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UNITED' STATES DEPARTMENT OF JUSTICE FEDERAL BUREAU OF INVESTIGATION

SAC BALTIMORE

FROM : FDIRECTOR, FBI

10DEC 12

-TO

SUBJECT: SA JOHN P. O'NEILL EOD 6-22-70 PROMOTION MANJER GS/GM 13 TO 65/GM 14

RETURN TO: FEIHO, KOON 6156. TL#234 ON OVER WEIGHT LIST SINCE.

PERSOTAL GATENTION

DATE 8-8-84

11-24-82

CHECK APPROPRIATE COMMENTS.

INDICATES AN OVERALL RATING OF FULLY SUCCESSFUL OR HIGHER.

() AGENT CONTINUES TO REFORM ORITICAL ELEMENTS AS DEFINED BY PERFORMANCE STANDARDS OF AT LEAST FULLY SUCCESSEUL.

. (.). MERIT PAY INDICATOR EF APPLICABLE.

IF THE AGENT RECEIVED LESS THAN AN OVERALE RATING OF FULLY SUCCESSFUL ON HIS/HER MOST RECENT PERFORMANCE APPRAISAL, RESPOND TO THE FOLLOWING

REC-132

Searchod .

PAST YEAR . RESPOND TO THE FOLLOWING:

(1) BY COMMUNICATION. DATED ACCOMMEND, AGENT WAS THE SUBJECT OF ADMINISTRATIVE ACTION. IF YOU NOW RECOMMEND, THIS AGENT FOR PROMO-TION, YOU MUST PERSONALLY SET FORTH FULL JUSTIFICATION BEYOND, ANY COMMENTS WHICH MAY HAVE ALREADY BEEN. SUBMITTED REGARDING COMMENDATIONS/ INCENTIVE AWARDS SINCE THE ADMINISTRATIVE ACTION. A MEMORANDUM OR A SPECIAL PERFORMANCE APPRAISAL MUST BE ATTACHED SHOWING FULLY SUCCESSED PERFORMANCE BEFORE CONSIDERATION WILL BE GIVEN. IF THIS ACTION WAS RELATED TO WORK PERFORMANCE AS OPPOSED TO MISCENDUCT. THE AGENT MUST HAVE PERFORMED AT THE FULLY SUCCESSED TO MISCENDUCT. THE AGENT MUST HAVE PERFORMED AT THE FULLY SUCCESSED TO MISCENDUCT.

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C. Signature/Authentication of Approving Official	TON	F. Educational Level, G. Year Degree Attained	H. Academic Discipline	I. Agency Code	, . ⁻ 1
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SALARY INCLUDES A MERIT INCREASE OF \$1431.00 BASED UPON YOUR ANNUAL RATING OF EXCEPTIONAL, AND YOUR SALARY'S LOCATION IN THE LOWER ONE-THIRD OF THE RATE RANGE OF YOUR GRADE. . - 5

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GM 4. Duty Sta	1811	14	<u>)</u>) \$42	928	PA	GH 35. Posit	1811	14	09	544 36. Appropriatio		ptional)

2

NOTIFICATION OF PERSONNEL ACTION 2. SSN

147-42-1004

1-Competitive, c.3-SES General 2-Excepted 4-SES Career Reserved 4

6. Serv. Comp. Date (Leave)

06-22-70

MR

6-10 Pt./30% Comp.

5-10 Pt. Other

3. Position Sensitivity (Opt.) 4. Date of Birth

7. Tenure

1

02-06-52

3-FS

2-FICA 4-None 6-CS Spec

5-Other

1-CS

8. Retirement

6

Standard Form 50-B Rev. January 1982 U.S. Office of Personnel Management FPM Chapter 296

1. Name (Last, First, Middle)

5. Veteran Preference

37. Remarks

2.14

Jr?

17

DNEILL

1-None

2—5 Pt.

JOHN

P

3-10 Pt. Disab.

4-10 Pt. Comp.

; ******** e spir v ۰ŗ 25 X Same - - -2.5* . بروسیسود بر CLASSIFIED INFORMATION NONDISCLOSURE GREEMENT 5.0 . . -5 An Agreement Between John and the United States (Name -1. Intending to be legally bound, I hereby accept the obligations contained in this Agreement in consideration of my being granted access to classified information. As used in this Agreement, classified information is information that is either classified or classified under the standards of Executive Order 12356, or under any other Executive order or statute that prohibits the unauthorized disclosure of information in the interest of national security. I understand and accept that by being granted access to classified information, special confidence and trust shall be placed in me by the United States Government. 3.5.3 المذهو ملك الدليق بالمع 2. I hereby acknowledge that I have received a security indoctrination concerning the nature and protection of classified information, including the procedures to be followed in ascertaining whether other persons to whom I contemplate disclosing this information have been approved for access to it, and that I understand these procedures. 3. I have been advised and am aware that direct or indirect unauthorized disclosure, unauthorized retention, or negligent handling of classified information by me could cause irreparable injury to the United States or could be used to advantage by a foreign nation. I hereby agree that I will never divulge such information unless I have officially verified that the recipient has been properly authorized by the United States Government to receive it or I have been given prior written notice of authorization from the United States Government Department or Agency (hereinafter 'Department or Agency) last granting me a security clearance that such disclosure is permitted. I further understand that I am obligated to comply with laws and regulations that prohibit the unauthorized disclosure of classified information. 4. I have been advised and am aware that any breach of this Agreement may result in the termination of any security clearances I hold; removal from any position of special confidence and trust requiring such clearances; and the termination of my employment or other relationships with the Departments or Agencies that granted my security clearance or clearances. In addition, I have been advised and am aware that any unauthorized disclosure of classified information by me may constitute a violation or violations of United States criminal laws, including the provisions of Sections 641, 793, 794, 798, and 952, Title 18, United States Code, the provisions of Section 783(b), Title 50, United States Code, and the provisions of the Intelligence Identities Protec-tion Act of 1982. I recognize that nothing in this Agreement constitutes a waiver by the United States of the right to prosecute me for any statutory violation. 5. I hereby assign to the United States Government all royalties, remunerations, and emoluments that have resulted, will result or may result from any disclosure, publication, or revelation not consistent with the terms of this Agreement. I understand that the United States Government may seek any remedy available to it to enforce this Agreement including, but not limited to, application for a court order prohibiting disclosure of information in breach of this Agreement. I understand that all information to which I may obtain access by signing this Agreement is now and will forever remain the property of the United States Government. I do not now, nor will I ever, possess any right, interest, title, or claim whatsoever to such information. I agree that I shall return all materials which have, or may have, come into my possession or for which I am responsible because of such access, upon demand by an authorized representative of the United States Government or upon the conclusion of my employment or other relationship with the Department or Agency that last granted me a security clearance. If I do not return such materials upon request, I understand that this may be a violation of Section 793, Title 18, United States Code, a United States criminal law. 8. Unless and until I am released in writing by an authorized representative of the United States Government, I understand that all conditions and obligations imposed upon me by this Agreement apply during the time I am granted access to classified information, and at all times thereafter. 9. Each provision of this Agreement is severable. If a court should find any provision of this Agreement to be unenforceable, all other provisions of this Agreement shall remain in full force and effect. 10. I have read this Agreement carefully and my questions, if any, have been answered to my satisfaction. I acknowledge that the briefing officer has made available to me Sections 641, 793, 794, 798, and 952 of Title 18, United States Code, Section 783(b) of Title 50, United States Code, the Intelligence Identities Protection Act of 1982, and Executive Order 12356, so that I may read them at this time, if I so choose. 11. I make this Agreement without mental reservation or purpose of evasion. SOCIAL SECURITY NO. (See SIGNATURE DATE notice below. 7-42-1004 ORGA The execution of this Agreement was witnessed by the undersigned, who, on behalf of the United States Government, agreed to its terms and accepted it as a prior condition of authorizing access to classified information. WITNESS AND ACCEPTANCE: DATE 11/5/80

