



UNITED STATES
DEPARTMENT OF THE INTERIOR
OFFICE OF TERRITORIES
WASHINGTON, D.C. 20240

October 3, 1966

Note to Under Secretary Luce:

You'll recall telling me recently of your conversation with John Macy, in which Mr. Macy reported that he'd recently been visited by Ambassador Anderson; that she reported to him that our District Administrators in the Trust Territory are not all that they ought to be; and that she understood Interior was not disposed to get rid of them, because of the complications of the civil service rules. Mr. Macy in turn told you, as I understand it, that we have (or could obtain) considerable freedom to get rid of those we regard as inadequate for the job.

On balance, I would agree with Mrs. Anderson, although in so doing, I would want to qualify most of her statements. Most particularly, some of our District Administrators are excellent in every way; some others do fall short of perfection. For your information, it is likely that Mrs. Anderson's statements were based at least in part on conversations we assume she had with Ross Pritchard of the Peace Corps. He was recently in the Trust Territory, and following his return we invited him over to tell us of his impressions. They are consistent with Mrs. Anderson's comments to Mr. Macy.

In any event, we would find it very convenient if we were to have greater freedom of action in encouraging the departure of some of our Federal employees in the Trust Territory, and we've certainly been to date rigid in our application to them of all of the pertinent civil service laws and regulations. With the thought that we might have overlooked an approach, and particularly that the Chairman of the Civil Service Commission might have the power to give us some kind of special dispensation, we followed up by asking Mr. Terry to talk with a suitable person in Mr. Macy's office. This he did. Such person reported to Mr. Terry that Mr. Macy doubtless meant that, in his judgment, the civil service rules today give full freedom to administrators to deal effectively with their subordinates, in terms of getting rid of those they don't want. Mr. Macy genuinely believes this to be so, he is widely quoted to that effect, and he considers that the Government can, within all the limitations that exist, expeditiously get rid of those it would prefer not to employ. Mr. Macy apparently doesn't have any special authority that would help us here. On the contrary, he seems to have meant to say only that if we use the civil service rules to the fullest extent that we are authorized to do, we can achieve the necessary results.

Presumptuous as it is to disagree in the circumstances, I don't think it's that easy. The people who concern us are not ones who have done anything to give rise to charges. They are guilty of, at most, nonfeassance and nongunghoism. To the extent that we can, we are trying to help many of them find other jobs elsewhere, but our resources for this purpose are limited. So, while we find it useful to know that Mr. Macy is disposed to be helpful to us here, I doubt whether that alone will advance our cause very much.

Mrs. Ruth G. Van Cleve

cc: Mr. Norwood
Assistant Secretary Anderson
Mr. Terry