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THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

September 14, 1989

REMARKS BY THE PRESIDENT
AT THE PRESENTATION OF
SENIOR EXECUTIVE SERVICE PRESIDENTIAL RANK AWARDS

Constitution Hall
Washington, D.C.

2:08.M. EDT

THE PRESIDENT: Thank you all. Thank you Connie Newman and thank you -- my two distinguished Cabinet colleagues, Lou Sullivan and Lauro Cavazos for being here today. I also want to thank at the outset the marvelous music -- the United States Marine Corps. They never fail to inspire, and once again my thanks to you and all of you. (Applause.)

And I do appreciate this warm welcome, your warm greetings. But really we may have this a little backwards today, because, you see, I came over here to applaud you -- you of the senior executive service, and you whose leadership helps make possible the continuing success of the world's greatest experiment in freedom and diversity. And I'd like to take a moment to offer my personal thanks again to Connie Newman for the first-class job that she is doing at OPM. And I'm also glad to recognize, as I did a minute ago, these two Cabinet members -- Lauro Cavazos and Louis Sullivan. I told them, it seems we're going steady lately because we're appearing at so many worthwhile events.

But this is a cheerful occasion, and it's a pleasure to be here really to help honor a talented group of public servants whose contributions all too often do go unrewarded. And I'm thinking of the Defense Department official who was waiting for his annual physical when a young doctor struck up a conversation asking about the Pentagon and his job and so on. And the official said he liked his work, but then he launched into a nasty tirade about Washington weather, expensive housing, government pay. And the doctor heard him out and then wrote a few notes on the form. And nervously the official asked, "Did I do something wrong?" "Oh, no," the doctor answered. "You just passed the psychiatric part of the exam." (Laughter.) But the official then said, "Well, what if I said I had no complaints about the weather or the pay?" And the psychiatrist said, "Well, then we'd have to ask you a few more questions." (Laughter.)

But it's often said that nobody notices when things go right. Well, I notice the oath of office that each of you has taken is not much different from the oath that I took when I signed up for the United States Navy on my 18th birthday, and not much different from the oath that I've taken as President of the United States. And during the years that link those two events, I've held a lifelong belief in the nobility of public service, and a lifetime respect for you who are engaged in this important and honorable work.

And that's why right after I became President you were the first group that I met with outside the White House. And seven months as President have only confirmed what I told you then, that you're one of the most important groups I will ever speak to. And that's why we're back. And that's why we're honoring 63 public servants with the Presidential Rank of Distinguished Executive -- the highest number of gold pins ever awarded. We're also very pleased to welcome today's nearly 300 meritorius winners, marking the first time this presidential ceremony has included this special and very

MORE

talented group.

All these awards represent a great honor, but they also represent something concrete -- cash bonuses totaling more than \$4 million. It's a sound investment -- an investment in people. And it's an investment in excellence. And it's also money well spent -- earned.

But the truth is, for too many years, money for the senior executive service itself simply has not matched the high quality of the people and their efforts. And it sure hasn't kept pace with pay scales in the private sector. And that, in my view, is penny wise and pound foolish. An ever-increasing flood of skilled personnel leaving government service has indeed cost America some of her finest servants, and in the process, some of her best ideas.

We're with you in this battle for a fair shake for America's starting team. In July, we submitted legislation to Congress calling for pay increases of up to 25 percent for SES officials, along with higher salaries for positions requiring specialized and critical skills. And the numbers now on the table call for executive schedule compensation of nearly \$125,000 and bring the top SES salaries up where they belong.

It's not just that you deserve fair wages -- America deserves a system that attracts the best in the land. And when we met here last January I called on you to build a spirit of teamwork between career SES and newly appointed officials. And today we are very pleased with the progress that my administration is making and know that a large part of that success is due to the fact that you've answered that call with energy and certainly with good faith.

Our government works because it is made up of people who try to make their lives count -- people who try to make a difference. And today we honor 349 who did. People like Wade Houk, whose management of the largest prison construction program in history has backed-up law enforcement with something even the drug lords can respect -- concrete and steel. And Stanley Laskowski of EPA who will soon be returning to Poland as part of our pledge to provide environmental assistance abroad.

Our commitment to a new era of educational excellence would be impossible without leaders like Mary Jean LeTendre, who administers programs active in 75 percent of America's elementary schools and who helped develop that Nation At Risk report. And many of you have far-flung responsibilities almost epic in distance and time, like NASA's Richard Petersen, whose programs ranged from understanding global warming to the basic research needed to take us back to the Moon and to Mars and beyond.

There's never enough time to single out each of you, but there is time for me to say that I am proud to be leading a government served by the likes of you. And I will be proud to shake your hands when we finish.

And before leaving, I do want to mention something very close to my heart. And that's community service. And to salute your efforts to give something back to society.

For example, one of today's distinguished executives, John Mullen of AID, showed leadership and initiative after the Armenian earthquake struck, cutting red tape to help speed private relief efforts for the victims.

Over at Interior they've launched the Take Pride in America campaign, coordinating volunteers to protect and enhance our natural resources. The Department of Transportation has bridged generations by adopting both a senior citizens home and an elementary school, enriching the lives of both young and old.

Back at the White House, our staff is encouraged to sign-up for at least one volunteer project each month, whether

repairing low-income housing or answering phones for last week's telethon, you know, the muscular dystrophy telethon. And these kinds of initiatives are vital to our progress as a nation in our fight against homelessness, illiteracy, hunger, loneliness and so many other social problems.

And so I urge you, as I did America's business leaders in June, to make community service central to your daily life and work. The theme of my administration is building a better America, and with commitment, imagination and sometimes daring, you strive to do that every day and have for years -- not because of glamour or power, and certainly not for the pay. You do it because you believe it and because it is the right thing to do.

It's an exciting time to be serving America. The world is changing, and it's changing in part because America has stood steadfast as a beacon, a shining modern example of a system that works and of a people committed to doing the right thing.

Congratulations. You do really have my admiration, my respect and my support. God bless each of you and God bless the America that you serve so well. Thank you very much for letting me come. (Applause.)

END

2:19 P.M. EDT

FILE

REMARKS: PRESIDENTIAL S.E.S. AWARDS
CONSTITUTION HALL -- 2:00 P.M.
THURSDAY, SEPTEMBER 14, 1989

THANK YOU. THANK YOU ALL OF YOU. I APPRECIATE
YOUR WARM GREETINGS. BUT REALLY -- WE MAY HAVE THIS A
LITTLE BACKWARDS TODAY. I HAVE COME HERE TO APPLAUD
YOU -- YOU OF THE SENIOR EXECUTIVE SERVICE -- YOU WHOSE
LEADERSHIP HELPS MAKES POSSIBLE THE CONTINUING SUCCESS
OF THE WORLD'S GREATEST EXPERIMENT IN FREEDOM AND
DIVERSITY.

AND I'D LIKE TO TAKE A MOMENT TO OFFER MY PERSONAL
THANKS TO CONNIE NEWMAN, FOR THE FIRST CLASS JOB
YOU'RE DOING AT O.P.M. I'M ALSO GLAD TO SEE MY TWO
GOOD FRIENDS -- AND OUTSTANDING CABINET MEMBERS --
LAURO CAVAZOS AND LOUIS SULLIVAN.

