I am not not have ever been a applicant with the FBI angue who has, but I was I am not opposed to minutes brig Corsidered and accepted of employment, rather I am in form when the meet equal qualification reg but not when special tre Jim concerned. Of one odvi

April 11, 1984 QUISIDE SOURCE b6 Alabama 36609 Dear Your February 17th letter to Assistant Attorney General Reynolds of the Department of Justice has been referred to FBI Readquarters for a response. I appreciate the opportunity to address your concern regarding the FBI's Special Agent recruitment program as we believe Mr. Harvey's article was somewhat misleading. Our current Special Agent Selection System utilizes 5 entry-level programs. They are: law, accounting, language, modified, and science. These are all self-explanatory degree programs with the exception of the modified program which requires that an applicant possess a 4-year college degree in any discipline, accompanied by 3 years of full-time work experience. Two years' work experience is acceptable if the applicant has argraduate degree in addition to an undergraduate degree. These programs are further broken down to include séparate listings for female and minority applicants. However, . an applicant in either the female or minority pool must possess the same threshold entrance requirements as all other applicants. Competition for the Special Agent position is very As an example, during Fiscal Year 1983, in excess of 11,000 individuals were tested, with less than 700 appointed as Special Agents. While the process sounds complicated, it is a carefully managed, nondiscriminatory and valid system. Exec AD Adm. .. Exac AD Inv. . Exec AD LES \_ Aget. Dir.: 1 - Mobile - Enclosure. Crim. Inv. ESH: kw înteli. N7 APR 13 1984 Lab. Lagel Coun. Off. Cong. &

When the Bureau's biring needs are established, the number needed from each entry-level category is determined and applicants are selected from the various entry-level categories for final processing. In order to select the most qualified applicants within each program, a ranking system derived from a combined total of the scores on a written test, an interview, and any applicable veteran's preference points is used. I wish to stress that these rankings and numerical scores are only for determining which individuals will be processed further in our system. The actual hiring decision is based upon the selection of those individuals who are most qualified and of the highest caliber No appointments are extended to anyone who has not attained a score above the minimum level, but because the number of applicants within each entrance program differs, the numerical ranking from one program to another will differ also. I believe it is this ranking to which Mr. Marvey referred;

We in the Bureau so not believe that the caliber of personnel has been lowered by our system. As a matter of fact our current selection process, based upon continuing evaluation from our FBI Academy and our Agents already in the field, is producing an outstanding group of Special Agents. Additionally, the average age of the Agents recruited during Fiscal Year 1983 was just under 30, so they bring with them a number of years of work experience.

I hope this summary of the Special Agent Selection System will help to resolve your concern.

Sincerely.

William M. Baker Assistant Director Office of Congressional and Public Affairs

NOTE: writes to Assistant Attorney General Reynolds, Civil Rights Divison, DOJ, expressing her concern for the FBI's Special Agent recruitment program as portrayed by Mr. Paul Harvey in one of his newspaper columns. Above response has previously been furnished to similar inquiries and the substance was coordinated with and approved by the Administrative Services Division.

ed

April 6, 1984 QUISIDE SOURCE Mr. Paul Harvey American Broadcasting Company 360 North Michigan Avenue Chicago, Illinois 60601 Dear Mr. Harvey: You have been a longtime supporter of the FBI, for which we are grateful; however, we have received correspondence from concerned citizens who listen to your radio broadcasts and read your column regarding issues pertaining to the FBI and I would like to clarify these issues which appear to have been misleading. The first matter involves the FBI's background investigations of individuals being considered for sensitive positions. The objectives of these background investigations are to determine an applicant's or employee's character, loyalty, associations and, in certain specified positions, ability. The scope of these background investigations is to account for all periods of the individual's adult life. To accomplish these objectives it is necessary to interview a number of people. If during these interviews we develop information which might be of a negative nature, efforts are made to resolve it. The results of our background investigations are forwarded to the requesting agency without comment or evaluation on the part of the FBI and the decision regarding the suitability of the individual for Federal employment is solely that of the requesting agency.  $\overline{\phantom{a}}$ The second issue involves the mandatory retirement age for FBI Special Agents. Public Law 93-350, passed by the United States Congress on July 12, 1974, stated that effective January 1, 1978, Special Agents of the FBI would be required to retire at the end of the month in which they reached 55 years of age if they had accumulated 20 years Exec AD Adm. ..... of investigative service. In addition to the mandatory Exec AD Inv. \_\_\_ provision the law specifies that a Special Agent can retire at age of lafter 20 years of layestigative service. Exac AD LES \_\_\_\_ Azzt. Dir.: Adm. Servs. Crim. Inv. We are keenly aware of our loss of experienced nsp. and capable executives to the optional and mandatory pro-Intell. visions of this retirement law; however, being-able-to-offer Lab. \_ aby Attractive retirement plan is a major factor in recruiting Off. Cong. & and retaining personnel of the professional and personal Public Affs. ←)Chicago Enclosure Enclosure

