

SER:MGT, Mr. H. Ben Hopkins

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SA/RD: Ogden Williams

FSR(L)'s and The Prospective Retirement Legislation

The following are some observations that occurred to me after our conversation of yesterday:

1. General: I have never believed that anyone has a right to a federal job. Therefore I have never challenged the right of the Agency to keep any of its employees in a position of being subject to dismissal without cause on 20 days notice. But if the Agency never chooses to exercise that option for 10 years or more, and finally time comes for the employee to retire, should the Agency say to him "You get \$2000 - \$3000 less per annum for life in retirement benefits than do your colleagues who did the same work at the same overseas workbench. It's because we weren't really sure we wanted you all those years, or because your PERs came in late, or because FSR(L) performance in the field is by definition inferior to FSR performance."??

2. Specific: In my case, the following additional considerations may be relevant:

- a. My file shows that on two occasions the panels passed me over because my PER had not been received by them in time to be considered.
- b. A long series of supervisors specifically recommended my "L" be removed. These included Joseph L. Brent, Wade Lathram, Amb. Komar, Amb. Colby, Howard Sollenberger and Roderic L. O'Connor.
- c. The Agency saw fit to give me its Superior Honor Award. It also gave its Distinguished Unit Citation to the unit of which I was chief for two years.
- d. There are no disciplinary or reprimand actions in my file of any sort.
- e. This year no panels for R-1s were convened. Therefore Mr. O'Connor's specific recommendation that the "L" be removed was given no consideration, which does not seem to be proper.

OWilliams:fc.