THIS IS A CHEERFUL OCCASION, AND IT'S A PLEASURE TO BE HERE TO HELP HONOR A TALENTED GROUP OF PUBLIC SERVANTS WHOSE CONTRIBUTIONS, ALL TOO OFTEN, GO UNREWARDED. I'M THINKING OF THE DEFENSE DEPARTMENT OFFICIAL, WHO WAS WAITING FOR HIS ANNUAL PHYSICAL WHEN A YOUNG DOCTOR STRUCK UP A CONVERSATION -- ASKING ABOUT THE PENTAGON AND HIS JOB, AND SO ON. THE OFFICIAL SAID HE LIKED HIS WORK, BUT LAUNCHED INTO A NASTY TIRADE ABOUT WASHINGTON WEATHER, EXPENSIVE HOUSING, AND GOVERNMENT PAY. THE DOCTOR HEARD HIM OUT, THEN WROTE A FEW NOTES ON A FORM.

NERVOUSLY, THE OFFICIAL ASKED: "DID I SAY SOMETHING WRONG?"

"OH, NO," THE DOCTOR ANSWERED. "YOU JUST PASSED THE PSYCHIATRIC PART OF THE EXAM."

"BUT," SAID THE OFFICIAL, "WHAT IF I'D SAID I HAD NO COMPLAINTS ABOUT THE WEATHER OR THE PAY?"

THE PSYCHIATRIST SAID: "THEN WE WOULD HAVE TO ASK YOU A FEW MORE QUESTIONS." [[PAUSE]]

IT'S OFTEN SAID THAT NOBODY NOTICES WHEN THINGS GO RIGHT. WELL, I NOTICE. THE OATH OF OFFICE THAT EACH OF YOU HAS TAKEN IS NOT MUCH DIFFERENT FROM THE OATH I TOOK WHEN SIGNING ON WITH THE NAVY AT AGE 18, AND NOT MUCH DIFFERENT FROM THE OATH I'VE TAKEN AS PRESIDENT. DURING THE YEARS THAT LINK THOSE TWO EVENTS, I'VE HELD A LIFELONG BELIEF IN THE NOBILITY OF PUBLIC SERVICE, AND A LIFETIME OF RESPECT FOR YOU WHO ARE ENGAGED IN THIS IMPORTANT AND HONORABLE WORK.

THAT'S WHY, RIGHT AFTER I BECAME PRESIDENT, YOU WERE THE FIRST GROUP I MET WITH OUTSIDE THE WHITE HOUSE. AND SEVEN MONTHS AS PRESIDENT HAVE ONLY CONFIRMED WHAT I TOLD YOU THEN -- THAT "YOU'RE ONE OF THE MOST IMPORTANT GROUPS I WILL EVER SPEAK TO."

THAT'S WHY WE'RE BACK. AND THAT'S WHY WE ARE HONORING 63 PUBLIC SERVANTS WITH THE PRESIDENTIAL RANK OF "DISTINGUISHED EXECUTIVE" -- THE HIGHEST NUMBER OF GOLD PINS EVER AWARDED. WE'RE ALSO VERY PLEASED TO WELCOME TODAY'S NEARLY 300 "MERITORIOUS" WINNERS -- MARKING THE FIRST TIME THIS PRESIDENTIAL CEREMONY HAS INCLUDED THIS SPECIAL AND TALENTED GROUP.

ALL THESE AWARDS REPRESENT A GREAT HONOR. BUT THEY ALSO REPRESENT SOMETHING CONCRETE -- CASH BONUSES TOTALING MORE THAN FOUR MILLION DOLLARS. IT'S A SOUND INVESTMENT, AN INVESTMENT IN PEOPLE. AND IT'S AN INVESTMENT IN EXCELLENCE.

IT'S ALSO MONEY WELL-SPENT -- MONEY WELL-EARNED. BUT THE TRUTH IS, FOR TOO MANY YEARS MONEY FOR THE SENIOR EXECUTIVE SERVICE SIMPLY HASN'T MATCHED THE HIGH QUALITY OF THE PEOPLE AND THEIR EFFORTS. AND IT SURE HASN'T KEPT PACE WITH PAY SCALES IN THE PRIVATE SECTOR.

THAT'S PENNY WISE AND POUND FOOLISH. AN EVER-INCREASING FLOOD OF SKILLED PERSONNEL LEAVING GOVERNMENT SERVICE HAS COST AMERICA SOME OF HER FINEST SERVANTS AND BEST IDEAS.

WE'RE WITH YOU IN THIS BATTLE FOR A FAIR SHAKE FOR AMERICA'S STARTING TEAM. IN JULY, WE SUBMITTED LEGISLATION TO CONGRESS CALLING FOR PAY INCREASES OF UP TO 25 PERCENT FOR S.E.S. OFFICIALS, ALONG WITH HIGHER SALARIES FOR POSITIONS REQUIRING SPECIALIZED AND CRITICAL SKILLS. THE NUMBERS NOW ON THE TABLE CALL FOR EXECUTIVE SCHEDULE COMPENSATION OF NEARLY \$125,000 -- AND BRING TOP S.E.S. SALARIES UP WHERE THEY BELONG.

IT'S NOT JUST THAT YOU DESERVE FAIR WAGES. AMERICA DESERVES A SYSTEM THAT ATTRACTS THE BEST IN THE LAND.

WHEN WE MET HERE IN JANUARY, I CALLED ON YOU TO BUILD A "SPIRIT OF TEAMWORK" BETWEEN CAREER S.E.S. AND NEWLY APPOINTED OFFICIALS. TODAY WE'RE VERY PLEASED WITH THE PROGRESS MY ADMINISTRATION IS MAKING, AND KNOW THAT A LARGE PART OF THAT SUCCESS IS DUE TO THE FACT THAT YOU'VE ANSWERED THAT CALL WITH ENERGY AND GOOD FAITH.

OUR GOVERNMENT WORKS BECAUSE IT IS MADE UP OF PEOPLE WHO TRY TO MAKE THEIR LIVES COUNT -- PEOPLE WHO TRY TO MAKE A DIFFERENCE. TODAY WE HONOR 349 WHO DID.

BACK AT THE WHITE HOUSE, OUR STAFF IS ENCOURAGED TO SIGN UP FOR AT LEAST ONE VOLUNTEER PROJECT EACH MONTH, WHETHER REPAIRING LOW-INCOME HOUSING OR ANSWERING PHONES FOR LAST WEEK'S MUSCULAR DYSTROPHY TELETHON. THESE KINDS OF INITIATIVES ARE VITAL TO OUR PROGRESS AS A NATION, IN OUR FIGHT AGAINST HOMELESSNESS, ILLITERACY, HUNGER, LONELINESS AND OTHER SOCIAL PROBLEMS. I URGE YOU -- AS I DID AMERICA'S BUSINESS LEADERS IN JUNE -- TO MAKE COMMUNITY SERVICE CENTRAL TO YOUR DAILY LIFE AND WORK.