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Jidenel	Bureau of Smert	ali
disclosure is mandatory or volur advised that authority for solicit	S.C. 552a-requires-that-federal-agencies-inform individuals, at the itary, by what authority such information is solicited, and what u ing your Social Security Account Number (SSN) is Executive Orc) certify that you have access to the information indicated above ugh disclosure of your SSN is not mandatory, your failufe to do s	ses will be made of the information. You are nereby ter 9397. Your SSN will be used to identify you pre- or 2) determine that your access to the information
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*U.S. GOVERNMENT PRINTING OFFICE 1983 424-532/6081

STANDARD FORM 189 (8-83 Prescribed by GSA/ISOO 32CFR 2003; E.O. 12356 .b6

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PERFO	MANCE APPRAISAL REPORT	
	Cover Page	
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1. Payroll Namė 1/	2. Office of Assignment	
ONEILL JOHN P	3050 BALTIMOR	E
3. Social Security Number	4. Merit Pay Indicator	
147-42-1004	Mi	٩
5. Position Title and Grade	6. Overall Adjective Rating	
3) SPECIAL AGENT 14 GM -13 78-	EXCEPTIONAL	L. L
7.	Rating of Critical Element(s)	v
S E	E E	
2 1	3 /	
<u>#</u>	34#	# #
		-1
		7/2/84
		Data
9. I am aware that my overall performance, if belo increase and could also preclude me from consid This appraisal has been discussed with me and I this appraisal, not that I am necessarily in agree	ration for promotion, administrative advancement	nt, and/or office of preference transfer nature only indicates that I have review
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INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT COVER PAGE

REOEIVED UL ZU 12 09 RM 1984 PRAU PRAU FORMAL SECTION

Note: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. ASD^{SECTO}

With the exception of signatures, initials and dates, the information on this form is to be typewritten.

Preprinted form FD-593 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

Items 1 - 3 Self-explanatory.

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- Item 4 Circle one merit pay indicator. Merit pay indicator M1, M3, M4 OR M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. All other employees are excluded from merit pay and are properly shown as N8. Assignment of the appropriate merit pay indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.
- Item 5 Self-explanatory.
- Item 6 Complete item 7 before referring to the Combinations Table and the instructions for its use in Part 1, Section 5, of the Manual of Administrative Operations and Procedures (MAOP) to determine the overall adjective rating (Unacceptable, Minimally Acceptable, Fully Successful, Superior or Exceptional) and record the appropriate rating.
- Item 7 Record the adjective rating assigned to each critical element on the Evaluation Page(s). List the ratings in ascending order (lowest to highest) from left to right and record the identifying number for each critical element under the appropriate adjective rating. This item is not to be completed for presumptive annual appraisals.
- Item 8 Rating official is to sign and date the appraisal before obtaining the employee's signature.
- Item 9 Employee is to check the appropriate box indicating whether he/she does or does not wish to respond to the appraisal and then sign and date the appraisal when presented to him/her. The employee may respond to the appraisal by setting forth his/her comments on plain white bond paper within 7 days. The employee may not repond to a conversion appraisal. If the employee refuses to sign or initial the appraisal, the rating official is to determine if a response will be forthcoming and document these facts in the space allowed for this item.
- Item 10 Following presentation to the employee, each appraisal must be reviewed at a higher level (except where there is no higher level official in the office) to assure consistency and fairness. The reviewing official must justify, with comments on plain white bond paper, any modification he/she makes to the appraisal. The reviewing official must address the employee's concerns and set forth the basis for his/her decision on plain white bond paper.
- Item 11 Complete this item only if the reviewing official commented on and/or adjusted the appraisal. If the appraisal was adjusted, the employee must be given another opportunity (7 days) to respond.
- Item 12 Record type of appraisal being submitted.

9

Refer to the MAOP, Part 1, Section 5, for additional instructions on the completion of this form when issuing presumptive annual appraisals or converting special appraisals to annuals as well as for guidance on the Performance Appraisal System.

FD-593a (Rev. 8-2-82)





FEDERAL BUREAU OF INVESTIGATION EVALUATION PAGE

1. Payroll Name of Employee	2. Social Security Number
JOHN P. O'NEILL	147-42-1004
3. Specify general nature of assignment during most of the appraisal per	iod.
SUPERVISORY SPECIAL AGENT	
4. Critical Element # as listed on the Plan.	
SUPERVISION OF SUBORDINATES	
5. Adjective Rating: ☐ Fully Successful ☐ Superior	Other <u>EXCEPTIONAL</u>

During this rating period, SSA O'NEILL was Acting Supervisor of Squad #6 from its establishment in January, 1983, and was approved as Stationary Supervisor on 7/24/83, with the supervisory responsibility for Public Corruption and Labor Racketeering Matters for the Baltimore Division. As Supervisor, he identified and initiated appropriate action when an Agent on his Squad failed to perform in a fully successful manner regarding a specific investigation concerning a sensitive judicial corruption matter. As a direct result of his analysis and judgment, a new Case Agent was assigned, and this matter proceeded to trial, resulting in two convictions and praise from the U. S. Attorney's Office.

During this time he also identified a personal problem regarding one of the Agents assigned to his Squad, and recommended assistance and consultation with a Bureau approved psychiatrist, which procedure proved beneficial not only to the Agent, but also to his performance as a member of Squad #6.

(continued)

4. Critical Element # ____ as listed on the Plan.

LIAISON

5. Adjective Rating:

Fully Successful
 Superior

Other _

Initials of Employee

INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT EVALUATION PAGE

NOTE: No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

- Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.
- Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.
- Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.
 - (a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.
 - (b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.

U.S. GOVERNMENT PRINTING OFFICE : 1983 0 - 402-021

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Critical Element #1 (continued)

Two of the employees assigned to his Squad either had administrative action initiated or contemplated prior to their assignment, and after their assignment their performance was not only productive and above the fully satisfactory level, but significantly contributed to the Squad's missions and goals.