ESH: rfwq (6)

Mr. Paul Harvey

caliber we need. Also, part of the rationale for the adoption of the retirement law was the contention that the rigorous and demanding profession of FBI Special Agents requires a vigorous and relatively young work force. Without question there are drawbacks, but on balance, it is a workable procedure which we support.

We are always sorry to see our experienced and talented Agents leave the Bureau; however, through the years we have modeled our career path so that we have Agents well qualified to assume leadership positions. Currently the average experience level of our Special Agents in Charge is 19.33 years of service, and the average age is 46.46. I would say this is a rather high level of experience.

The third issue is your statement that the Bureau's standards of excellence in hiring practices have been compromised because a white male Special Agent applicant must score 93 percent on the test while a minority male is only required to score 70 percent.

The current Special Agent Selection System utilizes 5 entry-level programs. They are: law, accounting, language, modified, and science. These are all self-explanatory degree programs with the exception of the modified program which requires that an applicant possess a 4-year college degree in any discipline, accompanied by 3 years of full-time work experience. Two years work experience is acceptable if the applicant has a graduate degree in addition to an undergraduate degree.

These programs are further broken down to include separate listings for female and minority applicants. However, an applicant in either the female or minority pool nust possess the same threshold entrance requirements as all other applicants.

Since 1977, the processing of our Special Agent applicants has consisted of 3 phases: a written test, a panel interview conducted by three specially trained, experienced Special Agents, and a background investigation with physical examination. A Special Agent applicant who meets the requirements would be administered the written test in the field office in which he or she applied. If the applicant successfully passes the test, he or she is scheduled for an interview. If the applicant successfully completes the interview, he or she is eligible for a background investigation, which is needed for security purposes and to determine the suitability of the applicant for the Special Agent position. A physical examination is afforded the applicant also during the background phase in order to insure the applicant is physically qualified for the Special Agent position.

Mr. Paul Harvey

Competition for the Special Agent position is very bigh. As an example, during Fiscal Year 1983, in excess of 11,000 individuals were tested, with less than 700 appointed as Special Agents, so you can readily see the need for a management system. While the process sounds complicated, it is a carefully managed, nondiscripinatory and valid system.

When the Bureau's hiring needs are established, the number needed from each entry-level category is determined and applicants are selected from the various entry-level categories for final processing. In order to narrow down the applications on file and select the most qualified applicant within each program, a system of managing the large volume of applicants must be utilized. Therefore, a ranking system derived from a combined total of the scores on the written test, the interview, and any applicable veteran's preference points is used to select those individuals to advance to the next step, which is to undergo a background investigation. This numerical score and ranking from this point on plays virtually no role in the selection of an individual and the actual hiring decision is based upon the celection of those individuals who are most qualified and of the highest celiber.

