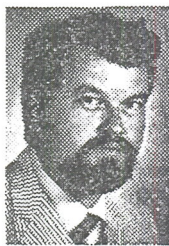


# Ford to Delay Replacing Appointees



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President Ford apparently has decided to wait at least until after the November elections to begin replacing the nearly 2,000 men and women brought in by former-President Nixon. Those appointees, for the most part, retain key administrative and policy-making jobs that make the bureaucracy tick.

Insiders are certain however, that the President will make a move to replace many, if not most, of the 1,800 so-called Schedule C's whose salaries range from \$9,000 to \$36,000 and who serve in key button-pushing or backup jobs from secretary and chauffeur to the line management of federal agencies. Schedule C means the job is of a political, policy-making or confidential nature, not subject to normal civil service hiring rules or the tenure of merit system jobs.

Mr. Ford's advisers now are preoccupied with economic conditions and they are using, for the most part, holdovers selected by Mr. Nixon or designated before he resigned, to solve them. But they are certain Mr. Ford will not make the "Johnson mistake" of retaining persons whose personal or philosophical loyalties are linked with the last occupant to the White House.

In at least two deep background briefings Mr. Johnson held with President-elect Nixon, the President warned the President-elect in blunt, earthy language to clean house if he had any hopes of getting a

handle on the day-to-day reins of government.

President Johnson told Mr. Nixon that one of his greatest mistakes was in keeping on board, in key policy positions, persons who had been named by President Kennedy. Mr. Johnson felt that the Kennedy-era Democrats never fully accepted his stule or plans of government and only cooperated with him when they felt that his proposals would jibe with Mr. Kennedy's goals.

When Mr. Nixon took over the government, he took LBJ at his word and began a legitimate—but frequently ruthless—purge of Johnson's political appointees. A few escaped, because of their value but they were in almost every case pushed down at least one level with a Nixon loyalist appointee put over them as a monitor. A few Democrats who had come in as Schedule C appointees did manage to survive by converting to career civil service status and transferring to other agencies during the transition.

Schedule C jobs were set up long ago to permit the White House to name a limited number of persons for key federal jobs who would be responsive to the President or agency heads, and serve at their pleasure.

Every four years, the Civil Service Commission compiles a list of Schedule C jobs, their location, salary and the names of persons in the jobs. Either the Senate or House Post Office-Civil Service Committee have the names printed up. The formal title is called "policy and Supporting Positions," but it is better-known around Washing-

ton as the "plum book," because it is like a Sears, Roebuck catalog of potential job vacancies.

Even though the Republicans retained control of the White House after the 1972 elections, the book was updated and reprinted as it is every four years. Federal officials have no plans to reissue an updated guide for Mr. Ford's benefit. But the Civil Service Commission has for the past year been keeping a more current census of Schedule C jobs and that certainly will be used by Mr. Ford's key appointees as they replace Nixon Administration holdovers in top departmental and agency jobs.

Most of the Schedule C job changes will not actually be made by the White House—as they often were handled during the Nixon years by a special personnel office. Instead, new presidential appointees will probably be more free to pick their own schedule C subordinates, although the White House will certainly want to retain oversight control.

There are two main reasons Mr. Ford has been slow to replace Schedule Cs, other than

the fact that he had less time to prepare for the presidency than an elected chief executive.

First, the economy and hold-over problems from the Nixon Administration—from amnesty to the controversial pardon—have kept the new President and his relatively small team of personal advisers busy. They have had to rely on appointed holdovers, as well as career employees, to tackle many of the complex legal and technical matters. Also, many of the "new" people Mr. Ford has brought in to work on economic programs were in fact already designated for their jobs by Mr. Nixon earlier this year, before his resignation decision.

Secondly, Mr. Ford, the veteran politician, will want to wait and see what changes the voters make in the new Congress. Many of the Schedule C political appointees are the personal choices of important members of Congress. Mr. Ford will want to know how many of those Capitol Hill powerhouses will be returning before chopping off their proteges.