The above were all a direct result of the leadership and sensitivity of SSA O'NEILL in the performance of his supervisory responsibilities.

The direct supervision and management of the investigative matters assigned to this Squad, and the supervision of the Agent personnel, have produced significant successes in several matters, as follows: BAFILE 159B-772 - two indictments and two convictions regarding embezzlement of union funds from Local 502 in Baltimore; BAFILE 159B-22 - a representative of the Seafarer's International Union was indicted and convicted when he attempted to extort funds from a local contractor; BAFILE 183B-672 - two indictments and two convictions in a judicial corruption matter, which also ultimately resulted in a local Judge resigning from office because of health reasons; BAFILE 58A-743 - a Group I Undercover Operation entitled was developed and approved, and SSA O'NEILL personally participated in all aspects of the planning of this undercover operation and review of the day-to-day activities of the Undercover Agent and Agents assigned to this investigation.

The above investigations, and many others handled during this rating period by SSA O'NEILL, required extensive consensual monitorings, pen registers, surveillances, and the extensive use of informants, which were all supervised by SSA O'NEILL in an outstanding and exemplary fashion with significant accomplishments for the Baltimore Division. Accordingly, his performance in this Critical Element could only be considered as Exceptional.

Whit.

FD-593a (Rev. 8-2-82)





FEDERAL BUREAU OF INVESTIGATION EVALUATION PAGE

1. Payroll Name of Employee		2. Social Secu	curity Number	
JOHN P. O'NEILL		147-42	2-1004	
3. Specify general nature of assignment	it during most of the appraisal perio	d.		
SUPERVISORY SPECIAL	AGENT			
4. Critical Element # 3 as listed of	n the Plan.			
PROGRAM/RESOURCE MAN	AGEMENT			
5. Adjective Rating:	uccessful Superior	I Other <u>E</u>	EXCEPTIONAL	

During this rating period, SSA O'NEILL has enhanced and increased the number of investigations being conducted in the areas of Public Corruption and Labor Racketeering in both quantity and quality. He has personally participated in the majority of matters investigated by this Squad, and has delegated and allocated personnel during the early planning stages, as well as the active investigation and prosecution as the situations demanded. He has utilized his personnel to identify and establish a public awareness as to what constitutes a Labor or Public Corruption violation, and that the FBI has jurisdiction in these areas.

During the first three quarters of Fiscal Year 1984, the Squad has accomplished nine information and indictments, and has obtained five felony convictions, which have significantly contributed to the accomplishments of the White Collar Crime Program for the Baltimore Division. These accomplishments were 100% PCI, which indicates a significant number of quality investigative results.

(continued)

4. Critical Element # _4__ as listed on the Plan.

DIRECTION OF INFORMANT/ASSET SELECTION, DEVELOPMENT AND OPERATION

5. Adjective Rating:
☐ Fully Successful
☐ Superior
☑ Other <u>EXCEPTIONAL</u>

During this rating period, SSA O'NEILL supervised from seven Agents initially to thirteen Agents at the present time, and has opened new Confidential Informants targeted against Labor Racketeering matters, and developed new informants reporting on Public Corruption matters.

At the present time, the Agents on his Squad have informants assigned, of these being Fully Operational, and in a Suitability Inquiry status. Each of the Agents assigned, with the exception of two new Agents, has at least one informant pending at this time, and these informants are providing significant information contributing to programs assigned to Squad #6, as well as to general intelligence data for the Baltimore Division, which substantially contributes to the investigative effort of this Division.

(continued)

Initals of Employee

INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT EVALUATION PAGE

5 × 2.

NOTE: No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

- Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.
- Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.
- Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.
 - (a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.
 - (b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.

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Critical Element #3 (continued)

11. 1

During this rating period, SSA O'NEILL has insured that investigative priorities and the related deployment of resources were in accordance with FBI policies and guidelines, and his involvement in several major investigations represents an exceptional utilization and allocation of resources, with corresponding accomplishments. Accordingly, SSA O'NEILL's performance as a Supervisor in this Critical Element justifies an Exceptional rating.

Critical Element #4 (continued)

It should be noted that during the entire rating period, a total of confidential informants were opened in the Suitability and Pertinence Inquiry status, with a majority being converted into operational informants. This outstanding effort is deserving of an Exceptional rating for this Critical Element.

COMMENTS OF SAC DANA E. CARO:

During the evaluation period, SSA O'NEILL has continued to grow and develop, and has unlimited potential for future advancement within the FBI.

During the past 12 months, I have viewed remarkable growth in the quality and quantity of investigative matters in the Labor Racketeering field while, simul-taneously, Supervisor O'NEILL was providing the necessary control over highly sensitive Public Corruption investigations.

He is truly worthy of the Exceptional evaluation.

	FEDERAL BUREAU OF INVESTIGATION	
Portion Reill, John P. 1	PERFORMANCE PLAN 2. 147-42-1004 Social Security Number	3Baltimore Office of Assignment
		tonocificat investigative operations
5. Critical Element #: MANAGEMENT OF IN assigned to the squad through com Special Agents and arXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX	mand, regulation, monitoring, and <u>xxxxxxxxxxidentxagenexxident</u> xand by ic Corruption and Labor Racketeer	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
	Performance Standards	
Minimally Acceptable	Fully Successful	Superior
Objectives of cases are determined through experimen- tation, and monitoring and control may be hampered by use of uncertain milestones. Sets forth relevant approaches for achieving the cases' objectives. Reacts to changes in the case- load or individual cases and endeavors to take appropriate action. In a generally clear manner communicates the squad's case- load to the Agents and follows- up to assure understanding by all members. Endeavors to keep Agents briefed on significant investigative matters. Equitably assigns work to Agents (CONTINUED-OVER)	Precisely describes the case objectives to each Agent selected to accomplish the wor Keeps Agents informed about significant investigative (CONTINUED-OVER)	 and the overall caseload are foreseen from the establishment of specific milestones; achieve- ments are recognized as increased rates of convictions, indictments savings to commerce, recoveries, crime prevention, etc., and full investigations of cases selected by the SAC as target cases for the office. Vuses deliberate and specific rapport with Agents to effect I successful conclusion of cases. Resolves difficult or long- Standing caseload problems by involving Agents in declision CONTINUED-OVER Inderformanced standards are consistent with the position description of cases
period and am aware that performance below the Fully Successful I sideration for a within-grade/step increase, promotion, administrative preference transfer.	evel may preclude me from con- e advancement, and/or office of 7/16/84	herance of the mission and goals of the FBI.
Signature of Employee	U.S. GOVERNMENT PRINTING OFFICE : 1982 0 - 384-733	Ince

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INSTRUCTIONS FOR PREPARING THE PERFORMANCE PLAN

NOTE: This form is used to record a single critical element (CE) and its performance standards (PSs). With the exception of signatures and dates, the information on this form must be typewritten. An original and one copy of the Plan is to be completed within 10 days after the employee (1) begins a new appraisal period, * (2) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s) or (3) is promoted or demoted during the appraisal period. The original of the Plan is to be forwarded to the Performance, Becognition and Awards Unit (PRAU) and a copy retained by the rating official.

