

Selection-Out - A board meets every September and reviews the officers in each class to determine on the basis of performance ratings which ones fall in the upper 10% and the lower 10%. In lower grades, the boards identify the top 30% and the lower 30%. If an officer falls in the lower 10%, he may be subject to the selection-out process. This selection-out procedure is an element in the personnel policy that causes great trouble. It is applied right up to the F.S.O. 1 level.

Proportion of Officers Abroad - The speaker thought that of the 3,600 foreign service officers on State Department strength, approximately 60% would be abroad and 40% in Washington. He gave as rough figures an estimate of 1,500 political officers; 740 economists (and commercial officers); 740 consular officers; and in addition to this a number of attachés for specific purposes. In addition, there were some 1,500 admin. officers. He thought that the administration required some 25% of total staff; a figure which he thought was too high.

Separate State Department Act - The speaker said that the State Department wouldn't wish to abandon its right to operate under a special act. To merge itself with the general Civil Service would create many problems and provide almost no advantages. For example, the Civil Service would not agree to the selection-out procedures; acting pay problems would arise; the policy whereby the officer's rank goes with him and permits rotation would be frustrated. The maintenance of a high quality of officers would be hindered and furthermore, the special retirement system which relates to the risks and problems of foreign service life would be in jeopardy.