I wish to stress that these rankings and numerical scores are only for determining which individuals will be processed further in our system and are in no way the basis for appointment as a Special Agent. No appointments are extended to anyone who has not attained a score above the minimum level, but because the number of applicants within each entrance program differs, the numerical ranking from one program to another will differ also. I believe it is this ranking to which you referred,

Ne in the Bureau do not believe that the caliber of personnel has been lowered by our system. As a matter of fact our current selection process, based upon continuing evaluation from our PRI Academy and our Agents already in the field, is producing an outstanding group of Special Agents. Additionally, the average age of the Agents recruited during Fiscal Year 1983 was just under 30, so they bring with them a number of years of work experience.

esh

Mr. Paul Harvey

Once again I want to thank you for your continued support of the FBI. Because of the support you have publicly displayed, I thought it important to explain the three issues which have caused concern among your listeners and readers. If you have any further questions, I hope you will not heaftate to contact me.

Sincerely;

William W. Baker Assistant Director Office of Congressional Mand Public Affaira

OTE: Mr. Harvey addressed the three issues in question on a couple of his radio programs and also discussed them in one of his newspaper columns. The issue relative to the Special Agent hiring practices was coordinated with SA Administrative Services Division, and the substance of above response relating to this issue and the mandatory Special Agent retirement policy has previously been approved by the Administrative Services Division. To date, we have received two letters expressing concern for the SA hiring practices and the mandatory retirement age, one inquiry from a former Special Agent and one from a concerned citizen. They both are being furnished the appropriate substance from this letter. Address for Mr. Harvey from the Bureau mailing list.

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# BI: Costly Retiremen

What's happened to the FBI's screening procedures for federal posed to anticipate and avoid any ... embarrassment.

Suddenly it's revealed that a deputy defense secretary was appointed though he had allegedly violated the law a long time previously by giving insider stock tips to friends who thus got rich.

Friends who included several women a former receptionist in his office, a former aérobics dancer, a Dallas airline stewardess.

Obviously the FBI screen has some big holes in it.

The following evidence is entirely circumstantial but the causeeffect relationship certainly seems , plausible to a longtime friend of the FBI.

Until six years ago a special agent in charge of any EBI division (usually a state) would have 25 to 30 years' experience while earning his promotion to that postition.

Those special agents brought to that enormous responsibility a seasoning that no amount of training can duplicate.

Since 1978 all that is changed.

job applicants? The bureau is sup Now any FRI personnel with over 20 years service and over 55 years of age are required to retire

Today, special agents in charge may have less than 15 years' experience when appointed to that

More than a thousand agents have been forced to retire, taking with them an irreplaceable amount a of knowledge and experience. ( \*\*\*

Am FBI special agent averages ≑óver 10 hours a day over his entire career. During his first 20 years he has worked the equivalent of 25 years, compared to other government employees: 🎎 🤭

He is compensated for the extra hours at retirement time with retirement pay computed at 2.5 percent rather than 2.0 percent of his career earnings.

An agent may therefore retire at

50, must retire at 55.
If an agent has 20 years, service the incentive is to retire early. knowing it will be easier to find other employment at age 50 than at

Thus the FBI loses another five years of training and experience, to be replaced by someone of less training and inexperience.

Hiring practices requiring the hiring of minorities regardless of qualifications, have further com-promised the bureau's standards of excellence.

A white male, to become an FBI finals."

A.minority male is required to

score only 70 percent.

The agency solely responsible for our nation's internal security is itself internally debilitated.

Alnised States Senate

March 9, 1984

FEDERAL GOVERNMENT

spectfully referred to:

Congressional Liaison Washington, DC

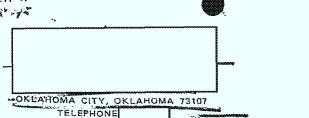
taul Harvey

PLEASE RESPOND TO ATTENTION OF:

SS

Because of the desire of this office to be responsive to all inquiries and communications, your consideration of the attached is requested. Your findings and views, in duplicate form, along with return of the enclosure, will be appreciated by

4 JUN 12 1984



March 1, 1984

The Honorable David L. Boren United States Senator United States Senate Washington, D.C. 20510

Dear Mr. Boren:

I am enclosing an article from Paul Harvey that causes me much concern. I have underlined the portion of the article that says "A white male, to become an FBI agent. must score 93 percent on his finals," while a minority male is required to score only 70 percent. If that is the true situation, it falls in the same category as the bussing of children force desegregation purposes and a Martin Luther King, Jr. holiday. In other words, it stinks.