Items 1 - 4 Self-explanatory.



Define the CE. It must (1) be consistent with the employee's position description, but not a restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 6 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE. Refer to the Manual of Administrative Operations and Procedures (MAOP), Part I, Section 5, for the definitions of these levels.

In developing PSs, the rating official must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, assigned CEs, office MBO statement, etc.) to establish specific levels of achievement for this CE, (3) state PSs as succinctly, specifically, and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate. If the employee is a supervisor, ensure that his/her PSs reflect, as applicable, what he/she is expected to accomplish in terms of developing subordinates' abilities to perform their jobs, appraising subordinates' performance, and promoting EEO.

Employee is to sign and date the Plan indicating his/her review. Employee is to be afforded additional review(s) upon request. If the employee refuses to sign the Plan, the rating official is to document this fact in the space allowed for this item.

Review

1-3 RM 4 V

Item 8 Rating official is to sign and date the Plan after obtaining the employee's signature or entering the notation indicating his/her refusal to sign.

*When the same CEs and PSs are being continued from one appraisal period to the next, the rating official and the employee are to initial and date the copy of the Plan (each CE page) within 10 days after the beginning of the new period. No submission to the PRAU is necessary.

For additional guidance on the Performance Appraisal System and on developing suitable CEs and PSs, refer to MAOP, Part I, Section 5.

FD-590 (Rev. 8-2-82)	FEDERAL BUREAU OF INVESTIGATION PERFORMANCE PLAN	
1O'Neill, John P. Payroll Name of Employee	2. <u>147-42-1004</u> Social Security Number	3. <u>Baltimore</u> Office of Assignment
4 SUPERVISORY SPECIAL AGENT GM 14 (SQUAD Position Title, Grade and		
5. Critical Element #: MANAGEMENT OF INVEST	IGATIONS: (CONTINUED)	

wha	Performance Standards	Ourseine .
Minimally Acceptable	Fully Successful	Superior
from the caseload, but utilizes a liberal accountability concept in holding Agents to timely and specified achievements of cases. Periodically reviews Agents' achievements and advises them of their strengths and weaknesses. Ensures objectives of each case are achieved within general timeframes and with acceptable costs.	 matters. Gives technical advice as required. Holds Agents accountable for timely accomplishment of the objectives of the cases assigned to them. Promptly reviews Agents' achievements. Varies the review process to make it responsive to changes in the squad's caseload. Provides frequent feedback of strengths and weaknesses to Agents. Ensures the objectives of each case are achieved within specified timeframes and occasionally before deadlines, while remaining within established costs. Displays a high degree of cost conscious- ness relative to investigations. 	<pre>communications results in rapid conclusion of cases and permits time to address special assign- ments. Takes quick action to redirect poorly performing Agents and uses available training resources to aid Agents in enhancing their performance. Makes full use of review process and actively involves Agents to establish approaches for concluding cases. Direction of caseload and Agents encourages favorable review of the office's overall productivity. Attends to pertinent details of budget and investigative costs to take quick advantage of oppor- tunities to reduce expenses.</pre>

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

8. The above critical element and performance standards are cons the employee and are in furtherance of the mission and goals of the FBI.

Signature of Employee

Date

Signature of Rating Official

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Date

U.S. GOVERNMENT PRINTING OFFICE : 1982 0 - 384-733

FD-590 (Rev. 8-2-82)	FEDERAL BUREAU OF INVESTIGATION PERFORMANCE PLAN	
1O'Neill, John P. Payrol Name of Employee	2. <u>147-42-1004</u> Social Security Number	3. <u>Baltimore</u> Office of Assignment
4. SUPERVISORY SPECIAL AGENT GM 3	4 (SQUAD SUPERVISOR) (SQUAD #6) Title, Grade and Number	
5. Critical Element #: SUPERVISION (F SUBORDINATES: Evaluates and develops	each individual's capabilities

5. Critical Element # _____: SUPERVISION OF SUBORDINATES: EVAluates and develops cach individual by supervisory to perform assigned duties. Promotes subordinates' morale and esprit de corps for work by supervisory methods. Assures compliance with all rules and regulations including those pertaining to equal employment opportunity and affirmative action.

\	Performance Standards	Superior
Minimally Acceptable	Fully Successful	Superior
Maintains administrative over- sight of time and attendance, and related records; keeps employees apprised of adminis- trative and general interest matters; and assures each subordinate is adequately employed.	Routinely apprises employees of events and policy changes. Ascertains special interests and abilities of subordinates, and assigns work to better utilize them. Provides incentives to employees to effectively contribute to the squad's goals.	Integrates himself/herself into the squad's activities to recognize desireable and unde- sireable trends, to motivate employees, and to establish more acceptable methods of super- vision. Effectively employs subordinates and increases their interests to be productive.
Directs, observes, evaluates, and corrects activities of each subordinate only on an ccasional basis. Formally reviews their performance on a specified time basis and provides feedback (positive and negative) to the subordinates on their accomplishments. Meets obligations of equal employment opportunity and (CONTINUED-OVER)	Directs, observes, evaluates, and corrects activities of each subordinate on a specified time basis. Formally reviews their performance not only on a specified time basis but on a personal basis that exceeds routine correction of unaccept- able work performance. Effectively complies with the (CONTINUED-OVER)	Provides individual attention to each subordinate, to the extent limited only by responsibility to other investigative/adminis- trative functions, to develop each employee's performance level to the extent it nearly maximizes the individual's abilities. In accordance with standard procedures, directs, observes, evaluates, and correct (CONTINUED-OVER)

7. I have been advised of my critical element and performance standards for the forthconning appraisan period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

the employee and are in furtherance of the mission and goals of t or office of

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7/16/84 Date

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• : ; , FD-590` (Rev. 8-2-82)	FEDERAL BUREAU OF INVESTIGATION PERFORMANCE PLAN	
1O'Neill, John P. Payroll Name of Employee 4 Position Title, Grade and		3 Baltimore Office of Assignment
5. Critical Element #: SUPERVISION OF SUBORD	INATES: (CONTINUED)	

Performance Standards			
Minimally Acceptable	Fully Successful	Superior	
affirmative action as directed by guidelines. Completes in acceptable format and within time constraints various personnel actions such as promotions, step-increases, appraisals, etc.	obligations of equal employment opportunity and affirmative action. Consciously executes various personnel actions affecting subordinates. Assures the accuracy and timeliness of the submissions to effect personnel actions.	<pre>activities of each subordinate on a continuing basis. Effectively promotes the intent of affirmative action and equal employment opportunity. Utilizes the benefits of personnel actions to recognize and improve the activities and performance of subordinates. Consistently submits personnel actions prior to deadlines and in a format requiring no further modification. Overall effect of supervision reflects favorably within the office by effecting a high degree of morale, esprit de corp, and the like.</pre>	
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7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

Signature of Employee

8. The above critical element and performance standards are consistent with the position description of the employee and are in furtherance of the mission and goals of the FBI.



