

REMARKS OF SENATOR BOB DOLE  
KANSAS FEDERATION OF FEDERAL EMPLOYEES  
RAMADA INN  
LEAVENWORTH, KANSAS  
APRIL 19, 1974

IT IS A PLEASURE TO BE WITH YOU AGAIN THIS YEAR AT YOUR ANNUAL CONVENTION. I HAD THE PRIVILEGE OF SPEAKING TO LAST YEAR'S GATHERING IN WICHITA AND APPRECIATE THE RETURN INVITATION.

THIS YEAR WE HAVE MORE IN COMMON THAN EVER. NOT ONLY DO WE SHARE A MUTUAL INTEREST IN OUR FEDERAL GOVERNMENT AND ITS OPERATIONS, BUT SINCE MEETING WITH YOU LAST TIME, I HAVE BECOME A MEMBER OF THE SENATE POST OFFICE AND CIVIL SERVICE COMMITTEE AND ITS SUBCOMMITTEE ON CIVIL SERVICE POLICIES AND PRACTICES.

CHALLENGING OPPORTUNITY

I SOUGHT THIS ASSIGNMENT AS A CHALLENGING OPPORTUNITY TO BECOME MORE DEEPLY INVOLVED IN SOME OF THE MOST IMPORTANT ASPECTS OF OUR GOVERNMENT'S

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BUSINESS. IN THE FIRST PLACE THE MAIL, OF COURSE, AFFECTS MORE PEOPLE MORE DIRECTLY THAN ALMOST ANY OTHER ASPECT OF GOVERNMENT -- EXCEPT PERHAPS FOR TAXES. AND SECONDLY, I RECOGNIZE THAT THE WELL-BEING AND WELFARE OF THE MILLIONS OF MEN AND WOMEN -- WHO REALLY ARE OUR GOVERNMENT -- ARE CRUCIAL TO THE EFFECTIVENESS, RESPONSIVENESS AND OVERALL PERFORMANCE OF EVERY FEDERAL AGENCY AND PROGRAM.

THIS IS MORE THAN MERELY A MATTER OF PACIFYING THE BUREAUCRACY OR KEEPING THE PAPERS MOVING. MORE IMPORTANTLY, IT IS MAKING SURE THAT GOVERNMENT CAREERS ARE SUFFICIENTLY CHALLENGING AND REWARDING TO ATTRACT AND HOLD CAPABLE AND HIGHLY MOTIVATED PEOPLE. IT MEANS SEEING TO IT THAT SOMEONE STANDS UP FOR THEIR RIGHTS WHEN NECESSARY--EXPRESSING CONSTRUCTIVE CRITICISM WHERE APPROPRIATE--AND WORKS IN PARTNERSHIP WITH THEM TO MAKE THIS GOVERNMENT OF OURS AS GOOD AND STRONG AS HUMAN EFFORT CAN GUARANTEE.

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SO I AM LOOKING FORWARD WITH REAL ENTHUSIASM TO SERVICE ON THE POST OFFICE AND CIVIL SERVICE COMMITTEE. AND I AM ALSO PLEASED THAT THE STATE OF KANSAS IS ONCE AGAIN REPRESENTED THERE. FOR AS MANY OF YOU REMEMBER, MY PREDECESSOR, SENATOR FRANK CARLSON, SERVED FOR MANY YEARS AS ONE OF ITS MOST DISTINGUISHED AND EFFECTIVE LEADERS.

RECOGNITION OF PRISON OFFICIALS

RETURNING TO THE POINT I JUST MENTIONED, ABOUT STANDING UP FOR AMERICA'S FEDERAL CIVIL SERVANTS WHERE NECESSARY, I THINK THIS WOULD BE AN APPROPRIATE OCCASION TO STRESS ONE OR TWO POINTS. FIRST, I BELIEVE IT IS HIGHLY APPROPRIATE THAT THIS THIRD KANSAS NFFE CONVENTION IS BEING HELD HERE IN LEAVENWORTH, FOR IT PROVIDES ME AN OPPORTUNITY TO PAY A PERSONAL TRIBUTE TO ONE GROUP OF FEDERAL EMPLOYEES WHO RECEIVE TOO LITTLE RECOGNITION FOR THEIR SERVICE AND FAR TOO MUCH UNWARRANTED CRITICISM, NAGGING ABUSE AND POLITICALLY-MOTIVATED SECOND-GUESSING. AND I AM SPEAKING OF THE MEN WHO GUARD AND STAFF OUR FEDERAL PENAL INSTITUTIONS.