I don't know that any of you gentlemen have any control over rules governing the FBI, but I know that you will agree that we should not staff the Nation's Internal Security Force with personnel that is unqualified. I believe that this is a matter that deserves looking into with some corrective measures being taken.

I will appreciate any information or report that I receive from any of you on this matter.

Respectfully,

Attorney At Law

CEM:tas

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cc: Senator Don Nickles

Congressman Mickey Edwards

62-91730 - 198X

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WHAT'S happened to the FBI's can duplicate.

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Since 1978 all that is changed.

Now any FBI personnel with over 20 years service and over 55 years of age are required to retire.

Today, special agents in charge 'may have less than 15 years' experieace when appointed to that position. More than a thousand agents

An FBI special agent averages over 10 hours a day over his entire career. During his first 20 years he has worked the equivalent of 25 years, compared to other government employees.

He is compensated for the extra hours at retirement time with retirement pay computed at 2.5 percent rather than 2.0 percent of his career earnings.

An agent may therefore retire at 50, must retire at 55.

If an agent has 20 years' service the incentive is to retire early, knowing it will be easier to find other employment at age 50 than at 55.

Thus the FBI loses another five years of training and experience, to

be replaced by someone of less training and inexperience.

Hiring practices requiring the hiring of minorities, regardless of qualifications, have further compromised the bureau's standards of excellence.

A white male, to become an FBI agent, must score 93 percent on his

A minority male is required to score only 70 percent.

The agency solely responsible for our nation's internal security is itself internally debilitated. Les Angeles Times Syndicate

ORD, we pray today, keep us forever loyal to our loved ones, our places of employment, our homes and to our land upon which we live. Amen.

ODAG EXECUTIVE SECRETARIAT CONTROL DATA BOREN, SENATOR DAVID L. FBI 03-14-84 Date Due: 03-30-84 Date Received: Control #: 4031407928 Subject & Date: 03-09 NOTE ON BEHALF OF OKLA. CITY, OKLA., QUESTIONING RULES GOVERNING THE QUALIFYING EXAMS FOR PROSPECTIVE FBI AGENTS. FEDERAL GOVERNMENT Date: Referréd To: Date' Referred To 03-16-84 (5) (1) FBI; WEBSTER

(8)

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Late

Date Released:

Remarks

(2)

(3)

(4)

Interim By:

Sac. For: FBI

CC OLA. OLA TO MAIL INTERIM RESPONSE. RETURN THIS FORM W/2 COPIES OF REPLY TO EXEC. SEC., ROOM 4416. EXT. 5305.

Other Remarks:

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March 14, 1984

Honorable David L. Boren United States Senate Washington, D. C. 20510

ATTN: SS

Dear Senator Boren:

This is to acknowledge receipt of your note of March 9, 1984, received by the Department on March 14, 1984, on behalf of

A further response will be forthcoming as soon as possible.

Sincerely,

Robert A. McConnell Assistant Attorney General

CC: Exec. Sec. File, OLA 4031407928

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FEDERAL GOVERNMENT

Monorphia David L. Cores United States Senate Hackington, D. C. 18310

Dost Konstor Corens

Tour March Oth <u>localry directon to the Department</u>
of Justice on behalf of the Poll Handberrand

papiouses concorn toleties to a Paul Norvey nonopoper esticle concorning the FDI's personnal torsoitmost sullivy and its effect on the current colliber of Durant Agents. I appreciate the apportantly to explain our Special Agent Goloctics System and clarify his Norvey's tomaria which was computed allocating.

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Oklahoma City - Englosures (3) Congressional Affairs Section

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Honorable David L. Boren

When the Bureau's hiring needs are established, the number needed from each entry-level category is determined and applicants are selected from the various entry-level categories for final processing. In order to select the most qualified applicant within each program, a ranking system derived from a combined total of the scores on a written test, an interview, and any applicable veteran's preference points is used. I wish to stress that these rankings and numerical scores are only for determining which individuals will be processed further in our system. actual hiring decision is based upon the selection of those individuals who are most qualified and of the highest caliber. No appointments are extended to anyone who has not attained a score above the minimum level, but because the number of applicants within each entrance program differs, the numerical ranking from one program to another will differ also. I believe it is this ranking to which Mr. Harvey referred.

