTION REQUESTED: YOUR COMMENTS

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

PLEASE NOTE OTHER COMMENTS BELOW: