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THE WHITE HOUSE
WASHINGTON

C.A. "Mack" McKinney should always be addressed as MACK, he hates the name Charles.

all correspondence and invitations should be addressed to C.A. "Mack" McKinney not to the President of the Non Commissioned Officers Assoc.

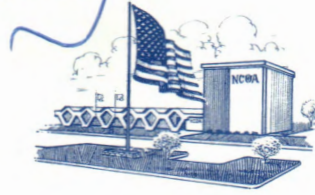
Richard W. Johnson, Jr.

NATIONAL LEGISLATIVE DIRECTOR
(202) 546-7891 or 7892

OR. MACK MCKINNEY

N
C
O ASSOCIATION

NATIONAL CAPITAL OFFICE
SUITE 304, BOX 43
110 MARYLAND AVENUE, N.E.
WASHINGTON, D.C. 20002



Cosponsors for House Joint Res. 482

Cong. Frank Horton - N.Y. - Pam	Cong. Richard White - Texas
Cong. Bob Lagomarsino - Calif. Pat H.	Cong. Larry McDonald - Georgia
Cong. Bill Whitehurst - Va. - Janie	Cong. Antonia Won Pat - Guam
Cong. Ed Weber - Ohio -	Cong. Melvin Price - Illinois
Cong. Ken Kramer - Colo. - John	Cong. William Hughes - N.J.
Cong. Harold Ford - Tenn. - Herschel	Cong. Henry Hyde - Illinois
Cong. John Napier - SC - Beth	Cong. Larry Hopkins - Kentucky ^{LIA Jack}
Cong. Clarence Long - Md. - Jean	Cong. Don Clausen - Calif.
Cong. G.V. Montgomery - Miss. - Celane	Cong. Roy Dyson - Maryland
Cong. Robin Beard - Tenn. - Jane P.	Cong. Thomas Foglietta - Pa.
Cong. Frank Wolf - Va. - Janet	Cong. Paul Trible - Virginia
Cong. Marjorie Holt Md. - Jamie	Cong. Dave McCurdy - Okla.
Cong. Louis Stokes - Ohio - Glenn K.	Cong. David R. Bowen - Miss.
Cong. Vic Fazio - Calif. - Mary B.	Cong. Tom Bevill - Ala.
Cong. Duncan Hunter - Calif. - Chris	CONG. JOSEPH M. McDADE
Cong. Edwin Forsythe - N.J. - Susan	CONG. STEVEN L. NEAL
Cong. Charles Dougherty - Pa. - Steve L.	CONG. DOUG BARNARD
Cong. Don Bailey - Flanders	
Cong. Charles Wilson - Tx. - Agnes	
Cong. Ike Skelton - Mo.	

FLOYD SPENCE
2ND DISTRICT, SOUTH CAROLINA

WASHINGTON OFFICE:
2427 RAYBURN HOUSE OFFICE BUILDING
AREA CODE 202, 225-2452

DISTRICT OFFICES:
1916 ASSEMBLY STREET
COLUMBIA, SOUTH CAROLINA 29201
AREA CODE 803, 765-5871
AND
372 ST. PAUL STREET, NE.
P.O. BOX 1609
ORANGEBURG, SOUTH CAROLINA 29116-1609
AREA CODE 803, 536-4641

Congress of the United States
House of Representatives
Washington, D.C. 20515

COMMITTEES:
ARMED SERVICES
STANDARDS OF
OFFICIAL CONDUCT

COUNTIES:
ALLEDALE CALHOUN
BAMBERG LEXINGTON
BARNWELL ORANGEBURG
RICHLAND

W. A. "AL" COOK
ADMINISTRATIVE ASSISTANT
W. L. "SONNY" SANDERS
DISTRICT REPRESENTATIVE

Dear Colleague:


We have introduced House Joint Resolution 482 to request the President to proclaim the week commencing with the fourth Monday in June 1982 as "National NCO/Petty Officer Week" and to call upon interested groups and organizations to set aside that week to honor past and present noncommissioned officers and petty officers of the Armed Forces of the United States in an appropriate manner. A similar resolution was passed by the Senate on May 12.

We are sure you will agree that there is no more deserving group and that the contributions of our noncommissioned officers and petty officers warrant special recognition.

Time is somewhat of a factor in this effort, as the Non-Commissioned Officers Association (NCOA) will hold its 21st international convention in the final week of June 1982 and we hope for final Congressional action before that date. We, therefore, need not only your support as a cosponsor but an early indication of your agreement to join us. Contact: Carolyn Bates x52452

Sincerely,


FLOYD D. SPENCE
Member of Congress


THOMAS F. HARTNETT
Member of Congress

Combat-trained and experienced non-commissioned officers and petty officers were removed from their specialties and assigned to recruiting and basic training. Their normal peacetime activities were nearly doubled, yet past administrations continued to terminate or threaten their very existence as wage earners and heads of families. Many left their careers to seek better treatment in the civilian market.

Those who stayed are symbolic of the proud tradition and loyalty our noncommissioned officers and petty officers have always had in sharing a heavy burden of our Nation's defense. They hold high the significance of their corps as leaders and trainers. Their code has been one of honor epitomized in the long list of noncommissioned officer and petty officer recipients of the Medal of Honor and other decorations of personal valor.

Mr. President, these officers have accepted their missions, used their experience and knowledge to train millions of servicemen and women, accomplished their tasks in an exemplary manner, and provided for the well-being of their troops. They have done all this and continue to do so under trying conditions and during unsettled times. They have done this despite the fact that this Nation has never guaranteed their tenure beyond a period of enlistment far short of a career pattern, or offered them 1 penny in severance pay if they cannot, or do not, remain in the military service until reaching retirement eligibility.

In the past 2 years, Congress has done much to recognize the career enlisted force. In 1980, it provided a substantial increase in pay and allowances. Last year it passed legislation alleviating the pay compression that has held career military wages near poverty levels and, again, provided increases in other allowances. This year, I am confident that the Congress will continue to improve the quality of their livelihood.

Meanwhile, I urge my colleagues to further recognize the contributions of our Nation's noncommissioned officers and petty officers by passing this resolution to name the week beginning with the fourth Monday in June 1982, as "National Noncommissioned Officer and Petty Officer Week." By doing so, we will foster greater public respect for the noncommissioned officers and petty officers and a wider public appreciation for their major role in our defense posture. We must retain these dedicated men and women whom we need to man our Armed Forces.

Mr. President, I ask unanimous consent that this joint resolution to designate the week of June 28, 1982, as "National Noncommissioned Officer and Petty Officer Week" be printed in the RECORD.

There being no objection, the joint resolution was ordered to be printed in the RECORD, as follows:

S.J. Res. 161

Whereas the noncommissioned officers and petty officers of the Army, Air Force, and Marine Corps and the petty officers of the Navy and the Coast Guard have been regarded as the "backbone" of the Armed Forces of the United States for than 200 years;

Whereas noncommissioned officers and petty officers continue to be the recruiters, trainers, and noncommissioned leaders of the men and women who join the Armed Forces of the United States;

Whereas the noncommissioned officers' and petty officers' spirit and devotion to duty is epitomized in the long list of recipients of the Medal of Honor and other decorations of personal valor;

Whereas noncommissioned officers and petty officers have made great sacrifices during their service to this Nation;

Whereas the recent shortage of such officers serving on active duty has highlighted their value to the Nation and its military forces;

Whereas the Non Commissioned Officers Association (NCOA), with a representative membership of active, retired, reserve, national guard, and former noncommissioned officers and petty officers of the Army, Navy, Marine Corps, Air Force, and Coast Guard, will hold its twenty-first international convention in the final week of June 1982; and

Whereas it is fitting and proper to recognize the significant contributions made by all noncommissioned officers and petty officers of the Armed Forces of the United States to the freedom and defense of this Nation: Now, therefore, be it

Resolved by the Senate and House of Representatives of the United States of America in Congress assembled, That the week commencing with the fourth Monday in June 1982 is designated as "National NCO/Petty Officer Week", and the President is authorized and requested to issue a proclamation calling upon the people of the United States and interested groups and organizations to set aside that week to honor past and present noncommissioned officers and petty officers of the Armed Forces of the United States in an appropriate manner.

By Mr. THURMOND:

S.J. Res. 161. Joint resolution to designate the week commencing with the fourth Monday in June of 1982 as "National NCO/Petty Officer;" to the Committee on the Judiciary.

NATIONAL NCO/PETTY OFFICER WEEK

Mr. THURMOND. Mr. President, today, I am introducing a joint resolution that will designate the week beginning June 28, 1982, as "National Noncommissioned Officer and Petty Officer Week."

Never in more than 200 years of U.S. history has the important role of our Nation's noncommissioned officers (NCO) and petty officers been more dramatically acclaimed than in recent time. About 2 years ago, Adm. Thomas B. Hayward, Chief of Naval Operations, cited the value of the Navy petty officers when he publicly announced that the U.S. Navy could not get its ships to sea because of a significant shortage of experienced and qualified petty officers.

Mr. President, Chief of Staff of the Army, Gen. Edward C. Meyer, reported a "hollow Army" when our U.S. combat divisions moved into "not ready" status because of the shortage of experienced and qualified noncommissioned officers.

The Marine Corps and Air Force also were caught short in their enlisted career forces. Many junior enlisted personnel were assigned to noncommissioned officer billets without the experience required to properly lead and train their subordinates. As reported in a 1981 San Francisco Examiner article by Arnold Abrams:

Such shortages of noncommissioned officers and petty officers figure significantly in our Nation's low state of military preparedness, which finds most stateside Army units unready for combat, increasing numbers of naval vessels unable to sail and key air squadrons grounded.

Mr. President, the exodus of career enlisted noncommissioned officers and petty officers can be traced to the All-Volunteer Force. Decisionmakers, as well as Defense officials and the press, paid more attention to recruiting and not enough to retention. The emphasis was on meeting recruiting goals.

Passed Senate - NCO Assoc
May 10, 1982
II

Calendar No. 539

97TH CONGRESS
2D SESSION

S. J. RES. 161

To designate the week commencing with the fourth Monday in June 1982 as
"National NCO/Petty Officer Week".

IN THE SENATE OF THE UNITED STATES

MARCH 8 (legislative day, FEBRUARY 22), 1982

Mr. THURMOND (for himself, Mr. LUGAR, Mr. EXON, Mr. FORD, Mr. GORTON, Mr. COHEN, Mr. STENNIS, Mr. MURKOWSKI, Mr. GAEN, Mr. COCHRAN, Mr. SARBANES, Mr. DURENBERGER, Mr. MATTINGLY, Mr. BURDICK, Mr. NUNN, Mr. ARMSTRONG, Mr. TOWER, Mr. JOHNSTON, Mr. STEVENS, Mr. HARRY F. BYRD, JR., Mr. DOLE, Mr. CHAFEE, Mr. BENTSEN, Mr. QUAYLE, Mr. NICKLES, Mr. DENTON, Mrs. HAWKINS, and Mr. MATHIAS) introduced the following joint resolution; which was read twice and referred to the Committee on the Judiciary

MAY 5 (legislative day, APRIL 13), 1982

Reported by Mr. THURMOND, without amendment

JOINT RESOLUTION

To designate the week commencing with the fourth Monday in
June 1982 as "National NCO/Petty Officer Week".

Whereas the noncommissioned officers and petty officers of the Army, Air Force, and Marine Corps and the petty officers of the Navy and the Coast Guard have been regarded as the backbone of the Armed Forces of the United States for more than two hundred years;

Whereas noncommissioned officers and petty officers continue to be the recruiters, trainers, and noncommissioned leaders of the men and women who join the Armed Forces of the United States;

Whereas the noncommissioned officers' and petty officers' spirit and devotion to duty is epitomized in the long list of recipients of the Medal of Honor and other decorations of personal valor;

Whereas noncommissioned officers and petty officers have made great sacrifices during their service to this Nation;

Whereas the recent shortage of such officers serving on active duty has highlighted their value to the Nation and its military forces;

Whereas the Non-Commissioned Officers Association (NCOA), with a representative membership of active, retired, Reserve, National Guard, and former noncommissioned officers and petty officers of the Army, Navy, Marine Corps, Air Force, and Coast Guard, will hold its twenty-first international convention in the final week of June 1982; and

Whereas it is fitting and proper to recognize the significant contributions made by all noncommissioned officers and petty officers of the Armed Forces of the United States to the freedom and defense of this Nation: Now, therefore, be it

- 1 *Resolved by the Senate and House of Representatives*
- 2 *of the United States of America in Congress assembled,*
- 3 That the week commencing with the fourth Monday in June
- 4 1982 is designated as "National NCO/Petty Officer Week",
- 5 and the President is authorized and requested to issue a proc-
- 6 lamation calling upon the people of the United States and

- 1 interested groups and organizations to set aside that week to
- 2 honor past and present noncommissioned officers and petty
- 3 officers of the Armed Forces of the United States in an ap-
- 4 propriate manner.

JOINT RESOLUTION

21 FEB 1961

JOINT RESOLUTION

Calendar No. 539

97TH CONGRESS
2D SESSION

S. J. RES. 161

JOINT RESOLUTION

To designate the week commencing with the fourth
Monday in June 1982 as "National NCO/Petty Of-
ficer Week".

MAY 5 (legislative day, APRIL 13), 1982

Reported without amendment

97TH CONGRESS
2D SESSION

H. J. RES. 482

To designate the week commencing with the fourth Monday in June 1982 as
"National NCO/Petty Officer Week".

IN THE HOUSE OF REPRESENTATIVES

MAY 11, 1982

Mr. SPENCE (for himself and Mr. HARTNETT) introduced the following joint resolution; which was referred to the Committee on Post Office and Civil Service

JOINT RESOLUTION

To designate the week commencing with the fourth Monday in
June 1982 as "National NCO/Petty Officer Week".

Whereas the noncommissioned officers and petty officers of the Army, Air Force, and Marine Corps and the petty officers of the Navy and the Coast Guard have been regarded as the backbone of the Armed Forces of the United States for more than two hundred years;

Whereas noncommissioned officers and petty officers continue to be the recruiters, trainers, and noncommissioned leaders of the men and women who join the Armed Forces of the United States;

Whereas the noncommissioned officers' and petty officers' spirit and devotion to duty is epitomized in the long list of recipients of the Medal of Honor and other decorations of personal valor;

Whereas noncommissioned officers and petty officers have made great sacrifices during their service to this Nation;

Whereas the recent shortage of such officers serving on active duty has highlighted their value to the Nation and its military forces;

Whereas the Non-Commissioned Officers Association (NCOA), with a representative membership of active, retired, Reserve, National Guard, and former noncommissioned officers and petty officers of the Army, Navy, Marine Corps, Air Force, and Coast Guard, will hold its twenty-first international convention in the final week of June 1982; and

Whereas it is fitting and proper to recognize the significant contributions made by all noncommissioned officers and petty officers of the Armed Forces of the United States to the freedom and defense of this Nation: Now, therefore, be it

1 *Resolved by the Senate and House of Representatives*
 2 *of the United States of America in Congress assembled,*
 3 That the week commencing with the fourth Monday in June
 4 1982 is designated as "National NCO/Petty Officer Week",
 5 and the President is authorized and requested to issue a proc-
 6 lamation calling upon the people of the United States and
 7 interested groups and organizations to set aside that week to
 8 honor past and present noncommissioned officers and petty
 9 officers of the Armed Forces of the United States in an ap-
 10 propriate manner.

○

THE WHITE HOUSE
WASHINGTON

SIGNED
May 12, 82

Overseas
Employment

#12362

May 18 Fed
Reg.



NATIONAL CAPITAL OFFICE

NON COMMISSIONED OFFICERS ASSOCIATION of the UNITED STATES OF AMERICA

STRENGTH IN UNITY

110 Maryland Ave., N.E., Suite 304
Box 43
Washington, D.C. 20002

Telephone (202) 546-7891
546-7892

May 14, 1982

Morton Blackwell
The White House
Office of Public Liaison
Washington, D.C. 20500

*Order signed &
reply sent
Sept 3.*

Dear Morton:

Spousal employment has become a major concern of military personnel in recent years. In many families a spouse must work. Federal civilian service has always been attractive to the military spouse because of the portability it offers. The military spouse with civil service experience can accompany the servicemember from duty station to duty station earning seniority, retirement credit and the other benefits that accrue to civil servants, unless they go overseas.

It is my understanding that persons who work for the U.S. Government in appropriated fund jobs overseas do not have these rights or the reappointment preference which is so important to military spouses. As a result they may hold a federal job in an overseas location for several years, but upon returning to the U.S. they receive no federal assistance in finding a new job and no preference in consideration even though they are former federal workers. They must in fact compete twice for federal employment.

Last September 9, OPM Director Donald Devine, forwarded a proposed executive order to OMB. The proposal will allow "...U.S. citizens who have successfully completed two years of service under overseas appointments noncompetitive access to career civil service positions upon their return to the United States." A copy of the proposal is attached.

NCOA strongly supports this proposal. We are certain it will have a positive impact on morale in the armed forces. We are also convinced that it will be a positive factor in having military members accept orders to overseas stations. Therefore, we are concerned about delays in its approval.

International Headquarters
NCO ASSOCIATION
P.O. Box 33610
San Antonio, Texas 78233
(512) 653-6161



Morton Blackwell

May 14, 1982

Page 2

I've been told that OMB modified and returned the proposal to OPM some time in March and that it was subsequently returned to OMB with OPM concurrence in the changes.

Morton, NCOA sure will appreciate your help in determining the current status of the proposal and its prospect for acceptance.

Sincerely,

A handwritten signature in cursive script, appearing to read "Dick", written in dark ink.

Richard W. Johnson, Jr.
National Legislative Director

Encl;



United States
Office of
Personnel Management

Washington, D.C. 20415

81 S 15

In Reply Refer To

Your Reference:

SEP 9 1981

Honorable David A. Stockman
Director
Office of Management and Budget
Washington, D.C. 20503

CORR

UNIT

Dear Mr. Stockman:

We are transmitting a proposed Executive order, developed in consultation with the State and Defense Departments, which would give United States citizens who have successfully completed two years of service under overseas appointments noncompetitive access to career civil service positions upon their return to the United States.

This Executive order is designed to overcome the growing reluctance of U.S. Government employees and military personnel to accept overseas assignments because of the lack of career employment opportunities for their spouses and family members. A July 1980 OPM survey of overseas Federal agencies and employees surfaced this problem as a matter of great concern within the foreign affairs and military communities. Major U.S. troop commanders have also identified spouse employment as a key element in career military retention.

Employment opportunities for military and civilian dependents overseas are generally confined to embassies or military bases, because most foreign governments restrict private sector employment to local citizens. Positions available to military and civilian dependents within U.S. activities are usually non-permanent, low-grade jobs which though similar to Stateside career positions in terms of job qualification and classification requirements, do not provide civil service status. Thus many dependents who are rotated back to the United States after working for several years in overseas positions, must go through the Federal employment process as if they had never previously worked for the U.S. Government.

There would be no need for executive action if more overseas positions were career, but for a variety of reasons this is impractical. Many of the dependents serve in "local national" jobs which under treaty would normally be filled by residents of the host country, but are temporarily given back to the U.S. specifically for the employment of dependents. These jobs would probably be lost to the U.S. if an attempt were made to fill them under career appointments.

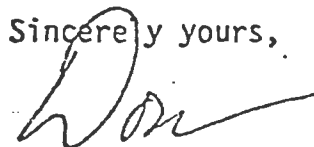
A shift to a career appointment system overseas would also necessitate an expansion of agency personnel office staff to deal with the more complex examining system required, increase costs for various relocation and cost of living allowances not now provided to non-career employees, and require an increase in overseas agencies' permanent personnel ceilings. The over 10,000 overseas family member employees presently count against the non-full time permanent personnel ceiling because they hold non-permanent appointments.

Because of these concerns we propose to leave current overseas employment arrangements in place, and provide dependent employees and other overseas hires with noncompetitive access to Federal employment when they return to the United States, provided they have completed two years of service and have received a satisfactory performance rating. To insure that merit is a factor in the overseas hiring process, agency selection systems would be required to meet uniform standards established by the Office of Personnel Management before their employees could qualify for Stateside noncompetitive appointments. Individuals covered by the Executive order would still be required to meet all applicable qualification requirements for a particular position in the United States.

Provisions for noncompetitive access to career civil service appointments are few and far between in the Federal system, and we have traditionally opposed initiatives in this area. In this case, however, we believe the provision of noncompetitive access is appropriate from the standpoint of both equity and national policy. Overseas employees are essentially denied the opportunity to acquire career civil service status because of their geographical location. Providing them the opportunity to obtain this through overseas service recognizes the special circumstances in which they serve.

We recommend approval of the enclosed Executive order.

Sincerely yours,



Donald J. Devine
Director

Enclosure

Proposed Executive Order for Overseas Employees

By the authority vested in me as President of the United States of America by Sections 3301 and 3302 of Title 5, and Section 301 of Title 3 of the United States Code, it is hereby ordered as follows:

1-101. A United States citizen who has completed a total of 24 months of fully satisfactory service under one or more overseas appointments in the excepted or competitive civil service, may be appointed noncompetitively to a competitive service position in the executive branch within the United States (including Guam, Puerto Rico and the Virgin Islands) if he or she meets qualifications and other requirements established by the Director of the Office of Personnel Management.

1-102. In order to be eligible for noncompetitive appointment to positions within the United States under this authority, an individual must:

- [a] have been appointed to an overseas position or positions while a resident of the overseas area under local hire procedures approved by the Director of the Office of Personnel Management
- [b] have completed 24 months of overseas service in an appropriated fund position after January 1, 1980 within a 5-year period from the date of initial appointment;
- [c] have received a satisfactory or better performance rating for his or her overseas service; and
- [d] exercise his or her eligibility for noncompetitive appointment within two years of separation from overseas employment.

1-103. Civil Service Rule 8.2 is hereby amended by adding at the end of the third sentence, the phrase "except as provided by Executive Order _____."

1-104. The Director of the Office of Personnel Management shall prescribe such regulations as may be necessary to implement this Order, including uniform local hire procedures to assure merit selection of overseas employees and shall determine appropriate coverage and eligibility within the general criteria established by this Order.

PROPOSED EXECUTIVE ORDER FOR OVERSEAS EMPLOYEES

ANALYSIS

Authority

The President's authority to provide noncompetitive appointment eligibility derives from Sections 3301-2 of title 5, U.S. Code. This authority has been exercised through Executive order on a number of occasions in the past, for example, to provide noncompetitive appointment eligibility for ACTION volunteers who have completed specified periods of service.

Coverage

There are no exact figures available on the number of overseas employees who would benefit from this order. There are between 10,000 and 20,000 U.S. citizens serving on non-career appointments overseas. (Exact projections are impossible because many occupy "local national" positions usually reserved for citizens of that country).

During the first few years after the authority is approved as many as 3,000 or 4,000 employees could qualify for noncompetitive entry on an annual basis.