THE THEME OF MY ADMINISTRATION IS "BUILDING A BETTER AMERICA." WITH COMMITMENT, IMAGINATION, AND SOMETIMES DARING -- YOU STRIVE TO DO THAT EVERY DAY, AND HAVE FOR YEARS. NOT BECAUSE OF GLAMOUR OR POWER. AND CERTAINLY NOT FOR THE PAY. YOU DO IT BECAUSE YOU BELIEVE IT, BECAUSE IT'S THE RIGHT THING TO DO.

IT'S AN EXCITING TIME TO BE SERVING AMERICA. THE WORLD IS CHANGING. IT'S CHANGING IN PART BECAUSE AMERICA HAS STOOD STEADFAST AS A BEACON -- A SHINING, MODERN EXAMPLE OF A SYSTEM THAT WORKS -- AND OF A PEOPLE COMMITTED TO DOING THE RIGHT THING.

CONGRATULATIONS. YOU HAVE MY ADMIRATION, MY
RESPECT, AND MY SUPPORT. GOD BLESS EACH OF YOU. AND
GOD BLESS THE AMERICA YOU SERVE SO WELL. THANK YOU.

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WHITE HOUSE STAFFING MEMORANDUM

DATE: 9-11-89 ACTION/CONCURRENCE/COMMENT DUE BY: --

SUBJECT: REMARKS FOR THE PRESIDENTIAL S.E.S. AWARDS

	ACTION FYI			ACTION FYI	
VICE PRESIDENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MCCLURE	<input type="checkbox"/>	<input checked="" type="checkbox"/>
SUNUNU	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NEWMAN	<input type="checkbox"/>	<input type="checkbox"/>
SCOWCROFT	<input type="checkbox"/>	<input type="checkbox"/>	PORTER	<input type="checkbox"/>	<input checked="" type="checkbox"/>
DARMAN	<input type="checkbox"/>	<input checked="" type="checkbox"/>	STUDDERT	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BATES	<input type="checkbox"/>	<input checked="" type="checkbox"/>	UNTERMEYER	<input type="checkbox"/>	<input type="checkbox"/>
BREEDEN	<input type="checkbox"/>	<input type="checkbox"/>	<u>ROGERS</u>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>WINSTON</u>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CICCONI	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>PINCKERTON</u>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
DEMAREST	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>PETERSMEYER</u>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
FITZWATER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u> </u>	<input type="checkbox"/>	<input type="checkbox"/>
GRAY	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u> </u>	<input type="checkbox"/>	<input type="checkbox"/>
HAGIN	<input type="checkbox"/>	<input type="checkbox"/>	<u> </u>	<input type="checkbox"/>	<input type="checkbox"/>

REMARKS: The attached has been forwarded to the President.

RESPONSE:

James W. Cicconi
Assistant to the President
and Deputy to the Chief of Staff
Ext. 2702

THE WHITE HOUSE
WASHINGTON

SEP 11 1989

September 8, 1989

INFORMATION

MEMORANDUM FOR THE PRESIDENT

THROUGH: CHRISS WINSTON *aw*

FROM: EDWARD McNALLY *EM*

SUBJECT: REMARKS FOR THE PRESIDENTIAL S.E.S. AWARDS

I. SUMMARY

Attached for your consideration and review are draft remarks for the Presidential Senior Executive Service (S.E.S.) awards.

II. DISCUSSION

At 2:00 p.m. on Thursday, September 14, 1989, you are scheduled to arrive at Constitution Hall to address an audience of approximately 2,000 at the Presidential S.E.S. awards.

The suggested remarks emphasize your respect for career civil servants, your appreciation for their teamwork with your Administration, and your commitment to fostering a tradition of community service by federal officials and employees.

(McNally/Simon)
Sept. 8, 1989, 5:00 p.m.
Draft Four (SES)

PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS
CONSTITUTION HALL -- 2:00 P.M.
THURSDAY, SEPTEMBER 14, 1989

Thank you. Thank you all of you. I appreciate your warm greetings. But really -- we may have this a little backwards today. I have come here to applaud you -- you of the Senior Executive Service -- you whose leadership helps makes possible the continuing success of the world's greatest experiment in freedom and diversity.

And I'd like to take a moment to offer my personal thanks to Connie Newman, for the first class job you're doing at OPM.

This is a cheerful occasion, and it's a pleasure to be here to help honor a talented group of public servants whose contributions, all too often, go unrewarded. I'm thinking of the Defense Department official, who was waiting for his annual physical when a young doctor struck up a conversation -- asking about the Pentagon and his job, and so on. The official said he liked his work, but launched into a nasty tirade about Washington weather, expensive housing, and government pay. The doctor heard him out, then wrote a few notes on a form.

Nervously, the official asked: "Did I say something wrong?"

"Oh, no," the doctor answered. "You just passed the psychiatric part of the exam."

"But," said the official, "what if I'd said I had no complaints about the weather or the pay?"

The psychiatrist said: "Then we would have to ask you a few more questions." [[PAUSE]]

It's often said that nobody notices when things go right. Well, I notice. The oath of office that each of you has taken is not much different from the oath I took when signing on with the Navy at age 18, and not much different from the oath I've taken as President. During the years that link those two events, I've held a lifelong belief in the nobility of public service, and a lifetime of respect for you who are engaged in this important and honorable work.

That's why, right after I became President, you were the first group I met with outside the White House. And seven months as President have only confirmed what I told you then -- that "you're one of the most important groups I will ever speak to."

That's why we're back. And that's why we are honoring 63 public servants with the Presidential Rank of "Distinguished Executive" -- the highest number of gold pins ever awarded. We're also very pleased to welcome today's nearly 300 "Meritorious" winners -- marking the first time this presidential ceremony has included this special and talented group.

All these awards represent a great honor. But they also represent something concrete -- cash bonuses totaling more than four million dollars. It's a sound investment, an investment in people. And it's an investment in excellence.

It's also money well-spent -- money well-earned. But the truth is, for too many years money for the Senior Executive

Service simply hasn't matched the high quality of the people and their efforts. And it sure hasn't kept pace with pay scales in the private sector.

That's penny wise and pound foolish. An ever-increasing flood of skilled personnel leaving government service has cost America some of her finest servants and best ideas.

We're with you in this battle for a fair shake for America's starting team. In July, we submitted legislation to Congress calling for pay increases of up to 25 percent for S.E.S. officials, along with higher salaries for positions requiring specialized and critical skills. The numbers now on the table call for Executive Schedule compensation of nearly \$125,000 -- and bring top S.E.S. salaries where they belong.

It's not just that you deserve fair wages. America deserves a system that attracts the best in the land.

When we met here in January, I called on you to build a "spirit of teamwork" between career S.E.S. and newly appointed officials. Today we're very pleased with the progress my Administration is making, and know that a large part of that success is due to the fact that you've answered that call with energy and good faith.

Our government works because it is made up of people who try to make their lives count -- people who try to make a difference. Today we honor 349 who did.

People like Wade Houk, whose management of the largest prison construction program in history has backed up law

enforcement with something even the drug lords can respect -- concrete and steel. And Stanley Laskowski of the E.P.A., who will soon be returning to Poland as part of our pledge to provide environmental assistance abroad.