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OF THE MILLIONS OF MEN AND WOMEN IN THOUSANDS OF DIFFERENT FEDERAL JOBS, OUR PRISON GUARDS AND ADMINISTRATORS HAVE PROBABLY THE MOST DIFFICULT, DANGEROUS AND THANKLESS RESPONSIBILITIES OF ALL. BUT LIKE IT OR NOT, SOME OF OUR CITIZENS HAVE PROVEN THEMSELVES UNWORTHY OR UNDESERVING OF THE PRECIOUS FREEDOMS WHICH OUR CONSTITUTION GUARANTEES EVERYONE AS A BIRTHRIGHT. AND UNTIL THE MEDICAL PROFESSIONS AND THE LEGAL SYSTEM CAN FIND A BETTER WAY TO PROTECT THE DECENT ELEMENTS OF SOCIETY, SOMEONE IS GOING TO HAVE TO DO THE JOB OF KEEPING THE MURDERERS, THE BANK ROBBERS, THE THIEVES, THE DRUG PUSHERS, THE AIRCRAFT HIJACKERS AND THE KIDNAPERS OUT OF CIRCULATION. AND THAT SOMEONE IS GOING TO BE THE MEN OF THE BUREAU OF PRISONS.

SO AS ONE FEDERAL OFFICIAL TO ANOTHER, I JUST WANT TO TAKE THIS OPPORTUNITY TO PASS ALONG A BRIEF SALUTE AND RECOGNITION OF THE JOB YOU ARE DOING UNDER DIFFICULT CIRCUMSTANCES, WITHOUT ALL THE FUNDS OR FACILITIES YOU WISH YOU HAD AND WITH SOME OF THE LEAST DESIRABLE RAW MATERIAL OF ANY FEDERAL EMPLOYEES ANYWHERE IN THE WORLD.

#### DEATH PENALTY LEGISLATION

INCIDENTALLY, I AM SURE YOU ARE AWARE THAT THE SENATE HAS PASSED A MAJOR PIECE OF LEGISLATION TO RE-ESTABLISH CAPITAL PUNISHMENT FOR CERTAIN OF THE MOST SERIOUS FEDERAL CRIMES. THIS BILL HAD MY STRONG SUPPORT AS AN APPROPRIATE AND VALID RESPONSE TO THE SUPREME COURT'S EARLIER DECISION ON THE UNCERTAIN AND UNEVEN METHODS BY WHICH THE DEATH PENALTY HAD BEEN IMPOSED. I BELIEVE A CRUCIAL FEATURE OF THIS BILL IS THE FACT THAT KILLING A FEDERAL LAW ENFORCEMENT OFFICER OR A PRISON OFFICIAL OR CAUSING A DEATH DURING AN ESCAPE ATTEMPT ARE OFFENSES FOR WHICH DEATH IS A MANDATORY PENALTY IN THE ABSENCE OF NARROWLY-DEFINED MITIGATING CIRCUMSTANCES. AND I BELIEVE THIS PROVISION IS HIGHLY DESIRABLE FROM THE VIEWPOINT OF STRENGTHENING OUR LAW ENFORCEMENT AND PRISON SYSTEMS. I AM HOPEFUL THAT THE HOUSE WILL GIVE THIS MEASURE THE PROMPT AND FAVORABLE CONSIDERATION IT MERITS.

#### SUPREME COURT DECISION

IN ANOTHER AND MORE RECENT DEVELOPMENT I BELIEVE THERE IS A VERY STRONG NEED TO ASSURE THAT THE RIGHTS OF FEDERAL EMPLOYEES ARE GIVEN APPROPRIATE

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PROTECTION AND RECOGNITION. AS YOU MAY HAVE SEEN IN THE NEWS, THE SUPREME COURT ON TUESDAY HANDED DOWN A MAJOR DECISION INVOLVING AN AGENCY'S POWERS TO TAKE ACTION AGAINST AN EMPLOYEE WHO SPEAKS OUT PUBLICLY IN CRITICISM OF HIS JOB OR HIS SUPERIORS. THE DECISION UPHELD THE POWER OF THE OFFICE OF ECONOMIC OPPORTUNITY TO FIRE A NON-PROBATIONARY EMPLOYEE IN CHICAGO WHO ACCUSED HIS SUPERIOR OF TAKING A BRIBE. HE OFFERED NO PROOF OF THE CHARGE AND WAS FIRED UNDER THE TERMS OF THE LLOYD-LaFOLLETTE ACT, WHICH PERMITS DISMISSAL OR SUSPENSION OF A FEDERAL EMPLOYEE "FOR SUCH CAUSE AS WILL PROMOTE THE EFFICIENCY OF THE SERVICE."