Although the primary beneficiary of this order will be the military or civilian employee who works overseas, any U.S. citizen who completes the service requirement and meets other eligibility tests would qualify. This approach was adopted to make the proposed order nondiscriminatory.

The Defense Department had originally suggested that eligibility be confined to military and civilian dependents. It is believed that this approach would only antagonize groups, e.g., Veterans organizations, which have expressed concerns about special overseas employment programs which exclude nondependents. The proposed Executive order has therefore been drafted to apply to all U.S. citizens, including those without family ties to the Armed Forces or Federal government.

Overseas Appointments Which Qualify

The proposed order would only apply to individuals appointed overseas under local hire procedures while a resident of the overseas area. This was done consistent with the intent to benefit dependents who usually gain Federal employment while living in the overseas area in connection with their military or civilian spouse's assignment. This provision was also designed to exclude from coverage excepted service employees hired in the United States and voluntarily assigned overseas. In this category would be the thousands of teachers in the Department of Defense Dependent School System. These employees are excepted from civil service requirements by statute. While they would no doubt benefit from the opportunity to acquire civil service status in connection with their overseas tour, it was felt that this would not be consistent with the intent of the order to provide equitable employment arrangements for individuals who have little choice in their employment location.

Local Hire Procedures

There are several types of local hire procedures used in overseas areas. Overseas limited appointments are noncompetitive procedures used to fill positions designated for U.S. citizen occupancy. To be considered for this type of appointment, individuals must meet minimum qualification requirements for a position. Veterans preference is also considered.

The State and Defense Departments also have special employment programs which give priority consideration to dependents. These are primarily used to fill "local national" jobs which host governments have given back to the U.S. specifically for the employment of dependents.

The proposed Executive order specifies that an agency's overseas selection system be on the basis of their adherence to a set of uniform overseas selection standards. These would be developed by OPM within 180 days following the President's approval of the Executive order. The standards would establish a method of selection which would continue to take into account policies, unique to the overseas environment, such as dependent preference for certain jobs, but would also add merit element to the selection process.

The standards could, for example, require overseas agencies to use a category ranking procedure in which applicants are placed in special broad groups according to their qualifications. Under this procedure, which is used to meet merit requirements in several excepted service agencies, managers must select qualified veterans first and then can choose any candidate in the best qualified category. After this category is exhausted, the agency may select any qualified candidate on the applicant list.

Service Requirement

To be eligible for noncompetitive appointment an individual would have to serve 24 months overseas. Recognizing that much overseas employment involves short term positions, this service could be completed within a five-year period from the date of initial appointment.

Satisfactory Performance Rating

To be eligible for noncompetitive appointment, overseas employees will be required to have job performance ratings of satisfactory or better. It will be the responsibility of the overseas civilian personnel office where the employee has worked to document performance ratings and determine that the employee has met the service credit requirement for noncompetitive appointment, when he or she is separated to return to the United States.

Noncompetitive Appointment Upon Return to the United States

Eligible individuals will have two years from the date of separation from overseas employment to qualify for noncompetitive appointment when they return to the United States. This means that they can be appointed to competitive civil service positions without being rated or ranked on a register. They will have to meet all applicable qualification requirements for the position, and once appointed will have to serve a one year probationary period and complete


THE WHITE HOUSE

WASHINGTON

June 28, 1982

MEMORANDUM FOR ELIZABETH H. DOLE

THRU: DIANA LOZANO

FROM: MORTON C. BLACKWELL 

SUBJECT: Draft Proclamation Designating
Week of June 28, 1982, as
National NCO/Petty Officer Week

I have reviewed the draft proclamation and
have no suggestions for changes.

WHITE HOUSE STAFFING MEMORANDUM

DATE: June 25, 1982 ACTION/CONCURRENCE/COMMENT DUE BY: NOON on June 28, 1982

SUBJECT: Draft proclamation designating the week of June 28, 1982, as

National NCO/PETTY OFFICER WEEK.

	ACTION	FYI		ACTION	FYI
VICE PRESIDENT	<input type="checkbox"/>	<input type="checkbox"/>	JAMES	<input type="checkbox"/>	<input type="checkbox"/>
MEESE	<input type="checkbox"/>	<input type="checkbox"/>	MURPHY	<input type="checkbox"/>	<input type="checkbox"/>
BAKER	<input type="checkbox"/>	<input type="checkbox"/>	ROLLINS	<input type="checkbox"/>	<input type="checkbox"/>
DEAVER	<input type="checkbox"/>	<input type="checkbox"/>	WILLIAMSON	<input type="checkbox"/>	<input type="checkbox"/>
STOCKMAN	<input type="checkbox"/>	<input type="checkbox"/>	WEIDENBAUM	<input type="checkbox"/>	<input type="checkbox"/>
HARPER	<input checked="" type="checkbox"/>	<input type="checkbox"/>	HICKEY	<input type="checkbox"/>	<input type="checkbox"/>
CLARK	<input type="checkbox"/>	<input type="checkbox"/>	ROSEBUSH	<input type="checkbox"/>	<input type="checkbox"/>
BRADY/SPEAKES	<input type="checkbox"/>	<input type="checkbox"/>	CEQ	<input type="checkbox"/>	<input type="checkbox"/>
CANZERI	<input type="checkbox"/>	<input type="checkbox"/>	OSTP	<input type="checkbox"/>	<input type="checkbox"/>
DOLE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	USTR	<input type="checkbox"/>	<input type="checkbox"/>
FIELDING	<input checked="" type="checkbox"/>	<input type="checkbox"/>	ROGERS	<input type="checkbox"/>	<input type="checkbox"/>
DUBERSTEIN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
FULLER (For Cabinet)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
GERGEN	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>

Remarks:

Draft proclamation as noted above. Draft was provided by the Department of Defense. Please comment as you see appropriate.

Thank you!