Our commitment to a new era of educational excellence would be impossible without leaders like Mary Jean LeTendre, who administers programs active in 75 percent of America's elementary schools, and who helped develop the Nation At Risk report.

~~Others have helped bring about dramatic breakthroughs, like~~

~~Ambassador Peter Murphy's successful conclusion of the historic trade agreement with our Canadian neighbors.~~ And many of you have far-flung responsibilities almost epic in distance and time, like NASA's Richard Petersen, whose programs range from understanding global warming to the basic research needed to take us back to the Moon, to Mars and beyond.

There's never enough time to single out each of you. But there is time for me to say that I am proud to be leading a government served by the likes of you, and I will be proud to shake your hands when we finish.

Before leaving you today, I want to mention something close to my heart -- community service -- and to salute your efforts to "give something back" to society.

For example, one of today's "Distinguished Executives," John Mullen of A.I.D., showed leadership and initiative after the Armenian earthquake struck, cutting red tape to help speed private relief efforts for the victims. Over at Interior,

they've launched the "Take Pride In America" campaign, coordinating volunteers to protect and enhance our natural resources. The Department of Transportation has bridged generations by adopting both a senior citizens home and an elementary school, enriching the lives of both young and old.

Back at the White House, our staff is encouraged to sign up for at least one volunteer project each month, whether repairing low-income housing or answering phones for last week's Muscular Dystrophy telethon. These kinds of initiatives are vital to our progress as a nation, in our fight against homelessness, illiteracy, hunger, loneliness and other social problems. I urge you -- as I did America's business leaders in June -- to make community service central to your daily life and work.

The theme of my Administration is "Building a Better America." With commitment, imagination, and sometimes daring -- you strive to do that every day, and have for years. Not because of glamour or power. And certainly not for the pay. You do it because you believe it, because it's the right thing to do.

It's an exciting time to be serving America. The world is changing. It's changing in part because America has stood steadfast as a beacon -- a shining, modern example of a system that works -- and of a people committed to doing the right thing.

Congratulations. You have my admiration, my respect, and my support. God bless each of you. And God bless the America you serve so well. Thank you.

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It's an exciting time to be serving America. The world is changing. It's changing in part because America has stood steadfast as a beacon -- a shining, modern example of a system that works -- and of a people committed to doing the right thing.

Congratulations. You have my admiration, my respect, and my support. God bless each of you. And God bless the America you serve so well. Thank you.

#

(McNally/Simon)
Sept. 8, 1989, 4:00 p.m.
Draft Three (SES)

PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS
CONSTITUTION HALL
THURSDAY, SEPTEMBER 14, 1989

Thank you. Thank you all of you. I appreciate your warm greetings. But really -- we may have this a little backwards today. I have come here to applaud you -- you of the Senior Executive Service -- you whose leadership helps makes possible the continuing success of the world's greatest experiment in freedom and diversity.

And I'd like to take a moment to offer my personal thanks to Connie Newman, for the first class job you're doing at OPM.

This is a cheerful occasion, and it's a pleasure to be here to help honor a talented group of public servants whose contributions, all too often, go unrewarded. I'm thinking of the Defense Department official, who was waiting for his annual physical when a young ^{doctor} intern struck up a conversation -- asking about the Pentagon and his job, and so on. The official said he liked his work, but launched into a nasty tirade about Washington weather, expensive housing, and government pay. The doctor heard him out, then wrote a few notes on a form.

Nervously, the official asked: "Did I say something wrong?"

"Oh, no," the doctor answered. "You just passed the psychiatric part of the exam."

"But," said the official, "what if I'd said I had no complaints about the weather or the pay?"

The psychiatrist said: "Then we would have to ask you a few more questions." [[PAUSE]]

It's often said that nobody notices when things go right. Well, I notice. The oath of office that each of you has taken is not much different from the oath I took when signing on with the Navy at age 18, and not much different from the oath I've taken as President. During the years that link those two events, I've held a lifelong belief in the nobility of public service, and a lifetime of respect for you who are engaged in this important and honorable work.

That's why, right after I became President, you were the first group I met with outside the White House. And seven months as President have only confirmed what I told you then -- that "you're one of the most important groups I will ever speak to."

That's why we're back. And that's why we are honoring 63 public servants with the Presidential Rank of "Distinguished Executive" -- the highest number of gold pins ever awarded. We're also very pleased to welcome today's nearly 300 "Meritorious" winners -- marking the first time this presidential ceremony has included this special and talented group.

All these awards represent a great honor. But they also represent something concrete -- cash bonuses totaling more than four million dollars. It's a sound investment, an investment in people. And it's an investment in excellence.

It's also money well-spent -- money well-earned. But the truth is, for too many years money for the Senior Executive

*Porter-types
language
added
here*

*emphasis
on \$\$\$
reduced here*

Service simply hasn't matched the high quality of the people and their efforts. And it sure hasn't kept pace with pay scales in the private sector.

That's penny wise and pound foolish. An ever-increasing flood of skilled personnel leaving government service has cost America some of her finest servants and best ideas.

We're with you in this battle for a fair shake for America's starting team. In July, we submitted legislation to Congress calling for pay increases of up to 25 percent for S.E.S. officials, along with higher salaries for positions requiring specialized and critical skills. The numbers now on the table call for Executive Schedule compensation of nearly \$125,000 -- and bring top S.E.S. salaries where they belong.

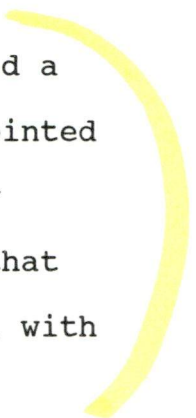
It's not just that you deserve fair wages. America deserves a system that attracts the best in the land.

When we met here in January, I called on you to build a "spirit of teamwork" between career S.E.S. and newly appointed officials. Today we're very pleased with the progress my Administration is making, and know that a large part of that success is due to the fact that you've answered that call with energy and good faith.

Our government works because it is made up of people who try to make their lives count -- people who try to make a difference. Today we honor 349 who did.

People like Wade Houk, whose management of the largest prison construction program in history has backed up law

Add Porter language



enforcement with something even the drug lords can respect -- concrete and steel. And Stanley Laskowski of the E.P.A., who will soon be returning to Poland as part of our pledge to provide environmental assistance abroad.

Our commitment to a new era of educational excellence would be impossible without leaders like Mary Jean LeTendre, who administers programs active in 75 percent of America's elementary schools, and who helped develop the Nation At Risk report.

D2 Others have helped bring about dramatic breakthroughs, like Ambassador Peter Murphy's successful conclusion of the historic trade agreement with our Canadian neighbors. And many of you have farflung responsibilities almost epic in distance and time, like NASA's Richard Petersen, whose programs range from understanding global warming to the basic research needed to take us back to the Moon, to Mars and beyond.

There's never enough time to single out each of you. But there is time for me to say that I am proud to be leading a government served by the likes of you, and I will be proud to shake your hands when we finish.