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Date

D-590 (Rev. 8-2-82)	FEDERAL BUREAU OF INVESTIGATION PERFORMANCE PLAN	
O'Neill, John P. Payroll Name of Employee SUPERVISORY SPECIAL AGENT GM 14 (2. <u>147-42-1004</u> Social Security Number (SQUAD SUPERVISOR) (SQUAD #6) Grade and Number	3. <u>Baltimore</u> Office of Assignment
5. Critical Element #: LIAISON: Repres	sents self at all levels of contact and demeanor; this includes but is n 's Office. With all contacts, estab ations. Effects consideration for t	lishes, maintains, and
	Performance Standards	Superior
Minimally Acceptable	Fully Successful	Caption
Develops and maintains signifi- cant contacts with represent- atives of outside agencies and the general public to exchange work related information.	Develops and maintains very effective contacts with representatives of outside agencies and the general public to effectively exchange work related information. Is generally well known in the investigative community for his/her abilities and actions. Discerns when additional negotiations are necessary with contacts, and effects appropriate measures to demonstrate the superiority of the FBI's position.	Develops and maintains very effective contacts with represen atives of outside agencies and the general public to effectivel exchange work related informatio and, as necessary, persuades those parties to accept and adopt FBI methods and/or views. Employs admirable traits of judgment, resourcefulness, ingenuity, etc., to achieve objectives.
7. I have been advised of my critical element and performance stands period and am aware that performance below the Fully Successful sideration for a within-grade/step increase, promotion, administrativ preference transfer.	level may preclude me from con- the employee and are in furthera	berformance standards are consistent with the position description of ance of the mission and goals of the FBI b6 b7C
Signature of Employee	7/16/84 Date	THREE Date

Date

U.S. GOVERNMENT PRINTING OFFICE : 1982 0 - 384-733

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FD-	590 (Rev. 8-2-82)	FEDERAL BUREAU OF INVESTIGATION PERFORMANCE PLAN	
	O'Neill, John P.	2 147-42-1004	3Baltimore
1	Payroll Name of Employee	Social Security Number	Office of Assignment
4	SUPERVISORY SPECIAL AGENT GM 14 (SQUAD	SUPERVISOR) (SQUAD #6)	
- 1	Position Title, Grade and N	lumber	
5.0	Critical Element #4:		

DIRECTION OF INFORMANT/ASSET SELECTION, DEVELOPMENT, AND OPERATION: Direct subordinate Agents in the selection, development, and operation of informant(s)/asset(s) in a manner that contributes to the FBI's investigative efforts.

Marini Maya	Performance Standards	
Minimally Acceptable	Fully Successful	Superior
eceiving general direction, provides ecessary guidance, instruction, and raining to subordinate Agents that ssists them in their efforts to develop nd operate informant(s)/asset(s). ocuments individual Agent efforts to evelop and operate informant(s)/ sset(s). Ensures subordinate Agents xecute duties in compliance with rules, egulations, and guidelines.	operation of informant(s)/asset(s) who provide significant information that contributes to the FBI's investigative effort.	Receiving general direction, provides necessary guidance, instruction, and training to subordinate Agents that results in their development and operation of informant(s)/asset(s) wh provide highly significant informatio that substantially contributes to the FBI's investigative effort.
I have been advised of my critical element and performance stand	lards for the forthcoming appraisal I level may preclude me from con- the employee and are in furthera	performance standards are consistent with the position description and goals of the FBI.

L C. O. Weill Signature of Employee

7/16/84 Date

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D-59D-(Rev8-2-92)	FEDERAL BUREAU OF INVESTIGATION PERFORMANCE PLAN	er#
JOHN P. O'NEILL Payroll Name of Employee	2 147-42-1004 Social Security Number	3. <u>Baltimore - Squad #6</u> Office of Assignment
	de and Number	_
Critical Element #:		

	Performance Standards		
Minimally Acceptable	Fully Successful	Superior	
Directs, observes, evaluates and cor- ts activities of each subordinate only on an occasional basis. Formally reviews their performance on a regular basis and provides feedback (positive and negative) to the subordinates on their accomplishments.	Directs, observes, evaluates and cor- rects activities of each subordinate on a continuing basis. Formally reviews their performance not only on a regular basis, but on a personal basis that exceeds routine correction of unaccept- able work performance.	Provides individual attention to each subordinate, to the extent limited only by responsibility to other investigative/ administrative functions, to develop that employee's performance level to the extent it exceeds the average expectation. In accordance with standard procedures, directs, observes, evaluates and corrects activities of each subordinate on a regu- lar basis.	
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7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from con sideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

Signature of Employee

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Date

b7C Date HRËÉ FBI/DOJ

8. The above critical element and performance standards are consistent with the position description of

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the employee and are in furtherance of the mission and goals of the FBI.

FD-590 (Rev8-2-82)	FEDERAL BUREAU OF INVESTIGATION PERFORMANCE PLAN	. "
1. JOHN P. O'NEILL	2147-42-100 Social Security Number	3. Baltimore - Squad #6
Payroll Name of Employee 4. <u>-SUPERVISORY</u> SPECIAL AGENT (GM-13) Position Title, Grade and I	-	-
5. Critical Element # :		
LIAISON		

.

Minimally Acceptable	Performance Standards Fully Successful	Superior
velops and maintains significant con- ts with representatives of outside sencies and the general public to ex- hange work related information.	Develops and maintains very effective contacts with representatives of out- side agencies and the general public to effectively exchange work related information. Is generally well known in the community for his/her abilities and actions.	Develops and maintains very effective contacts with representatives of out- side agencies and the general public to effectively exchange work related inform tion and, as necessary, persuade those parties to accept and adopt FBI methods and/or views.
I have been advised of my critical element and performance standa period and am aware that performance below the Fully Successful sideration for a within-grade/step increase, promotion, administrativ	level may preclude me from con- the employee and are in further	performance standards are consistent with the position description of ance of the mission and goals of the FBI.

sideration for a withi preference transfer.

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Signature of Employee

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7/25/23 Date

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Date FBI/DOJ

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FD-590 (Rev. -8-2-82)

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FEDERAL BUREAU OF INVESTIGATION PERFORMANCE PLAN

2. .

JOHN P. O'NEILL

147-42-1004

Baltimore - Squad #6

Payroll Name of Employee

Social Security Number

Office of Assignment

-SUPERVISORY SPECIAL AGENT (GM-13)

Position Title, Grade and Number

5. Critical Element # _____3 :

PROGRAM/RESOURCE MANAGEMENT

7. I have been advised of my critical element and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level may preclude me from consideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer.

