

## PRESIDENT'S REPORT

Review of the 1980-1981 year can best be achieved by measuring our accomplishments against the priorities we set at last year's annual meeting. Most of these will be addressed in the reports of the chairpersons of the committees which have been active this year. Therefore I will be brief.

The Council resolutions passed in Seattle were delivered to Herb Doggette, Deputy Commissioner for Operations, in February. In addition, merit pay, the promotion plan, goals, service to the public, LMR training and communications, LMR support staff and public information have been on our agendas, and your positions and concerns have been discussed with central office officials. We have conveyed in writing the programs that you feel are mandatory in the planning for the modernizing of SSA's computer operations as SSA, under Commissioner Svahn's priorities, is embarking on another systems plan. We discussed administrative support for regional associations with appropriate officials, and within the Executive Committee, and we, of course, have had as a major project, the role of the operations supervisor.

What do we see as accomplishment? Merit pay and the related issue of the goals process was a high priority throughout the year. Our message did get through in SSA, and the deemphasis on numerical goals and reemphasis on overall public service is now incorporated in 1982 plans. The Commissioner became convinced that merit pay can only work if those who are fully satisfactory receive full comparability, and fought for that position. We accepted the invitation to testify before the House Subcommittee on Compensation and Employee Benefits in order to try to persuade the Congress of the basic fallacies of the merit pay system as established.

We had an excellent work group of operations supervisors who prepared a volume of position papers on the issues which affect the supervisors, and all field management. There is sufficient "meat" in these reports to provide work plan items for all levels of management affecting the first line supervisor.

Communications on LMR have improved. The Office of Human Resources is well aware of our concerns for better communications, training material, and staff support in the LMR area.

We have worked out the regional budget situation, and it appears that, barring sizeable additional budget cuts, all regional associations will have at least a satisfactory amount of administrative support in the coming year.

We have become a more professional organization through the use of the attorney we have hired, who has prepared excellent briefs for us on merit pay and on employee liability which were publicized to all members through M.A.S.S. Media. Also, the Executive Committee has recommended to the regional associations an Errors and Omissions liability policy for members. Ed Toby, your vice president, has been a one-man committee investigating policies and coverage. We have also had an administrative support committee, chaired by Harry Frantz of the Philadelphia region, which has been looking into possible additional means of providing support for the National Council and especially the President.

It has been overall a year of accomplishment. The dialogue with central office officials has continued in an atmosphere of mutual respect, commitment, and candor.

For the coming year, I would see that major issues will continue to center around performance appraisal and the resulting use of the performance appraisal system for promotions and other personnel actions. The fallout from the Comptroller General's decision will need to be monitored, possibly with some assistance from our attorney. Merit pay plan implementation will now be at the regional level with less emphasis nationally.

Also the Council will be interested in following through on the operations supervisor project to see that this does not become just another report that is put aside, and those of us who are managers should begin by setting our own work plans to make any necessary changes that we can to enhance the work environment of our supervisors.

Over the years that I have been a member of the Executive Committee, I have seen changes that reflect a growing maturity on our part. For the most part our Executive Committee has continuity. Regional associations have recognized the need to have continuous representation throughout the year. This means that we have the opportunity for better preparation as we can work through committees, and, as we do not have to use each internal meeting for orientation of new participants. I would strongly urge that those regional associations which do not now have their National Council representative serve on the basis of the National Council year, consider making this change. There is no way that your Executive Committee can function well and represent you properly without good committee work -- and the chairpersons of the major committees must be available at the Executive Committee meetings throughout the year.

I would also recommend that the Executive Committee pursue the work begun by this year's administrative support committee. I am sure that you can appreciate that as your organization has grown, the expectations and demands have grown, and we do need to look to the need to provide the kind of support which will permit members to run for National office without having to be concerned about the amount of administrative support which will be available