Before leaving you today, I want to mention something close to my heart -- community service -- and to salute your efforts to "give something back" to society.

D2 For example, one of today's "Distinguished Executives," John Mullen of A.I.D., ^{whose} ~~has taken a leadership role in coordinating~~ ^{has helped speed supplies} private sector initiatives, such as the wellspring of efforts to aid the victims of the Armenian earthquake. Over at Interior,

they've launched the "Take Pride In America" campaign, coordinating volunteers to protect and enhance our natural resources. The Department of Transportation has bridged generations by adopting both a senior citizens home and an elementary school, enriching the lives of both young and old.

Back at the White House, our staff is encouraged to sign up for at least one volunteer project each month, whether repairing low-income housing or answering phones for last week's Muscular Dystrophy telethon. These kinds of initiatives are vital to our progress as a nation, in our fight against homelessness, illiteracy, hunger, loneliness and other social problems. I urge you -- as I did America's business leaders in June -- to make community service central to your daily life and work.

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WHITE HOUSE STAFFING MEMORANDUM

9/5/89

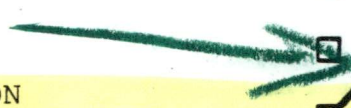
9/6/89 4:00 PM

DATE: _____ ACTION/CONCURRENCE/COMMENT DUE BY: _____

SUBJECT: PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS

	ACTION FYI			ACTION FYI	
VICE PRESIDENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MCCLURE	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SUNUNU	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NEWMAN	<input type="checkbox"/>	<input type="checkbox"/>
SCOWCROFT	<input type="checkbox"/>	<input type="checkbox"/>	PORTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DARMAN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	STUDDERT	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BATES	<input checked="" type="checkbox"/>	<input type="checkbox"/>	UNTERMEYER	<input type="checkbox"/>	<input type="checkbox"/>
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CARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	WINSTON	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
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HAGIN	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>

N/C



REMARKS:

Please forward any comments directly to Chriss Winston, Rm. 122, x2930, no later than Wednesday, September 6, at 4:00 PM, with a copy to my office. Thank you.

89 SEP 5 49:02

RESPONSE:

James W. Cicconi
Assistant to the President
and Deputy to the Chief of Staff
Ext. 2702

Sept
39 AUG 1 P 6:25

(McNally/Simon)
Sept. 1, 1989, 6:05 p.m.
Draft Two (SES)

PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS
CONSTITUTION HALL
THURSDAY, SEPTEMBER 14, 1989

It's a pleasure to be here and thank you
Thank you, Connie [[NEWMAN]], ~~for that warm introduction,~~
and for the first class job you're doing at OPM.

And thank you -- all of you. I appreciate your warm greetings. But really -- we may have this a little backwards today. I have come here to applaud you -- you of the Senior Executive Service -- you whose leadership helps makes possible the continuing success of the world's greatest experiment in freedom and diversity.

This is a happy looking group, and frankly, it's got me a little concerned. I'm thinking of the Defense Department official, who was waiting for his annual physical when a young intern struck up a conversation -- asking about the Pentagon and his job, and so on. The official launched into a nasty tirade about Washington, the weather, housing, and government pay. The doctor heard him out, then wrote a few notes on a form.

Nervously, the official asked: "Did I say something wrong?"

"Oh, no," the doctor answered. "You just passed the psychiatric part of the exam."

"But," said the official, "what if I'd said I loved everything about my job?"

The psychiatrist said: "Then we would have to ask you a few more questions." [[PAUSE]]

It's often said that nobody notices when things go right. Well, I notice. That's why, right after I became President, you were the first group I met with outside the White House. And seven months as President have only confirmed what I told you back in January -- that "you're one of the most important groups I will ever speak to."

That's why we're back. And that's why we are honoring 63 public servants with the Presidential Rank of "Distinguished Executive" -- the highest number of (gold pins)[?] ever awarded. We're also very pleased to welcome today's nearly 300 "Meritorious" winners -- marking the first time this presidential ceremony has included this special and talented group.

All these awards represent a great honor. But they also represent something concrete -- cash in hand. Each of these deserving leaders is being awarded ~~from 10 to~~ ^{either} ~~20~~ ^{or} thousand dollars in cash -- more than four million dollars all told.

It's an investment in people. And it's an investment in excellence.

It's also money well-spent -- money well-earned. But the truth is, for too many years ~~the~~ money for ^{the} Senior Executive Service simply hasn't matched ~~up with~~ the high quality of the people and their efforts. And it sure hasn't kept pace with pay scales in the private sector.

~~This is a recent and wrong-headed tradition,~~ that's penny wise and pound foolish. An ever-increasing flood of skilled

personnel leaving government service has cost America some of her finest servants and best ideas.

~~As a college official once advised -- if you want a track team to win the high jump, you find one person who can jump seven feet -- not seven people who can jump one foot.~~

We're with you in this battle for a fair shake for America's starting team. In July, we submitted legislation to Congress calling for pay increases of up to 25 percent for S.E.S. officials, along with higher salaries for positions requiring specialized and critical skills. The numbers now on the table call for Executive Schedule compensation of nearly \$125,000 -- and ~~for the first time~~ ^{step} bring top S.E.S. salaries where they belong.

It's not just that you deserve fair wages. America deserves a system that attracts the best in the land.

Our government works because it is made up of people who try to make their lives count -- people who try to make a difference. Today we honor 349 who did.

People like Wade Houk, whose management of the largest prison construction program in history has backed up law enforcement with something even the drug lords can respect -- concrete and steel. And Stanley Laskowski of the E.P.A., who will soon be returning to Poland as part of our pledge to provide environmental assistance abroad.

Our commitment to a new era of educational excellence would be impossible without leaders like Mary Jean LeTendre, who

BS dk

Frank Hadsoil

administers programs active in 75 percent of America's elementary schools, and who helped develop the Nation At Risk report.

Others have fought federal fraud and abuse, like the work Derek Vander Schaaf has done at Defense to ensure that our armed forces remain second to none, ~~and get the best America has to offer.~~

And many of you have farflung responsibilities almost epic in distance and time, like NASA's Richard Petersen, whose ~~programs~~ ^{activities} range from understanding global warming to the basic research needed to take us back to the Moon, ^{to} ~~and~~ Mars and beyond.

There's never enough time to single ^{each of you but there is time for} ~~out all the deserving.~~
~~me to say that~~
~~But we have read your citations.~~ And let me say this: I am proud to be leading a government served by the likes of you, and I will be proud to shake your hands when we finish.

Before leaving you today, I want to mention something close to my heart -- ~~volunteerism~~ ^{community service} -- and to salute your efforts to "give something back" to society.

Over at Interior, for example, there's the "Take Pride In America" campaign, coordinating volunteers to protect and enhance our natural resources. At G.S.A., the employees have adopted a school and are using their professional skills to refurbish worn-out facilities. The Department of Transportation has bridged generations by adopting both a senior citizens home and an elementary school, ~~an innovation that has served to enrich both.~~ ^{enriching the lives of both young and old.}

And back at the White House, our staff is encouraged to sign up for at least one volunteer project each month, whether repairing low-income housing or answering phones for last week's

?

