

UNITED STATES DEPARTMENT OF AGRICULTURE
FOREST SERVICE
WASHINGTON

O
Personnel
Reinstatement

June 7, 1921.

District Forester,

All Dists.

Dear Sir:

The financial depression is greatly increasing the number of men who are seeking reinstatement in the Service. In order that negotiations with these men and recommendations made for reinstatement may all be guided by a common understanding and a common purpose the following statement of policy is issued.

Every request for reinstatement should be viewed solely from the standpoint of Forest Service interests. The former employee who seeks to return to the Forest Service has no valid claim to any consideration of his personal interest or wishes. If it is to the advantage of the Forest Service to take him back we will do so; otherwise not.

A second and exceedingly important principle is that employees who have stayed with the Service should have preference in every case in filling vacancies for which such employees are qualified. Reinstatement should be recommended only in those instances when no employee now on the rolls possesses the requisite qualifications for the particular position to be filled by reinstatement.

A third principle is that the salary of a man being reinstated should be fixed according to the value of the man at the time of his reinstatement. The value of the experience and development a man has had while outside the Service should be taken into consideration. In future reinstatements the statement that a man should be paid a certain figure because if he had stayed in the Service he would have been receiving that amount can not be accepted without evidence that his experience and development while outside the Service has been equal in value to us to what would have been expected if he had remained on the job.

The foregoing should not be regarded as placing a ban on reinstatements. Some men who leave us are more or less irreplaceable and it is at times distinctly to the interest of the Service to reinstate such men; but we want to regard each case strictly on its merits and be very careful that we never do anything more than what is right and fair from the standpoint of the employee who has stuck with the job.

Very truly yours,

W. B. Greeley.

Forester.

For Mr. Kelley