BLP. O'Neill

Signature of Employee

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the employee and are in furtherance of the mission and goals of the FBI.

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Date FBI/DOJ

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FEDERAL BUREAU OF INVESTIGATION PERFORMANCE PLAN

1	JOHN P. O'NEILL Payroll Name of Employee	2. <u>147-42-1004</u> Social Security Number	• 3. <u>Baltimore - Squad #6</u> Office of Assignment
4.	-SUPERVISORY SPECIAL AGENT (GM-13)		
	Position Title, Grade and Number		

5. Critical Element # :

DIRECTION OF INFORMANT/ASSET SELECTION, DEVELOPMENT, AND OPERATION: Direct subordinate Agents in the selection, development, and operation of informant(s)/asset(s) in a manner that contributes to the FBI's investigative efforts.

	Evilly Overseeful	Punavlar
Minimally Acceptable	Fully Successful	Superior
ecciving general direction, provides ecciving general direction, provides ecciving general direction, and ining to subordinate Agents that ssists them in their efforts to develop ad operate informant(s)/asset(s). Docu- ents individual Agent efforts to develop ad operate informant(s)/asset(s). En- ures subordinate Agents execute duties a compliance with rules, regulations, ad guidelines.	Receiving general direction, provides necessary guidance, instruction, and training to subordinate Agents that results in their development and opera- tion of informant(s)/asset(s) who pro-	Receiving general direction, provides necessary guidance, instruction, and training to subordinate Agents that results in their development and operation of informant(s)/asset(s) who provide highly significant information that sub- stantially contributes to the FBI's in- vestigative effort.

sideration for a within-grade/step increase, promotion, administrative advancement, and/or office of preference transfer. ٨

Signature of Employee

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Date

FBI/DOJ

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Standard Form 50-B		۶.,
Rev. January 1982		ż
U.S. Office of Personne	I Manager	ment
EDM Chapter 208		

NOTIFICATION OF PERSONNEL ACTION

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ر Veteran Pi	reference					omp. Date (Leav		7. Tenure	8.	. Retiremer	nt		
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Previous Editions Unusable After 12/31/81 NSN 7540-01-110-4907

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5 Part 50-305

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To : From : John Subject :	DIRECTOR, FB (ATTENTION: PAY AND POSITIO ROOM 6173) SAC, BALTIMORE JOHN P. O'NEILL PROMOTION MATTER	_{Date} 8/9/84 N MANAGEMENT UNIT,
	Re Bureau r/s to Baltimore d	lated 8/8/84.
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Office of the Director



U. S. DEPARTMENT OF JUSTICE

FEDERAL BUREAU OF INVESTIGATION

Washington, D.C. 20535

MARCH 20, 1985

MR. JOHN P. ONEILL FEDERAL BUREAU OF INVESTIGATION BALTIMORE, MD 20207

DEAR MR. ONEILL:

Enclosed is a check as monetary recognition of your EXCEPTIONAL performance as a General Merit employee for the past appraisal period. The cash value of your performance award is \$450.00. Your distinguished performance during this time has significantly contributed to the accomplishments of the FBI's mission.

Sincerely yours,

William H. Webster Director

67-Searched Numbered. 3 MAR 26 1985 #388 3/20/25 Thur 3/045

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FBI/DOJ

Reviewed by PRAU	Reviewed by PAAU
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FBI/DOJ FORM X358 (08/92)

INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT RECE QOYER PAGE

JUL 16 12 40 PM '85

PERSONNEL SECTION

Note: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form.

With the exception of signatures, initials and dates, the information on this form is to be typewritten.

Preprinted form FD-593 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

Items 1 - 3 Self-explanatory.

- Item 4 Circle one merit pay indicator. Merit pay indicator M1, M3, M4 OR M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. All other employees are excluded from merit pay and are properly shown as N8. Assignment of the appropriate merit pay indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.
- Item 5 Self-explanatory.
- Item 6 Complete item 7 before referring to the Combinations Table and the instructions for its use in Part 1, Section 5, of the Manual of Administrative Operations and Procedures (MAOP) to determine the overall adjective rating (Unacceptable, Minimally Acceptable, Fully Successful, Superior or Exceptional) and record the appropriate rating.
- Item 7 Record the adjective rating assigned to each critical element on the Evaluation Page(s). List the ratings in ascending order (lowest to highest) from left to right and record the identifying number for each critical element under the appropriate adjective rating. This item is not to be completed for presumptive annual appraisals.
- Item 8 Rating official is to sign and date the appraisal before obtaining the employee's signature.
- Item 9 Employee is to check the appropriate box indicating whether he/she does or does not wish to respond to the appraisal and then sign and date the appraisal when presented to him/her. The employee may respond to the appraisal by setting forth his/her comments on plain white bond paper within 7 days. The employee may not repond to a conversion appraisal. If the employee refuses to sign or initial the appraisal, the rating official is to determine if a response will be forthcoming and document these facts in the space allowed for this item.
- Item 10 Following presentation to the employee, each appraisal must be reviewed at a higher level (except where there is no higher level official in the office) to assure consistency and fairness. The reviewing official must justify, with comments on plain white bond paper, any modification he/she makes to the appraisal. The reviewing official must address the employee's concerns and set forth the basis for his/her decision on plain white bond paper.
- Item 11 Complete this item only if the reviewing official commented on and/or adjusted the appraisal. If the appraisal was adjusted, the employee must be given another opportunity (7 days) to respond.
- Item 12 Record type of appraisal being submitted.

Refer to the MACP, Part 1, Section 5, for additional instructions on the completion of annual apprais

completion of this form when issuing presumptive guidance on the Performance Appraisal System.

FSI/DOJ

FD-593a (Rev. 8-2-82)





FEDERAL BUREAU OF INVESTIGATION EVALUATION PAGE

1. Payroll Name of Employee

JOHN P. O'NEILL

147-42-1004

2. Social Security Number

3. Specify general nature of assignment during most of the appraisal period.

SUPERVISORY SPECIAL AGENT

4. Critical Element # _____ as listed on the Plan.

MANAGEMENT OF INVESTIGATIONS

5. Adjective Rating: 🗆 Fully Successful 🗆 Superior 🖾 Other <u>Exceptional</u>

During this rating period SSA JOHN P. O'NEILL was supervisor of Squad 6 with supervisory responsibilities for the Public Corruption and Labor Racketeering matters for the Baltimore Division. In addition, he was the program manager for the White Collar Crime Program and as such has identified and initiated appropriate action in all of his areas of investigative responsibilities.

During this rating period SSA O'NEILL has enhanced and increased the number of investigations being conducted in the area of public corruption and labor racketeering in both quantity and quality. He has personally participated in the majority of the matters investigated by this squad and has utilized his personnel to identify and respond to priority problems in the areas of labor racketeering and public corruption violations.