BS - ok.

as a nation in our fight against homelessness, illiteracy, hunger, loneliness and other social problems.

5

Muscular Dystrophy telethon. These kinds of initiatives are vital to our progress, and I urge you -- as I did America's business leaders in June -- to ~~consider~~ ^{make} community service ~~in~~ ^{central to} ~~your daily life and work.~~ ~~hiring, compensation, and promotion decisions.~~

The theme of my Administration is "Building a Better America." With commitment, imagination, and sometimes daring -- you strive to do that every day, and have for years. Not because of glamour or power. And certainly not for the pay. You do it because you believe it, because it's the right thing to do.

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#

THE WHITE HOUSE

WASHINGTON

September 7, 1989

MEMORANDUM FOR CHRISS WINSTON

FROM: ROGER B. PORTER *RBP*

SUBJECT: Presidential Remarks: Presidential S.E.S.
Awards

I have reviewed the draft remarks for the President to give at the S.E.S. Awards Ceremony at Constitution Hall. The two best things about the draft remarks are the recognition they give to certain individuals for the innovations that they have undertaken and the contributions they have made.

Secondly, I like the tribute to the volunteerism programs that is found near the end of the speech.

What this speech lacks in its current form, however, is adequate attention to the nobility of public service. One can get the feeling that the President is distressed because the inability of Federal pay to increase is causing the Federal ranks to be depleted. Given the fact that we are probably not going to get the pay increases that we would all like for Senior Executive Service personnel, rather than dwelling on it, it seems to me that we ought to use this speech more as an occasion to talk about how pleased he is with the progress that his Administration is making, and that a large part of it is due to the teamwork that has existed between his appointees and career civil servants.

Many career civil servants feel as if they are forgotten or inadequately appreciated. This is an opportunity for him to tell them that he considers them an important part of his team.

It is also an opportunity for him to reiterate his belief in the nobility of public service, and that these people are engaged in an important and noble work. We are never going to be able to pay Senior Executive Servants all that we would like, but we can give them a good deal of psychic income by letting them know that what they do is not only valued but also important. Hearing this from the President of the United States, I think, could make a big difference for many of them.

89 SEP 7 12:12

Specifically, at the bottom of page 2, I would not refer to the pay issue as a recent and "wrong-headed tradition." Referring to it as a tradition is inaccurate. I would simply recommend deleting that sentence.

If you have any questions or if I can be helpful in any way, please let me know.

cc: James W. Cicconi

WHITE HOUSE STAFFING MEMORANDUM

DATE: 9/5/89 ACTION/CONCURRENCE/COMMENT DUE BY: 9/6/89 4:00 PM

SUBJECT: PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS

	ACTION FYI			ACTION FYI	
VICE PRESIDENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MCCLURE	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SUNUNU	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NEWMAN	<input type="checkbox"/>	<input type="checkbox"/>
SCOWCROFT	<input type="checkbox"/>	<input type="checkbox"/>	PORTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DARMAN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	STUDDERT	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BATES	<input checked="" type="checkbox"/>	<input type="checkbox"/>	UNTERMAYER	<input type="checkbox"/>	<input type="checkbox"/>
BREEDEN	<input type="checkbox"/>	<input type="checkbox"/>	ROGERS	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	WINSTON	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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GRAY	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
HAGIN	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>

REMARKS:

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RESPONSE:

James W. Cicconi
 Assistant to the President
 and Deputy to the Chief of Staff
 Ext. 2702

(McNally/Simon)
Sept. 1, 1989, 6:05 p.m.
Draft Two (SES)

Sept
~~39 AUG~~ 1 P 6:25

PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS
CONSTITUTION HALL
THURSDAY, SEPTEMBER 14, 1989

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To CW
Date 9/8 Time 9:15

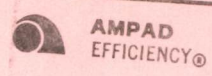
WHILE YOU WERE OUT

M Denise
of Bates etc.
Phone RE: SES Awards

Area Code	Number	Extension
TELEPHONED	<input checked="" type="checkbox"/>	PLEASE CALL
CALLED TO SEE YOU	<input type="checkbox"/>	WILL CALL AGAIN
WANTS TO SEE YOU	<input type="checkbox"/>	URGENT
RETURNED YOUR CALL		

Message OPM called
& is very concerned
about joke @ the
beginning. may
offend the group.

Operator _____



THE WHITE HOUSE
WASHINGTON

September 5, 1989

MEMORANDUM FOR CHRISS WINSTON

FROM: LEE S. LIBERMAN *LL*
ASSOCIATE COUNSEL TO THE PRESIDENT

SUBJECT: SES Awards

Counsel's Office advises deletion of the last portion of the first full sentence on p. 5 beginning "and I urge you" and ending with "promotion decisions". In most civil service jobs, community service would not be a permissible factor under the law to consider in making those decisions.

On p. 3, second full paragraph, last sentence, query whether the numbers on the table really "for the first time" bring top S.E.S. salaries where they belong. I would recommend leaving out "for the first time."

cc: Jim Cicconi

89 SEP 7 P2:45

WHITE HOUSE STAFFING MEMORANDUM

DATE: 9/5/89 ACTION/CONCURRENCE/COMMENT DUE BY: 9/6/89 4:00 PM

SUBJECT: PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS

	ACTION FYI			ACTION FYI	
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SUNUNU	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NEWMAN	<input type="checkbox"/>	<input type="checkbox"/>
SCOWCROFT	<input type="checkbox"/>	<input type="checkbox"/>	PORTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DARMAN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	STUDDERT	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BATES	<input checked="" type="checkbox"/>	<input type="checkbox"/>	UNTERMAYER	<input type="checkbox"/>	<input type="checkbox"/>
BREEDEN	<input type="checkbox"/>	<input type="checkbox"/>	ROGERS	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	WINSTON	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CICCONI	<input type="checkbox"/>	<input checked="" type="checkbox"/>	PINKERTON	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DEMAREST	<input checked="" type="checkbox"/>	<input type="checkbox"/>	PETERSMEYER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
FITZWATER	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
GRAY	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
HAGIN	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>

REMARKS:

Please forward any comments directly to Chriss Winston, Rm. 122, x2930, no later than Wednesday, September 6, at 4:00 PM, with a copy to my office. Thank you.

RESPONSE:

*See Comments.
9/6/89*

89 SEP 6 3:18 PM

James W. Cicconi
 Assistant to the President
 and Deputy to the Chief of Staff
 Ext. 2702

(McNally/Simon)
Sept. 1, 1989, 6:05 p.m.
Draft Two (SES)

Sept
~~39 AUG~~ 1 P6:25

PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS
CONSTITUTION HALL
THURSDAY, SEPTEMBER 14, 1989

Thank you, Connie [[NEWMAN]], for that warm introduction, and for the first class job you're doing at OPM.

And thank you -- all of you. I appreciate your warm greetings. But really -- we may have this a little backwards today. I have come here to applaud you -- you of the Senior Executive Service -- you whose leadership helps makes possible the continuing success of the world's greatest experiment in freedom and diversity.

