

Ex-Recruiter Returns for Job Shakeup

By Nick Kotz

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Frederic V. Malek, the efficiency expert and talent scout, is back in business at the White House to help implement the shakeup President Nixon has promised for his administration.

White House sources confirmed that Malek has returned after serving as a deputy director of the President's re-election campaign.

Meanwhile, many Cabinet and sub-Cabinet officers and super bureaucrats exempt from civil service protection worried about whether the resignations they had just submitted were merely pro forma or would be accepted by the President.

"The mood of most people is that they are waiting for the other shoe to drop," said one sub-Cabinet officer. "No one is quite sure whether the tendering of his resignation is just a formality to give freedom to the President or whether a great upheaval is coming."

This administration official, who declined to be named, said that President Nixon has—at least temporarily—sown confusion in the federal government by making every official feel insecure.

"On the one hand," he said, "people are asked to go, full steam ahead, but on the other, everyone is trying to find out what the plan is."

Several key officials in federal departments said that ten-

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sions were heightened by press secretary Ronald Ziegler's using the word "shakeup" to announce the President's intentions for top-level changes.

One sub-Cabinet officer said he was told by his boss that at the White House Cabinet meeting on Wednesday, either the President or an assistant had looked at the Cabinet and said: "What I see are a lot of burned-out volcanoes." Accurate or not, this story has now made the rounds of the several thousand appointees who consider themselves members of the Nixon team.

Several officials said they felt that President Nixon was treating members of his own team strangely the day after he had scored an enormous personal victory.

"Lyndon Johnson was pretty insensitive to those who worked for him," said one senior bureaucrat who could lose his job. "But this is really strange. Nixon is doing this to his own flesh and blood."

One federal administrator said there is a great deal of public confusion about two announced presidential objectives—to bring in a new team and to streamline the federal government.

He pointed out that virtually anyone eliminated from a top government post would be replaced by someone else. Any cutting in numbers of jobs is likely to affect people far down the line among the government's two million civilian employees. It is here that jobs would end if programs were terminated.

This administrator added that the President is limited in the amount of meaningful reorganization he can carry out without congressional approval or the risk of congressional veto.

It was virtually impossible to find any government official from department secretary on down who was willing to be quoted about what the President has in mind or how it might effect him.

But Peter Flanigan, Mr. Nixon's assistant on international economic affairs and ambassador to big business, managed a joke at a National Association of Manufacturers luncheon:

"The feeling we have is that if McGovern was elected we'd at least have a job until January."

The President has set his Cabinet on edge at a particularly crucial time of decision-making—the perfecting of the federal budget.

This task is complicated this year because the President first must try to slice \$6 billion to \$11 billion from authorized spending if he is to meet his goal of holding federal spending under \$250 billion in the fiscal year ending next June 30.

The budget cutting needed to achieve the President's spending ceiling objective is achieved most easily with cooperation from within the government departments. It is expected that some officials, bureaucrats and a Democratic Congress will raise various protests as Mr. Nixon begins to make cuts Congress refused to authorize.

Until these cuts are made, a senior White House adviser said, the budget for next year cannot be completed.