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I hope this summary of the Special Agent Selection System will help to resolve concern. Your enclosures are being returned as requested.

Sincerely,

13

William M. Baker
Assistant Director
Office of Congressional
and Public Affairs

Enclosures (2)

2 - Executive Secretariat - Enclosures (5)
Room 4416, DOJ

SWT

NOTE: writes to Sentor Boren expressing his concern relative to a Paul Harvey article relating to the Bureau's affirmative action relative to the hiring of FBI Special Agents. Substance of above response has previously been furnished in answer to similar inquiries and was approved coordinated with the Administrative Services Division.

is not identifiable in Bufiles.

- 2 -

May 13, 1985

I listened with great interest to your noon commentary

OUTSIDE SOURCE'

Mr. Paul Harvey American Broadcasting Company 360 North Michigan Avenue Chicago, Illinois 60601

Dear Mr. Harvey:

Mr. B. S.

	.	on May 3rd regarding our arrests of the Hells Angels and very much appreciate the tribute you paid to Special Agent and the FBI. I was particularly pleased that you equated Agent undercover service to battlefield heroism. The full ramifications of such an assignment, or undercover operations in general, are often overlooked or taken for granted; however, your succinct focus on this, as well as the overall work of the FBI, will go a long way in helping the Bureau to meet its goals. Our success is dependent on public cooperation and your comments, which reach such a vast audience, will be of inestimable value in helping us obtain the public confidence which is vital to our mission.  I want to thank you also for your remarks about my direction of the Bureau. You can be sure we will strive to perform our work in a manner worthy of your support and that of the American people.					
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SSP CLASS SEC'I

September 23, 1986

Mr. William M. Baker Assistant Director Office of Congressional and Public Affairs Federal Bureau of Investigation Washington, D.C. 20535

Good Morning, Bill Baker ...

Please help me add meat to these bones. The allotted time and space is inadequate for anything but the most superficial FBI audit, but it occurs to me there may be some things you would like to see included which I have not mentioned.

Thanks much for your help with this.

Keep on keeping on,

PH:jw enc. "The FBI Under Bill Webster" PAUL HARVEY NEWS

360 North Michigan Avenue Chicago, Illinois 60601

off. of ging. and Pub. Aff.

acklet to roul Harvey dated 1988/86

SIR REC

SSP CLASS 27, October 22, 1986 SECID SER REC Paul American Broadcasting Company 360 North Michigan Avenue Chicago, Illinois 60601 Dear Mr. Harvey: Thank you for providing an advance copy of your script entitled "The FBI Under Bill Webster" with your letter of September 23. I think your words portray us very well but, as you requested, my staff has added a little "meat to the bones." We also have updated or clarified some facts and figures for the sake of accuracy. The changes have been made directly on the enclosed copy you sent to us. A typed copy of the edited script is enclosed as well. I appreciate your continued interest in devoting part of "Paul Harvey News" to a story on the FBI. Call or write if I can provide any further assistance. Sincerely, William M. Baker Assistant Director Office of Congressional and Public Affairs **≅**Enclosures (2) 1 - Mr. W. Baker - Enclosures (3) 1 - Mr. Clarke - Enclosures (3) 1 - Miss Devine - Enclosures (3) 1 - Mr. Moran - Enclosures (3) NOTE: Mr. Harvey was provided with a package of information on the FBI at his request last month. The enclosed script Exec AD Adm. \_ apparently was based upon the information, and the Public Affairs Exec AD inv. \_\_\_ Section, OCPA; the OC Section, CID; and the Terrorism Section, Exec AD LES \_\_ CID; have reviewed the script and recommend several additions, Aget. Dir.: updates, or clarifications. Salutation and address per prior correspondence. Ident. .... tnap. APPROVED: WEST ASA SOVE. Lobomory. Intell. \_ ÆJP:wir Charles Vollmo Bon Mice & Lab. . Legal Coun. \_ AT WE AMO LONG Off. Cong. & Ency AD Agas 10 and 10 Public Affs. E 1913, AD ITM. COMMENT MICHELLE POLITICAL TOP'S SONS. Rec. Mgnt. THE STATE OF THE PROPERTY OF THE PARTY OF TH Tech. Servs. Training \_\_ Talophone Rm. . FBI/DOJ Director's Sec'y . MAIL ROOM

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PAUL HARVEY NEWS (CRIME)

### THE FBI UNDER BILL WEBSTER

FBI Director William Webster does not avoid limelight; he just has no time for it.