Dodie Livingston (x2941)

for
Richard G. Darman
Assistant to the President
and
Deputy to the Chief of Staff



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

GENERAL COUNSEL

June 25, 1982

MEMORANDUM FOR: THE PRESIDENT
FROM: MICHAEL J. HOROWITZ
COUNSEL TO THE DIRECTOR MH
SUBJECT: NATIONAL NCO/PETTY OFFICER WEEK

The Congress has by House Joint Resolution 518 authorized and requested the President to issue a proclamation which would designate the week commencing on the fourth Monday in June as "National NCO/Petty Officer Week." The enclosed proclamation would fulfill that request.

The proposed proclamation was submitted to this office informally by the Department of Defense and has been retyped as to format and to reflect a minor editorial change.

The proposed proclamation has the approval of the Director of the Office of Management and Budget.

Enclosure

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

Time has not altered the basic duties and responsibilities of the majority of our Armed Forces personnel since the very foundation of our country was laid in 1776. The American men and women who have so proudly served - and are currently serving - as Noncommissioned Officers and Petty Officers have been regarded as the backbone of the Armed Forces of the United States for more than two hundred years.

The Congress has by Joint Resolution designated the week commencing with the fourth Monday in June, 1982, as "National NCO/Petty Officer Week."

We all should recognize the great sacrifices and significant contributions made to the Nation by our fellow citizens whose traditional role of service to the Nation as soldiers, sailors, airmen, and marines is older than the Nation itself. Their spirit and devotion to duty is evident in the long list of recipients of the Medal of Honor and other decorations of personal valor. They are the heart of our Armed Forces which sustain our freedom and way of life. The duties they perform in support of our commissioned officers in accomplishing the mission ^{ARE} ~~IS~~ a necessary and permanent part of this country's defense mechanism. Upon their shoulders lies the defense of our Nation.

NOW, THEREFORE, I, RONALD REAGAN, President of the United States of America, do hereby proclaim the week commencing with the fourth Monday in June 1982 as "National

NCO/Petty Officer Week." I call on all Americans to join in honoring Noncommissioned officers and Petty Officers who serve and have served our Nation's defense objectives. And I call on State and local officials and private organizations to observe this week with appropriate ceremonies and activities.

IN WITNESS WHEREOF, I have hereunto set my hand this
day of , in the year of our Lord
nineteen hundred and eighty-two, and of the Independence of
the United States of America the two hundred and sixth.

THE WHITE HOUSE
WASHINGTON

December 8, 1981

TO: Vi - Dodie Livingston's office
FROM: Kathy - Morton Blackwell's office
Room 191 x. 2657

Per our telephone conversation,
I am enclosing this request from
the Non-Commissioned Officers
Association and copies of all the
correspondence we sent up to you.

If it has not been sent, please send
the original to us and we will send
out a pen and picture with the
Presidential message.

Thanks!!

*Non-Commissioned
Officers Association*

THE WHITE HOUSE
WASHINGTON

October 26, 1981

TO: Claudie Korte

FROM: Morton Blackwell's
office

This letter is ready to be
prepared for the President's
signature.

Thank you.

OFFICE OF THE SECRETARY OF DEFENSE

The Special Assistant's Office

23 Oct. 1981

Diane,

We quickly worked
up a slightly different
version that I believe
flows better. See
how you like it

Whitney

R. J. Affourtit
LTC, U. S. Army
Military Assistant

THE WHITE HOUSE
WASHINGTON

October 21, 1981

TO: Ed Hickey

FROM: Morton Blackwell

Per suggestion from Nancy Kennedy, would you please review this draft and make changes, if you see fit.

Thank you.

Maiselle:

Per our conversation:

I would run this by the Military Aide's office (the draft) before having it put in final. Hickey may have other ideas as to language.

Nancy Kennedy

*Pass on to Ed Hickey
per above suggestion.
MB 10/16*

SUGGESTED LETTER

Mr. Normand M. Gonsauls
President
Non Commissioned Officers
Association of the USA
P. O. Box 33610
San Antonio, TX 78233

Dear Mr. Gonsauls:

I am delighted to take this opportunity to commend the Non Commissioned Officers Association for its efforts on behalf of the Armed Forces Pay Act of 1981. The pay structure signed into law will do much to bring about a more equitable compensation for our uniformed men and women and alleviate some of the pay compression suffered over the years by noncommissioned and petty officers.

The Act also will give the military departments greater incentives to work for increased recruitment and retention rates for the All Volunteer Force. I am dedicated to the All Volunteer Force and will continue to work toward its complete success. I am pleased that the Non Commissioned Officers Association joins me in achieving this goal.

This Presidential pen commemorating my signing of the legislation is a mere token of my appreciation of your support.

Sincerely,

SUGGESTED LETTER

Mr. Normand M. Gonsauls
President
Non Commissioned Officers Association of the USA
P.O. Box 33610
San Antonio, TX 78233

Dear Mr. Gonsauls:

I am delighted that I have this opportunity to commend the Non Commissioned Officers Association of the USA (NCOA) for its efforts in behalf of the Armed Forces Pay Act of 1981. The new pay structure signed into law by me this date will do much to bring about a fairer pay comparability for the active, reserve and guard members of the U.S. armed forces and alleviate some of the pay compression suffered over the years by noncommissioned and petty officers.

The Act also will give the military departments greater incentives to work for increased recruitment and retention rates for the All Volunteer Force. I am, of course, dedicated to the AVF and will continue to work toward its complete success. I am pleased that the Non Commissioned Officers Association of the USA (NCOA) joins me in achieving this goal.

Enclosed is a Presidential pen commemorating my signing of the legislation.

Sincerely,

Ronald Reagan

MEMORANDUM

THE WHITE HOUSE

WASHINGTON

October 9, 1981

TO: Max Friedersdorf

FROM: Morton C. Blackwell



Attached is a letter from the International Secretary of the Non Commissioned Officers Association, which was very active in supporting this pay bill in Congress. They request a letter from the President and apen which they want to frame for their headquarters. Their draft of a proposed letter is attached also. I would appreciate it if you could accomodate their request. Attached also is their strong letter to all Senators urging their support of the AWACS sale.