(cont. next page)

4. Critical Element # _____ as listed on the Plan.

SUPERVISION OF SUBORDINATES

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Employee

FBI/DOJ

INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT EVALUATION PAGE

NOTE: No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.

- Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.
- Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.
 - (a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. Check the box for "Other" and enter the appropriate adjective rating level in the space provided.
 - (b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.



Critical Element #1 cont.

During this rating period his squad has accomplished the following: 13 convictions, 4 informations, and 7 indictments. In addition, the following major matters were investigated by this squad:

	_
ET AL	
NARCOTICS	
OO: BALTIMORE	
BA 12E-366	

This investigation was a direct result of information developed during a judicial corruption investigation concerning and has resulted in the indictment of for narcotics trafficking.

UNSUBS, aka; Officials of the City of Baltimore, Maryland ET AL RICO; ITAR - GAMBLING HOBBS ACT - CPO MF; FBW; FAG OO: BALTIMORE BA 183A-1223

Information was received from the Newark Division which indicated that members of La Cosa Nostra had affected the relationship with as a result of Title III monitoring by the Union County Prosecutor's Office, Elizabeth, New Jersey. Information developed clearly indicated that was involved in a criminal conspiracy with members of La Cosa Nostra and strongly suggested that is either a member of La Cosa Nostra or at least a close associate. Extensive investigation has been conducted at Baltimore and probable cause was developed for Title III monitoring. Extensive information of an evidentiary and intelligence nature was obtained.

> UNSUBS, U. S. Parole Commission, Baltimore, Maryland; Maryland State Senate HOBBS ACT - CPO OO: BALTIMORE BA 194C-188

This is a major investigation into the activities of a Maryland State Senator, and his accepting of \$83,000 in payments from known heroin dealers in the City of Baltimore. This investigation has used a myriad of investigative techniques and is currently employing Title III interceptions.

Accordingly, SSA O'NEILL's performance as a supervisor in this critical element justifies an exceptional rating.







FEDERAL BUREAU OF INVESTIGATION EVALUATION PAGE

 1. Payroll Name of Employee
 2. Social Security Number

 JOHN P. O'NEILL
 147-42-1004

 3. Specify general nature of assignment during most of the appraisal period.
 SUPERVISORY SPECIAL AGENT

 4. Critical Element # ____3 as listed on the Plan.
 LIAISON

 5. Adjective Rating:
 Fully Successful
 E Superior

4. Critical Element # _____ as listed on the Plan.

DIRECTION OF INFORMANT/ASSET SELECTION, DEVELOPMENT, AND OPERATION

5. Adjective Rating:
☐ Fully Successful
☐ Superior
Ă Other <u>Exceptional</u>

During this rating period SSA O'NEILL supervised 12 Special Agents and has operational informants targeted against labor racketeering matters and public corruption matters. In addition, he has one informant in b2 an SI status in the White Collar Crime Program and all agents on his squad are assigned fully operational informants, except for one and this individual has just recently closed an organized crime informant and has been directed and advised of the need for obtaining another informant in the immediate future. The above informants assigned are providing significant information contributing to the programs of Squad 6 as well as to general intelligence data for the Baltimore Division which has substantially contributed to the investigative efforts of this division. Informants of this squad have been used for the basis of Title IIIs and for the obtaining and execution of several search warrants. This outstanding effort is deserving of an exceptional rating for this critical element.



O'NEILL, JOHN P 147-42-1004

STATEME	1. NAME	FIRST		eK.		(CHE	FEDERAL K ONE, PER Siyrsydu Less Mai Istris	SERVICE	15 YRS. OR OVER	FEDERAL B
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Standard, Form 50-B Rev, January 1982 U.S. Office of Personnel Management FPM Chapter 296

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NOTIFICATION OF PERSONNEL ACTION

ENEILL JOHN P MR 147-42-1004 5. Veteran Preference 1-None 3-10 Pt. Disab. 510 Pt. Other 6. Serv. Comp. Date (Leave) 1 25 Pt. 4-10 Pt. Comp. 6-10 Pt./30% Comp. 06-22-70 9. FEGLI 10. FLSA 10. FLSA 14. Effective Date 15. Annultant Indicator 16. Work Schedule F_Full-time 14. Effective Date 15. Annultant Indicator 5-RETM & CS	3. Position Sensinity (Opt 7. Tenure 11. Sex 34 GFT Seasonal QPT Seasonal J-INT Seasonal J-INT Seasonal	02-06 8. Retirement	3-FS 5-Other 4-None 6-CS Spe 13. Comp. Level (Opt)
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Office of the Director

U. S. DEPARTMENT OF JUSTICE

FEDERAL BUREAU OF INVESTIGATION

Washington, D.C. 20535

DECEMBER 6, 1985

MR. JOHN P. ONEILL FEDERAL BUREAU OF INVESTIGATION BALTIMORE, MD 20207

DEAR MR. ONEILL:

Enclosed is a check as monetary recognition of your EXCEPTIONAL performance for the past appraisal period as a General Merit employee in the Performance Management and Recognition System. The cash value of your performance award is \$ 918.22. Your distinguished performance during this time has been significant in contributing to the accomplishment of the FBI's mission.

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Sincerely yours,

William H. Webster Director

Enclosure

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SUBJECT ONEILL, JOHN P.

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TYPE OF MAIL ______PHYSICAL___

Mail is being permanently filed in employee's medical folder maintained in PERSONNEL RECORDS SUBUNIT, RECORDS SECTION, RECORDS MANAGEMENT DIVISION, ROOM 6912.

FILE NUMBER <u>67 - 679605-M-80X</u>

PERMANENT SERIAL CHARGE OUT

	Standard Form 50-B Bey November 1995	
4	Rev. November 1985 U.S. Office of Personnel Management FPM Chapter 296	ERSONNEL ACTION
	1. Name (Last, First, Middle)	2. SSN 3. Position Sensitivity (Opt) 4. Date of Birth.
	THE ILL JOHN P	147-42-1004 02-06-52
<i>₩</i>	5. Veteran Preference 1-None 3-10 Pt. Disab. 5-10 Pt. Other	6. Serv. Comp. Date (Leave) 7. Tenure 8. Retirement
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	20. FROM: Position Title and Number	27. TO: Position Title and Number
	SUPERVISORY SPECIAL ADENT	SUPERVISORY SPECIAL AGENT
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	21. Name and Location of Employing Office	28. Name and Location of Employing Office
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Federal Bureau of Investigation

Office of the Director

Washington, D.C. 20535

OCTOBER 15, 1986

MR. JOHN P. ONEILL FEDERAL BUREAU OF INVESTIGATION BALTIMORE, MD 20207

DEAR MR. ONEILL:

Enclosed is a check as monetary recognition of your EXCEPTIONAL performance for the past appraisal period as a General Merit employee in the Performance Management and Recognition System. The cash value of your performance award is \$ 947.84. Your distinguished performance during this time has been significant in contributing to the accomplishment of the FBI's mission.