He does not claim the front page of each FBI report for himself because he prefers action to rhetoric.

In the image of the legendary lawmen of the early West, Bill Webster's holstered gun commands all the respect he needs.

At this moment in New York City three reputed heads of three different crime families are on trial -- the Colombo family,  $au h \epsilon$ 

Gambino family, the Lucchese family, and the Genovese family.

Since the FBI joined forces with the DEA four years ago, there have been over long-TERN and 6900 700 drug investigations, 40 undercover operations. individuals convicted! In 1995 Alons, joi FBI/DEA INVESTIGATIONS led to the foreign fore of 60 million in ASSETS.

In 1982 the FBI drew a bead on terrorists. In 1983 a 50-

member hostage rescue team was trained, equipped, made ready.

Thus prepared to anticipate crises, the FBI, August 1985, quietly coralled -14 Macheteros terrorists in Puerto Rico.

You don't see Bill Webster on talk shows. You hear from him, instead, in the "sudden silence" -- when the rocket bombings of federal buildings stops.

Terrorist incidents in the United States numbered more than one hundred in 1977. Four years ago 52. Three years ago 31. Nimeteen eighty-four there were 13, last year -- seven. FIVE 10/986.

02-47750-

## -2- The FBI Under Bill Webster

And last year 23 specific terrorist acts were intercepted --

prevented — by the FBI. So FAR, ONE this YEAR.

(Number of investigative:

The FBI's total personnel is only one-third the size of the police force of New York City yet the bureau investigates violations of over 200 categories of federal statutes.

Organized crime families in the United States have numerically more manpower than the FBI yet the FBI stands alone and effectively between them and us.

work led to 2,960 convictions And 3,803-During 1985 the Bureaus put 3,083 underworld hoods out of indictments of organized crime figures ---business-

My file on FBI convictions in just the past year fills sixty pages.

It includes coralling "most-wanted" criminals and tracking down the nuts who put cyanide in drugstore vitamins.

White-coliar crime adds fifteen percent to the price of everything you buy; only heaven knows how much it would

add were it not for the constant vigilance of the FBI. The one agency of government which recovers more money through fines

RECOVERIES and

than it costs I to Run It!

Bill Webster -- lead on!

potential Economic loss Prevented

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But there's more to the FOI than crimsfighting.
The Bureau also is highly regarded for providing training classes, laporatory examinations, fingerprint checks, criminal record checks, and other services to law Enforcement personnel.

PAUL HARVEY NEWS (Crime)

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Since the FBI joined forces with the DEA four years ago, there have been over 40 long-term undercover operations and 6,900 individuals convicted! In 1985 alone, FBI/DEA investigations led to the forfeiture of \$60 million in assets.

In 1982 the FBI drew a bead on terrorists. In January of that year, a 50-member hostage rescue team was trained, equipped, made ready.

Thus prepared to anticipate crises, the FBI, August 1985, quietly corralled 13 Macheteros terrorists in Puerto Rico.

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## - 2 - The FBI Under Bill Webster.

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White-collar crime adds fifteen percent to the price of everything you buy; only heaven knows how much it would add were it not for the constant vigilance of the FBI.

But there's more to the FBI than crimefighting. The Bureau also is highly regarded for providing training classes, laboratory examinations, fingerprint checks, criminal record checks, and other services to law enforcement personnel.

The FBI. One of the few agencies of government which obtains more money, through fines, recoveries, and potential economic loss prevented, than it costs to run it!

Bill Webster -- lead on!