NATIONAL CAPITAL OFFICE

NON COMMISSIONED OFFICERS ASSOCIATION of the UNITED STATES OF AMERICA

STRENGTH IN UNITY

110 Maryland Ave., N.E., Suite 304
Box 43
Washington, D.C. 20002

Telephone (202) 546-7891
546-7892

October 8, 1981

The Honorable Morton Blackwell
Office of Public Liaison
The White House
Washington, D.C. 20500

Dear Morton:

This letter is a follow-up to your conversation of Oct. 6 with "Mack" McKinney concerning The Armed Forces Pay Act of 1981 which was passed by the House and Senate on October 7. It will be in the hands of the President for his signature, perhaps, by the time you receive this request.

The Association was very active in supporting the pay bill and used its full resources to gain favorable consideration in Congress. As Senator Exon wrote to NCOA in a recent letter: "Having the weight of NCOA behind an important piece of legislation such as this is indeed a most helpful endorsement."

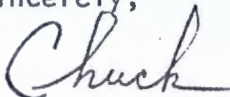
Additionally, many of the arguments offered by the Association to the House and Senate were presented on the floor to gain acceptance of the bill.

In this light, the Association will be honored if the President would recognize the efforts of NCOA by addressing a letter to its president, Normand M. Gonsauls, and enclosing a pen which is symbolic of attesting his signature to the Act. The letter and pen will be framed and suitably displayed in the Association's International Headquarters in San Antonio, Texas.

A suggested letter for the President's signature is attached for your consideration. Mack has taken a few days off asking that I get this letter off to you during his absence.

With warmest regards and gratitude for your continual interest in behalf of the Association and its membership, I am,

Sincerely,



Charles R. Jackson
International Secretary

Encl;

*International Headquarters
NCO ASSOCIATION
P.O. Box 33610
San Antonio, Texas 78233
(512) 653-6161*



NATIONAL CAPITAL OFFICE

NON COMMISSIONED OFFICERS ASSOCIATION of the UNITED STATES OF AMERICA

STRENGTH IN UNITY

110 Maryland Ave., N.E., Suite 304
Box 43
Washington, D.C. 20002

Telephone (202) 546-7891
546-7892

October 8, 1981

Dear Senator:

The Non Commissioned Officers Association of the USA (NCOA), representing more than 250,000 members, is convinced that the sale of the AWACS (Airborne Warning and Control Systems) aircraft is in the best interest of national defense.

The Association has been reluctant to give its undivided support to the sale because it shared some of the concerns expressed by many members of the Senate and House. However, recent developments, coupled with the situation existing in the Middle East since 1978, have overshadowed the controversy demonstrating the need to move forward on the sale.

The United States has realigned its forces to provide permanent defense capability in that strategic area. It is imperative that we have full and equal participation with the Saudis in our efforts to maintain security in the region and, at the same time, recognize Saudi Arabian sovereign interest in their own defense as we have done for the Israelis.

The Association believes the President is offering the proper solution by providing the Saudis with their own defense capability— one that insures U.S. presence for some years yet to come. This can be done without jeopardizing the security of the State of Israel. Most importantly, it will offer the United States prepositioned facilities, equipment and weapons systems in the event our interests are openly threatened requiring the interdiction of U.S. Forces.

The Association urges your favorable consideration of the sale and extends appreciation for your commitment to an adequate defense of the United States and its vital interests abroad.

Sincerely,

Richard W. Johnson, Jr.
National Legislative Director

International Headquarters
NCO ASSOCIATION
P.O. Box 33510
San Antonio, Texas 78233
(512) 653-6161



SERVICE CENTER

514 N. Hill St., Suite F/Oceanside, California 92054/(714) 722-0896

December 29, 1981

President Ronald Reagan
The White House
Washington D.C. 20500

Attention: Mr. Morton Blackwell, Office of Public Liaison

Dear Mr. Blackwell,

Nationwide and overseas the Non-Commissioned Officers Association has grown to nearly 300,000 members representing all branches of the Armed Forces. Our John Wayne Chapter, here in Oceanside, has recently been reactivated with over 2,000 active duty members from the Marine Corps Base At Camp Pendleton, California.

Here in our local service center we have pictures of our leaders and supporters. Since we here at Camp Pendleton are enjoying a love affair with our new Commander-in-Chief, we respectfully request a picture of President Reagan to proudly hang here too. If he would be so kind to sign the picture with "Best Wishes" it would gratefully be appreciated.

*Sent
3/17*

Thank you in advance for your prompt attention in this matter.

Most Sincerely,

A handwritten signature in blue ink that reads 'Robert L. Hammond'. To the right of the signature is a large handwritten checkmark.

Robert L. Hammond
Chief Resident Counsellor

RIH:km

C. A. "Mack" McKinney

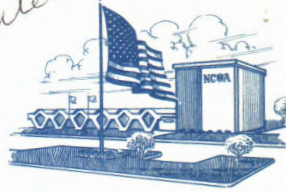
Senior Vice President
Government Affairs
PH (202) 546-7891 or 7892



thought you'd be interested

NCA ASSOCIATION

National Capital Office
Suite 304, Box 43
110 Maryland Ave., N.E.
Washington, D.C. 20002



Non Commissioned Officers Association

of the United States of America

110 Maryland Avenue, N.E., Suite 304, Box 43
Washington, D.C. 20002



"STRENGTH IN UNITY"

Normand M. Gonsauls
President

Robert J. Walker
Vice President

John D. Spooler
International Treasurer

Charles R. Jackson
International Secretary

C.A. "MACK" McKINNEY
SENIOR VICE PRESIDENT
GOVERNMENT AFFAIRS

December 16, 1981

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

Dear Mr. President:

Two recent news releases are disturbing to the Non Commissioned Officers Association of the USA (NCOA) representing 250,000-plus active duty, reserve, national guard, retired and veteran non-commissioned and petty officers. One involves the delay by the Justice Department in applying legal action against young men who are evading draft registration and the other is the Pentagon's proposal to lengthen the obligation of future volunteers entering the military services.

