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FM HOWARD PHILLIPS DIRECTOR OEO WASHDC
TO ALL REGIONAL DIRECTORS
BTI
MARCH 12, 1973

MEMORANDUM FOR ALL OEO EMPLOYEES

FROM: HOWARD PHILLIPS

PRESIDENT NIXON'S FISCAL YEAR 1974 BUDGET MESSAGE SET FORTH PLANS FOR MAJOR REFORM OF FEDERAL ANTI-POVERTY ACTIVITIES:

RESEARCH AND DEMONSTRATION ACTIVITIES ARE BEING REASSIGNED SO THAT THEY MAY BE MORE FULLY INTEGRATED IN THE DECISON-MAKING PROCESS.

NATIONALL.. OPERATED SERVICE ACTIVITIES WILL BE ADMINISTRATIVELY CORRELATED WITH OTHER PROGRAMS OF SIMILAR OBJECTIVE.

INDIVIDUALS AT THE LOCAL LEVEL WILL HAVE AN ENHANCED OPPORTUNITY TO SHAPE THE COURSE OF THEIR OWN LIVES, AS RESOURCES AND AUTHORITY ARE RETUNED TO ELECTED OFFICILAS WHO CAN BE CREDITED FOR THEIR SUCCESSES AND HELD ACCOUNTABLE FOR THEIR MISTAKES BY THE VOTERS FROM WHOM THEY DERIVE POLICITICAL AUTHORITY.

SPECIFIC LEGISLATION WILL BE SOUGHT TO ASSURE THE CONTINUATION OF TWO ~~ACTIVITIES, LEGAL AID FOR THE INDIGENT AND COMMUNITY ECONOMIC~~ DEVELOPMENT. RESPONSIBILITY FOR OTHER PROGRAMS IS BEING REASSIGNED WITHIN THE CONTEXT OF PRESENT STATUTORY AUTHORITY.

WHILE FEDERAL SUPPORT FOR ALL ACTIVITES CURRENTLY ADMINISTERED BY OEO,
EXCEPT COMMUNITY ACTION, WILL BE CONTINUED AT AN EQUIVALENT OR HIGHER LEVEL OF EXPENDITURE IN FISCAL YEAR 1974, IT IS ANTICIPATED THAT,

AFTER JUNE 30, NO FURTHER FUNDS WILL BE DIRECTLY AVAILABLE TO OEO FOR OBLIGATION.

IN PREPARATION FOR THIS, I AM HEREBY ANNOUNCING THAT OEO'S TEN REGIONAL OFFICES ARE TO MAKE READY NOW FOR THERE DISCONTINUATION EFFECTIVE APRIL
28, 1973. WITHIN THE NEXT FIVE DAYS, OEO REGIONAL DIRECTORS WILL FORMALLY NOTIFY THEIR EMPLOYEES OF THIS DECISION AND INFORM THEM OF THE
REDUCTION IN FORCE INVOLVING REGIONAL PERSONNEL WHICH WILL BE COMPLETED ON APRIL 28, 1973.

ALTHOUGH ONLY THIRTY DAYS NOTICE IS NORMALLY PROVIDED IN REDUCTIONS IN FORCE, OEO REGIONAL EMPLOYEES ARE BEING AFFORDED A LONGER TIME PERIOD. THIS IS INTENDED TO ASSURE A MORE THAN ADEQUATE OPPORTUNITY FOR COMPLETION OF THOSE FISCAL YEAR 1973 GRANTS PROCESSING FUNCITONS

WHICH ARE NOW A REGIONAL RESPONSIBILITY, AS WELL AS TO ALLOW EMPLOYEES EXTRA TIME IN WHICH TO SEEK NEW POSITIONS.

HOWEVER, WITH THESE CONSIDERATIONS ADDRESSED, IT WOULD BE WASTEFUL OF PUBLIC FUNDS TO NEEDLESSLY PROLONG THE MAINTENANCE OF AN ELABORATE REGIONAL BUREAUCRACY.

FUTHERMORE, IN ORDER TO PROTECT THE PUBLIC INTEREST WITH RESPECT TO GRANTEE RECORDS, PROPERTY DISPOSAL, AUDITS, AND THE LIKE AS OEO'S LINKAGES WITH COMMUNITY ACTION AGENCIES ARE DISCONTINUED, CERTAIN PERSONS NOW EMPLOYED IN THE REGIONS WILL BE DETAILED TO GSA WITH NO BREAK IN SERVICES, FOR CONTINUING ASSIGNMENTS IN THE SAME LOCALES.
THE COMPOSITION OF THIS RESIDUAL FORCE WILL BE DETERMINED WITHIN

SPECIFIED REQUIRED FUNCTIONS BY RETENTION REGISTERS TO BE

ESTABLISHED

IN ACCORDANCE WITH CIVIL SERVICE OMMISSION REGULATIONS. THESE PERSONS WILL BECOM EMPLOYEES OF GSA EFFECTIVE JULY 1. THE SAME HOLDS TRUE FOR OUTSTATIONED OEO AUDITORS AND INSPECTORS.

ANTICIPATING THE CLOSEDOWN OF OUR REGIONAL OFFICES ON APRIL 28, OUR LEGAL SERVICES OFFICE WILL CONFIRM ITS PLAN THAT ALL REGIONAL GRANTS COMING DUE BEFORE JULY 1, BE PROCESSED AND TRANSMITTED TO HEADQUARTERS
FOR FINAL ACTION NO LATER THAN MARCH 30. CAREER LEGAL SERVICES EMPLOYEES

WHO ARE NOW IN THE REGIONS WILL BE OFFERED THE OPPORTUNITY TO CONTINUE WORKING IN WASHINGTON AFTER APRIL 28 FOR
THE PERIOD ENDING JUNE 30, WHEN OEO'S STEWARSHIP OF THE LEGAL SERVICES PROGRAM WILL CEASE.

THIS DECISION WILL IN NO WAY AFFECT THE CONTINUED FUNDING OF LEGAL SERVICES PROGRAMS, SINCE, IN ALL CASES, AUTHORITY FOR FUNDING LIES WITH THE LEGAL SERVICES OFFICE IN WASHINGTON.

THE NATIONAL AGREEMENT BETWEEN OEO AND AFGE WILL BE OBSERVED AND THE TASK FORCE ON REGIONAL STAFF PLACEMENT WHICH I HAVE CREATED WILL WORK

WITH DISPLACED EMPLOYEES IN SEEKING OUT JOB OPPORTUNITIES IN STATE AND LOCAL GOVERNMENT, THE PRIVATE SECTOR, AND OTHER FEDERAL AGENCIES. WE ARE COUNTING ON THE UNION TO ASSIST IN THIS OUTPLACEMENT EFFORT.

I AM CONVINCED THAT THE REFORMS WHICH ARE BEING INSTITUTED WILL BE OF ENDURING SIGNIFICANCE IN MAXIMIZING THE EFFECTIVENESS OF FEDERAL EFFORTS TO ALLEVIATE POVERTY.

YOUR COOPERATION IN CARRYING OUT THESE DECISIONS IS EXPECTED

AND WILL BE APPRECIATED.

NOTE: REPRODUCE AND DISTRIBUTE AS REQUIRED.
BT

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