This is a happy looking group, and frankly, it's got me a little concerned. I'm thinking of the Defense Department official, who was waiting for his annual physical when a young intern struck up a conversation -- asking about the Pentagon and his job, and so on. The official launched into a nasty tirade about Washington, the weather, housing, and government pay. The doctor heard him out, then wrote a few notes on a form.

Nervously, the official asked: "Did I say something wrong?"

"Oh, no," the doctor answered. "You just passed the psychiatric part of the exam."

"But," said the official, "what if I'd said I loved everything about my job?"

The psychiatrist said: "Then we would have to ask you a few more questions." [[PAUSE]]

It's often said that nobody notices when things go right. Well, I notice. That's why, right after I became President, you were the first group I met with outside the White House. And seven months as President have only confirmed what I told you back in January -- that "you're one of the most important groups I will ever speak to."

That's why we're back. And that's why we are honoring 63 public servants with the Presidential Rank of "Distinguished Executive" -- the highest number of ~~gold pins ever awarded.~~ *distinguished winners ever selected.* We're also very pleased to welcome today's nearly 300 "Meritorious" winners -- marking the first time this presidential ceremony has included this special and talented group.

All these awards represent a great honor. But they also represent something concrete -- cash in hand. Each of these deserving leaders is being awarded ~~from 10 to~~ *either* 20 thousand dollars *or* ~~in cash~~ -- more than four million dollars all told.

It's an investment in people. And it's an investment in excellence.

It's also money well-spent -- money well-earned. But the truth is, for too many years ~~the~~ *the* money for Senior Executive Service simply hasn't matched up with the high quality of the people and their efforts. And it sure hasn't kept pace with pay scales in the private sector.

This is a recent and wrong-headed tradition that's penny wise and pound foolish. An ever-increasing flood of skilled

personnel leaving government service has cost America some of her finest servants and best ideas.

As a college official once advised -- if you want a track team to win the high jump, you find one person who can jump seven feet -- not seven people who can jump one foot.

We're with you in this battle for a fair shake for America's starting team. In July, we submitted legislation to Congress calling for pay increases of up to 25 percent for S.E.S. officials, along with higher salaries for positions requiring specialized and critical skills. The numbers now on the table call for Executive Schedule compensation of nearly \$125,000 -- and for the first time bring top S.E.S. salaries where they belong.

It's not just that you deserve fair wages. America deserves a system that attracts the best in the land.

Our government works because it is made up of people who try to make their lives count -- people who try to make a difference. Today we honor 349 who did.

People like Wade Houk, whose management of the largest prison construction program in history has backed up law enforcement with something even the drug lords can respect -- concrete and steel. And Stanley Laskowski of the E.P.A., who will soon be returning to Poland as part of our pledge to provide environmental assistance abroad.

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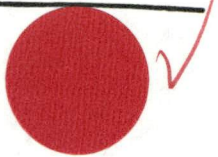
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#



WHITE HOUSE STAFFING MEMORANDUM

9/5/89

9/6/89 4:00 PM

DATE: _____ ACTION/CONCURRENCE/COMMENT DUE BY: _____

SUBJECT: PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS

	ACTION FYI			ACTION FYI	
VICE PRESIDENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MCCLURE	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SUNUNU	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NEWMAN	<input type="checkbox"/>	<input type="checkbox"/>
SCOWCROFT	<input type="checkbox"/>	<input type="checkbox"/>	PORTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DARMAN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	STUDDERT	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BATES	<input checked="" type="checkbox"/>	<input type="checkbox"/>	UNTERMAYER	<input type="checkbox"/>	<input type="checkbox"/>
BREEDEN	<input type="checkbox"/>	<input type="checkbox"/>	ROGERS	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	WINSTON	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CICCONI	<input type="checkbox"/>	<input checked="" type="checkbox"/>	PINKERTON	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DEMAREST	<input checked="" type="checkbox"/>	<input type="checkbox"/>	PETERSMEYER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
FITZWATER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
GRAY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
HAGIN	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>

REMARKS:

Please forward any comments directly to Chriss Winston, Rm. 122, x2930, no later than Wednesday, September 6, at 4:00 PM, with a copy to my office. Thank you.

89 SEP 5 P3:14

RESPONSE:

James W. Cicconi
 Assistant to the President
 and Deputy to the Chief of Staff
 Ext. 2702

Sept
39 ~~AUG~~ 1 P 6:25

(McNally/Simon)
Sept. 1, 1989, 6:05 p.m.
Draft Two (SES)

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This is a recent and wrong-headed ~~tradition~~ tradition that's penny wise and pound foolish. An ever-increasing flood of skilled

practice
 (If it's all that "recent" it can't be much of a "tradition")

eight

personnel leaving government service has cost America some of her finest servants and best ideas.

What's the relevance of this grip?

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reinforced

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The fulfillment of

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responsibilities should be measured in "and time"

And many of you have farflung responsibilities ~~almost epic in distance and time~~, like NASA's Richard Petersen, whose ~~programs~~ ^{activities} range from understanding global warming to the basic research needed to take us back to the Moon ^{to} and Mars and beyond.

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does not follow

~~But we have read your citations.~~ And let me say this: I am ^{people} proud to be leading a government served by the likes of you, and I will be proud to shake your hands when we finish.

but there is time for me to say that

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community service

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as a nation in the fight against homelessness, illiteracy, hunger, and other social problems
5
Lovelace

central to your daily life at work

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#

9/8/89 10am
Denise from David
Bates's office called
Connie Newman is
not introducing the
Pres. at the S.E.S.
awards. KG

MEMORANDUM

9/6/89 4:00 PM

DATE: _____

IT DUE BY: _____

SUBJECT: _____

IAL S.E.S. AWARDS

				ACTION FYI	
VICE PRESIDENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MCCLURE	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SUNUNU	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NEWMAN	<input type="checkbox"/>	<input type="checkbox"/>
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89 SEP 7 5:09 PM

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Ext. 2702

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39 ~~AUG~~ 1 P6:25

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Draft Two (SES)

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WHITE HOUSE STAFFING MEMORANDUM



9/5/89

9/6/89 4:00 PM

DATE: _____ ACTION/CONCURRENCE/COMMENT DUE BY: _____

PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS

SUBJECT: _____

89 SEP 6 6:00 AM

	ACTION FYI			ACTION FYI	
VICE PRESIDENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MCCLURE	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SUNUNU	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NEWMAN	<input type="checkbox"/>	<input type="checkbox"/>
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CARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	WINSTON	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CICCONI	<input type="checkbox"/>	<input checked="" type="checkbox"/>	PINKERTON	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DEMAREST	<input checked="" type="checkbox"/>	<input type="checkbox"/>	PETERSMEYER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
FITZWATER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
GRAY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
HAGIN	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>

REMARKS:

Please forward any comments directly to Chriss Winston, Rm. 122, x2930, no later than Wednesday, September 6, at 4:00 PM, with a copy to my office. Thank you.

RESPONSE:

Legislative Affairs has no comments except that the information in the second complete paragraph on p. 3 should be checked with Frank Hodson at OMB.