The Association has no objection to the Pentagon suggestion but only if the Administration initiates positive action to insure that draft registration continues and publicly supports the program. Otherwise the Association believes you are placing an unfair burden on young patriotic Americans who wish to serve their country while condoning the practice of ignoring the law requiring others to register in the event of a national emergency.

What is so confusing is the Administration's support for an all volunteer force while placing exceptional demands on those who volunteer for that force. This was obvious when the Administration supported the cessation of unemployment benefits for those who honorably served the Nation in the military services but did not choose to remain in the armed forces. Now, we have a proposal that may extend military obligations while overlooking violations of law perpetrated by young Americans who flaunt the fact in the very face of those who volunteer to serve.

Mr. President
Dec. 16, 1981
Psge 2

NCOA, in consort with the majority of major military and veterans organizations, has asked for your active support of draft registration. It has done so because the condition of the armed forces demand some program that will prepare the Nation for any possible conventional attack on our military forces or the United States. Personal beliefs must be put aside when calculating the risks involved. They are too great to allow one's views to obstruct the necessary action that must be placed in operation in order to provide support for the active and reserve forces. Our Nation must be prepared or, otherwise, its military personnel may be nothing but "cannon fodder."

Many military personnel voted for you. They believe in you. Please, the Association urges you, not to let them down. Endorse draft registration and actively see that those who fail to comply with the law are prosecuted or forced to register. Otherwise, you will see a reverse in the current success of meeting recruiting and retention goals in the all volunteer force.

→ [In closing, the Association is not interested in a response from a subordinate agency that has no control over the issue. It believes this to be so important that it requires your personal attention. The decision rests with you.

Very respectfully,


C.A. "Mack" McKinney



"STRENGTH IN UNITY"

Normand M. Gonsauls
President

Robert J. Walker
Vice President

John D. Spooler
International Treasurer

Charles R. Jackson
International Secretary

Non Commissioned Officers Association

of the United States of America

110 Maryland Avenue, N.E., Suite 304, Box 43
Washington, D.C. 20002

C.A. "MACK" McKINNEY
SENIOR VICE PRESIDENT
GOVERNMENT AFFAIRS

December 14, 1981

Mr. Morton Blackwell
Office of Public Liaison
The White House
Washington, D.C. 20500

Dear Morton:

The Association's president and chief executive officer, Normand M. Gonsauls, will be visiting Washington, D.C. during the period February 1-4, 1981.

I will appreciate any assistance you may provide in setting a date and time, if convenient, to have a photograph taken of him with the President.

With gratitude for your continued interest in the Non Commissioned Officers Association, I am,

Sincerely,

"Mack"
C.A. "Mack" McKinney

Called Mack on 12/18 and explained the President's scheduling policy - not to have meetings with just one veterans leader, but with many - and he hopes we can schedule a big meeting before their national convention in July.

International Headquarters
P.O. Box 33610 * San Antonio, Texas 78233



Communique from: _____

C.A. "Mack" McKinney
Sr. Vice President, Government Affairs
and Chairman of the Board

Non Commissioned Officers Association

NCOA

Morton -

*Thought you'd be
interested.*

Regards,

Mack

" HERITAGE 82 "

Non Commissioned Officers Association

of the United States of America

110 Maryland Avenue, N.E., Suite 304, Box 43
Washington, D.C. 20002



"STRENGTH IN UNITY"

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President

Robert J. Walker
Vice President

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Charles R. Jackson
International Secretary

C.A. "MACK" McKINNEY
SENIOR VICE PRESIDENT
GOVERNMENT AFFAIRS

October 26, 1981

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

Dear Mr. President:

The Non Commissioned Officers Association of the USA (NCOA) is somewhat concerned with members of your Administration who advocate the discontinuance of selective service registration. As well meaning as they believe they are, the idea is contrary to your efforts to rebuild the nation's sagging defenses.

One of the low-points in the defense structure has been the shortage of military manpower. Early in the all-volunteer force years, it was evident that sufficient manpower could not be attracted to the uniformed military. Consequently, the Services had to recruit more civilians at higher salaries to fill noncombatant billets. Today the United States enjoys higher recruitment and retention rates but only because of high unemployment in the civilian sector.

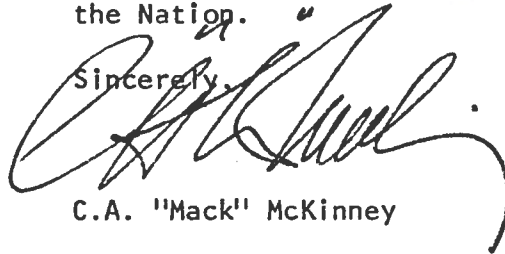
Meanwhile, the nation's economic picture is not good. The defense budget will be cut and increases in planned military manpower will be placed on the back burner. As a result, the United States— already experiencing dramatic shortages in the reserves and national guard— will suffer a greater time lag in getting replacements for the active forces in the event of an aggressive combat move by a nation as strong as the U.S.S.R. Any attempt to curtail the current selective service system will make it worse.

President Reagan
Page 2

The Association, representing 259,000 noncommissioned and petty officers of the U.S. armed forces— 83 percent of which are on active duty with the Army, Navy, Marine Corps, Air Force and Coast Guard— urges you to hold the line on selective service registration.

It is important to our membership because it is important to the Nation.

Sincerely,

A handwritten signature in black ink, appearing to read "C.A. 'Mack' McKinney". The signature is stylized with a large initial "C" and a long, sweeping underline.

C.A. "Mack" McKinney