CALL FOR IMMEDIATE HEARINGS

WITHOUT HAVING HAD AN OPPORTUNITY TO EXAMINE THE FULL IMPLICATIONS OF THE CASE, I HESITATE TO RUSH TO ANY CONCLUSIONS AT THIS POINT. HOWEVER, I BELIEVE THAT SINCE THE DECISION CAME FROM A DIVIDED COURT ISSUING FIVE SEPARATE OPINIONS THERE ARE ENOUGH SERIOUS QUESTIONS ON THE FACE OF IT

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THAT IT CANNOT BE IGNORED OR NEGLECTED. THEREFORE, I HAVE WRITTEN THE CHAIRMAN OF OUR COMMITTEE, SENATOR GALE MCGEE OF WYOMING, TO URGE THAT WE IMMEDIATELY SCHEDULE HEARINGS TO EXPLORE THE DECISION IN FULL DETAIL AND CONSIDER THE NECESSITY FOR LEGISLATION IN RESPONSE TO IT. I WOULD HOPE THAT WITNESSES COULD INCLUDE MEMBERS OF THE CIVIL SERVICE COMMISSION'S LEGAL STAFF, REPRESENTATIVES OF EMPLOYEE ORGANIZATIONS AND ANY OTHERS WHO CAN CONTRIBUTE TO OUR UNDERSTANDING OF THE CASE.

UNDER ORDINARY CIRCUMSTANCES, I WOULD HAVE SUGGESTED THAT MY SUB-COMMITTEE ON CIVIL SERVICE POLICIES AND PRACTICES CONSIDER THE MATTER. BUT THIS APPEARS TO BE A SPECIAL CASE, DEALING WITH THE MOST IMPORTANT INDIVIDUAL LIBERTIES OF FREE SPEECH, WHICH I BELIEVE REQUIRES THE ATTENTION OF THE FULL COMMITTEE. I AM HOPEFUL THAT A SCHEDULE CAN BE ESTABLISHED TO LOOK INTO THIS DECISION AT A VERY EARLY DATE, SO WE CAN GAIN A FULL UNDERSTANDING OF ITS IMPLICATIONS FOR THE ENTIRE CIVIL SERVICE SYSTEM.

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COMMITTEE ACTION ON H.R. 9281

AND SPEAKING OF HEARINGS, YOU MIGHT BE INTERESTED TO KNOW THAT WE WILL BE HOLDING HEARINGS NEXT TUESDAY, APRIL 24th ON H.R. 9281, THE BILL DEALING WITH THE RETIREMENT AND ANNUITY BENEFITS OF FEDERAL LAW ENFORCEMENT AND FIREFIGHTING PERSONNEL.

I APPRECIATE HAVING HEARD FROM SO MANY OF YOU IN SUPPORT OF THIS BILL AND AM LOOKING FORWARD TO OUR HEARINGS, WHICH WILL BE THE FIRST OPPORTUNITY I HAVE HAD TO SIT IN PUBLIC SESSION AS A MEMBER OF THE POST OFFICE AND CIVIL SERVICE COMMITTEE.

HEALTH PLAN PREMIUMS

I WOULD ALSO LIKE TO MENTION BRIEFLY THREE OTHER ITEMS OF LEGISLATION WHICH MAY BE OF INTEREST. ONE IS H.R. 9256 WHICH PASSED CONGRESS LAST YEAR AND WAS REFLECTED IN YOUR JANUARY PAYCHECKS, WHEN THE GOVERNMENT BEGAN PAYING A FULL 50 PERCENT SHARE OF THE PREMIUMS UNDER THE FEDERAL EMPLOYEES HEALTH

BENEFITS PROGRAM. NEXT JANUARY ANOTHER TEN PERCENT WILL BE GOVERNMENT-PAID THEREBY REDUCING THE EMPLOYEE'S SHARE TO 40 PERCENT. SO, I BELIEVE THIS HAS BEEN AN IMPORTANT ACHIEVEMENT ON BEHALF OF FEDERAL EMPLOYEES IN THE CONGRESS.

#### ANNUITY INCREASE

ALSO, WITH THE PARLIAMENTARY AND TACTICAL PROBLEMS AT LAST RESOLVED, S.1866 HAS PASSED THE HOUSE AND SENATE AND BEEN CLEARED FOR THE WHITE HOUSE. THIS IS THE BILL TO PROVIDE A MUCH-NEEDED \$20 MONTHLY ANNUITY INCREASE FOR PRE-OCTOBER 1969 RETIREES AND TO ESTABLISH A GUARANTEED MINIMUM CIVIL SERVICE ANNUITY OF \$90 PER MONTH NOW -- GOING TO \$95 PER MONTH IN JUNE.