James W. Cicconi
 Assistant to the President
 and Deputy to the Chief of Staff
 Ext. 2702

- Rob Portman 9/6/89

Sept
39 AUG 1 P 6:25

(McNally/Simon)
Sept. 1, 1989, 6:05 p.m.
Draft Two (SES)

PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS
CONSTITUTION HALL
THURSDAY, SEPTEMBER 14, 1989

Thank you, Connie [[NEWMAN]], for that warm introduction, and for the first class job you're doing at OPM.

And thank you -- all of you. I appreciate your warm greetings. But really -- we may have this a little backwards today. I have come here to applaud you -- you of the Senior Executive Service -- you whose leadership helps makes possible the continuing success of the world's greatest experiment in freedom and diversity.

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Nervously, the official asked: "Did I say something wrong?"

"Oh, no," the doctor answered. "You just passed the psychiatric part of the exam."

"But," said the official, "what if I'd said I loved everything about my job?"

The psychiatrist said: "Then we would have to ask you a few more questions." [[PAUSE]]

It's often said that nobody notices when things go right. Well, I notice. That's why, right after I became President, you were the first group I met with outside the White House. And seven months as President have only confirmed what I told you back in January -- that "you're one of the most important groups I will ever speak to."

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This is a recent and wrong-headed tradition that's penny wise and pound foolish. An ever-increasing flood of skilled

personnel leaving government service has cost America some of her finest servants and best ideas.

As a college official once advised -- if you want a track team to win the high jump, you find one person who can jump seven feet -- not seven people who can jump one foot.

OK
(July 7)

We're with you in this battle for a fair shake for America's starting team. In July, we submitted legislation to Congress calling for pay increases of up to 25 percent for S.E.S. officials, along with higher salaries for positions requiring specialized and critical skills. The numbers now on the table call for Executive Schedule compensation of nearly \$125,000 -- and for the first time bring top S.E.S. salaries where they belong. Hodson ?

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Our government works because it is made up of people who try to make their lives count -- people who try to make a difference. Today we honor 349 who did.

People like Wade Houk, whose management of the largest prison construction program in history has backed up law enforcement with something even the drug lords can respect -- concrete and steel. And Stanley Laskowski of the E.P.A., who will soon be returning to Poland as part of our pledge to provide environmental assistance abroad.

Our commitment to a new era of educational excellence would be impossible without leaders like Mary Jean LeTendre, who

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Others have fought federal fraud and abuse, like the work Derek Vander Schaaf has done at Defense to ensure that our armed forces remain second to none, and get the best America has to offer.

And many of you have farflung responsibilities almost epic in distance and time, like NASA's Richard Petersen, whose programs range from understanding global warming to the basic research needed to take us back to the moon and Mars and beyond.

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And back at the White House, our staff is encouraged to sign up for at least one volunteer project each month, whether repairing low-income housing or answering phones for last week's

Muscular Dystrophy telethon. These kinds of initiatives are vital to our progress, and I urge you -- as I did America's business leaders in June -- to consider community service in hiring, compensation, and promotion decisions.

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It's an exciting time to be serving America. The world is changing. It's changing in part because America has stood steadfast as a beacon -- a shining, modern example of a system that works -- and of a people committed to doing the right thing.

Congratulations. You have my admiration, my respect, and my support. God bless each of you. And God bless the America you serve so well. Thank you.

#

WHITE HOUSE STAFFING MEMORANDUM




9/5/89

9/6/89 4:00 PM

DATE: _____ ACTION/CONCURRENCE/COMMENT DUE BY: _____

PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS

SUBJECT: _____

	ACTION FYI			ACTION FYI	
VICE PRESIDENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MCCLURE	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SUNUNU	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NEWMAN	<input type="checkbox"/>	<input type="checkbox"/>
SCOWCROFT	<input type="checkbox"/>	<input type="checkbox"/>	PORTER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DARMAN 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	STUDDERT	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BATES	<input checked="" type="checkbox"/>	<input type="checkbox"/>	UNTERMAYER	<input type="checkbox"/>	<input type="checkbox"/>
BREEDEN	<input type="checkbox"/>	<input type="checkbox"/>	ROGERS	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	WINSTON	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CICCONI	<input type="checkbox"/>	<input checked="" type="checkbox"/>	PINKERTON	<input checked="" type="checkbox"/>	<input type="checkbox"/>
DEMAREST	<input checked="" type="checkbox"/>	<input type="checkbox"/>	PETERSMEYER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
FITZWATER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
GRAY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
HAGIN	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>

80 SEP 6 P.M. 43

REMARKS:

Please forward any comments directly to Chriss Winston, Rm. 122, x2930, no later than Wednesday, September 6, at 4:00 PM, with a copy to my office. Thank you.

RESPONSE:

No comment

James W. Cicconi
Assistant to the President
and Deputy to the Chief of Staff
Ext. 2702

Sept
~~39 AUG~~ 1 P 6:25

(McNally/Simon)
Sept. 1, 1989, 6:05 p.m.
Draft Two (SES)

PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS
CONSTITUTION HALL
THURSDAY, SEPTEMBER 14, 1989

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This is a happy looking group, and frankly, it's got me a little concerned. I'm thinking of the Defense Department official, who was waiting for his annual physical when a young intern struck up a conversation -- asking about the Pentagon and his job, and so on. The official launched into a nasty tirade about Washington, the weather, housing, and government pay. The doctor heard him out, then wrote a few notes on a form.

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"Oh, no," the doctor answered. "You just passed the psychiatric part of the exam."

"But," said the official, "what if I'd said I loved everything about my job?"

The psychiatrist said: "Then we would have to ask you a few more questions." [[PAUSE]]

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WHITE HOUSE STAFFING MEMORANDUM

9/5/89

9/6/89 4:00 PM

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SUBJECT: PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS

	ACTION FYI			ACTION FYI	
VICE PRESIDENT	<input type="checkbox"/>	<input checked="" type="checkbox"/>	MCCLURE	<input checked="" type="checkbox"/>	<input type="checkbox"/>
SUNUNU	<input type="checkbox"/>	<input checked="" type="checkbox"/>	NEWMAN	<input type="checkbox"/>	<input type="checkbox"/>
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BREEDEN	<input type="checkbox"/>	<input type="checkbox"/>	ROGERS	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	WINSTON	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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DEMAREST	<input checked="" type="checkbox"/>	<input type="checkbox"/>	PETERSMEYER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
FITZWATER	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
GRAY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
HAGIN	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>

REMARKS:

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RESPONSE:

No comments.
89 SEP 6 P2:53

James W. Cicconi
Assistant to the President
and Deputy to the Chief of Staff
Ext. 2702

To CHRIS Winstan
From Bobbie Kilberg
COMMENT ON P 4

(McNally/Simon)
Sept. 1, 1989, 6:05 p.m.
Draft Two (SES)

PRESIDENTIAL REMARKS: PRESIDENTIAL S.E.S. AWARDS
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I hope some staff has signed up for we will look for any reporters follow up. Bobbie

Muscular Dystrophy telethon. These kinds of initiatives are vital to our progress, and I urge you -- as I did America's business leaders in June -- to consider community service in hiring, compensation, and promotion decisions.

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