I BELIEVE THIS IS AN ESPECIALLY IMPORTANT MEASURE FOR RETIREES WHOSE FIXED INCOMES HAVE TO BEAR SUCH A HEAVY BURDEN DURING PERIODS OF INFLATION. AND IT ALSO PROVIDES A MOST APPROPRIATE LEVEL OF PARITY WITH THE MINIMUM BENEFITS OF THE SOCIAL SECURITY SYSTEM.

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### RETIREMENT INCOME CREDIT

THE THIRD PIECE OF LEGISLATION HAS COME TO MY ATTENTION AS A MEMBER OF THE FINANCE COMMITTEE, AND I AM PLEASED TO REPORT THAT THE COMMITTEE HAS FAVORABLY REPORTED H.R. 8217, LEGISLATION CONTAINING AN EXPANSION OF THE RETIREMENT INCOME TAX CREDIT. THE BASE AMOUNT OF THIS CREDIT WOULD RISE FROM \$1524 TO \$2500 FOR SINGLE AGED PERSONS AND FROM \$2286 to \$3750 FOR ELDERLY COUPLES.

THIS MEASURE HOLDS GREAT IMPORTANCE FOR GOVERNMENT PENSIONERS AND OTHERS WHOSE RETIREMENT BENEFITS DO NOT COME FROM TAX-EXEMPT PENSIONS SUCH AS SOCIAL SECURITY AND RAILROAD RETIREMENT, BECAUSE THE RETIREMENT INCOME CREDIT, WHICH WAS INTENDED TO COMPENSATE FOR THIS DIFFERENCE, HAS NOT BEEN UP-DATED IN 12 YEARS AND 10 YEARS FOR THE SINGLE, ELDERLY, AND FOR AGED COUPLES, RESPECTIVELY. BY COMPARISON, SOCIAL SECURITY BENEFITS HAVE BEEN ADJUSTED 6 TIMES FOR A TOTAL INCREASE OF 104 PERCENT OVER THE SAME PERIOD. SO CLEARLY, THEN, THE RETIREMENT INCOME CREDIT IS LONG OVERDUE FOR REVISION.

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THIS PROVISION -- ALONG WITH AN ADDITIONAL INCREASE IN THE EXEMPT EARNINGS LIMITATIONS -- IS THE SAME ONE WHICH RECEIVED FULL SENATE APPROVAL AS PART OF H.R. 1 IN 1972. IT WAS DELETED IN CONFERENCE WITH THE HOUSE, BUT I AM CONFIDENT THAT THIS EARLIER LEGISLATIVE HISTORY, IN ADDITION TO A VOTE ON THE SENATE FLOOR IN JANUARY AND THE FINANCE COMMITTEE'S RENEWED SUPPORT, WILL PROVIDE A MOST VALUABLE SOURCE OF MOMENTUM THIS YEAR.

THIS IS A CLEAR CASE FOR PROVIDING MUCH-NEEDED TAX EQUITY ON BEHALF OF A VERY IMPORTANT GROUP OF OUR RETIRED CITIZENS, AND I WAS PLEASED THAT THE FINANCE COMMITTEE DEMONSTRATED ITS FIRM SUPPORT FOR THIS PROVISION.

FLOOR ACTION SHOULD COME SOON AFTER WE RETURN FROM THE EASTER RECESS.

#### C O N C L U S I O N

THESE ARE ONLY A FEW OF THE MANY CURRENT ISSUES AFFECTING THE FEDERAL GOVERNMENT AND ITS EMPLOYEES. BUT I BELIEVE THEY GIVE AN ACCURATE INDICATION OF EXACTLY HOW MANY COMPLEX AND IMPORTANT MATTERS ARE INVOLVED. I BELIEVE MY POSITIONS ON THE FINANCE AND POST OFFICE AND CIVIL SERVICE COMMITTEES

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PROVIDE AN EXCELLENT OPPORTUNITY TO CONTRIBUTE TO PROGRESS AND SOLVE  
SOME OF THE PROBLEMS WHICH EXIST. AND I LOOK FORWARD TO WORKING CLOSELY  
WITH THE KANSAS CHAPTER OF THE NFFE AS THIS MOST IMPORTANT JOB  
PROCEEDS.