Sincerely yours,

William H. Webster Director

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1 (J NOV 24 1986

Enclosure





Cover Page

1. Payrol Name			2. Office	e of Assignment				
O'NEILL,	JOHN P.		.30	50 🗸 BALT	IMORE			
3. Social Security Nur	nber		4. Merit	•				
147-42-1	004		Indica	tor <u>M1</u> M3	M4 M5	N8	-	
5. Position Title and C SUPERVISORY	····· /	ENT	6. Overa	all Adjective Rating				
)3	GM 14 7			EXCEPTION	AL			
7.		R	lating of Critical Eler	nent(s)				
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#	# _4	# <u>1</u>	# _3	#	#		#	
8.				<u> </u>				

7-24-86 Ω SAC Signature of Rating Official

9. I am aware that my overall performance, if below the Fully Successful level, may be the basis for the denial of my within-grade/step increase and could also preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer.

This appraisal has been discussed with me and I 🗌 do 🗹 do not wish to respond. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to grieve it.

Signature of Employee

10. I have reviewed and approved this appraisal.

See my comments attached.

Signature of Reviewing Official

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7-31-86

9-10-86 Date

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11. I have reviewed the comments of my reviewing official with respect to my comments and/or any adjustments he/she made to this performance appraisal.

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Initials of Employee

12. Type of Appraisal

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- A (X) Annual Type CX Regular P C Presumptive
 - □ Conversion

s) Special - Type 🗇 Unacceptable (

PPSTF1-3EVIUV

- Requested by FBIHQ
 - Current Appraisal

7811-20-51

INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT **COVER PAGE**

Note: Rating official is to complete the necessary Evaluation Page(s) while to completing this form.

With the exception of signatures, initial and dates, the information on this form is to be typewritten.

PRAU Preprinted form FD-593 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical date ERtible form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

Items 1 - 3 Self-explanatory.

- Circle one merit pay indicator. Merit pay indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial Item 4 position at the GM 13, 14 or 15 level. All other employees are excluded from merit pay and are properly shown as N8. Assignment of the appropriate merit pay indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.
- 5 Self-explanatory. Item
- Complete item 7 before referring to the Combinations Table and the instructions for its use in Part I, Section 5, of the Manual of Item 6 Administrative Operations and Procedures (MAOP) to determine the overall adjective rating (Unacceptable, Minimally Acceptable, Fully Successful, Superior or Exceptional) and record the appropriate rating.

7 Record the adjective rating assigned to each critical element on the Evaluation Page(s). List the ratings in ascending order (lowest to Item highest) from left to right and record the identifying number for each critical element under the appropriate adjective rating. This item is not to be completed for presumptive annual appraisals.

- Item 8 Rating official is to sign and date the appraisal before obtaining the employee's signature.
- Employee is to check the appropriate box indicating whether he/she does or does not wish to respond to the appraisal and then sign and item 9 date the appraisal when presented to him/her. The employee may respond to the appraisal by setting forth his/her comments on plain white bond paper within 7 days. The employee may not respond to a conversion appraisal. If the employee refuses to sign or initial the appraisal, the rating official is to determine if a response will be forthcoming and document these facts in the space allowed for this item.
- Following presentation to the employee, each appraisal must be reviewed at a higher level (except where there is no higher level official in Item 10 the office) to assure consistency and fairness. The reviewing official must justify, with comments on plain white bond paper, any modification he/she makes to the appraisal. The reviewing official may not modify a conversion appraisal. If the employee responded to the appraisal, the reviewing official must address the employee's concerns and set forth the basis for his/her decision on plain white bond paper.
- Complete this item only if the reviewing official commented on and/or adjusted the appraisal. If the appraisal was adjusted, the employee Item 11 must be given another opportunity (7 days) to respond.
- Item 12 Record type of appraisal being submitted.

Refer to the MAOP, Part I, Section 5, for additional instructions on the completion of this form when issuing presumptive annual appraisals or converting special appraisals to annuals as well as for guidance on the Performance Appraisal System.



FD-593a'(Rev. 8-2-82)





FEDERAL BUREAU OF INVESTIGATION EVALUATION PAGE

 1. Payroll Name of Employee
 2. Social Security Number

 O'NETLL, JOHN P.
 147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

SUPERVISORY SPECIAL AGENT

4. Critical Element # _____ as listed on the Plan.

MANAGEMENT OF INVESTIGATIONS

5. Adjective Rating:

Fully Successful

Superior

Other

Exceptional

During this rating period, SSA JOHN P. O'NEILL had supervisory responsibility for Public Corruption and Labor Racketeering matters, encompassing both the White Collar Crime Program and the Organized Crime Program. He has developed an expertise in the intricacy of the political arena which has enabled him to insure proper direction is pursued in these most sensitive investigations. SSA O'NEILL has monitored and directed these matters, including the utilization of a Title III, in an exceptional manner. The investigations managed by SSA O'NEILL have required extensive use of consensual monitoring, surveillance, and pen registers, all of which require timely and accurate attention to insure proper compliance and successful results. The complexity of the investigations combined with the sensitivity of the political issues balanced against his performance must result in an evaluation of exceptional.

4. Critical Element # _2__ as listed on the Plan.

SUPERVISION OF SUBORDINATES

5. Adjective Rating:

Fully Successful

Other _____

🖄 Superior



INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT EVALUATION PAGE

NOTE: No Evaluation Page is required in the submission of a presumptive annual appraisal or in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten.

Items 1 - 2 Self-explanatory.

- Item 3 Record the type of cases/duties performed by the employee during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first page.
- Item 4 Record each critical element by its identifying number from the Performance Plan and provide a description of each element. No more than two elements may be recorded on the Evaluation Page. Use additional pages as required.
- Item 5 Review documentation collected during the appraisal period for each critical element and compare with the element's performance standards to determine the adjective rating level that best describes the employee's performance for that critical element.
 - (a) If the employee's performance is Exceptional, Minimally Acceptable or Unacceptable, then utilize accumulated supporting documentation and summarize in narrative fashion the employee's demonstrated performance concerning that critical element. The summary provided must include specific accomplishments and/or deficiencies in performance which were noted during this appraisal period. - Check the box for "Other?" and enter the appropriate adjective rating level in the space provided.

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- 7. A. W.

(b) If the employee's performance meets the described Fully Successful or Superior level, then assign the appropriate adjective rating level by checking the proper box. While it is not required for either of these levels, the rating official may choose to summarize the employee's performance in the manner described above. If the employee disagrees with an element rating at either of these levels, the rating official must provide a narrative summary for the review of the employee prior to the exercise of his/her right to respond.

Employee should initial each Evaluation Page indicating that he/she has been afforded the opportunity to review it.

Refer to the Manual of Administrative Operations and Procedures, Part I, Section 5, for additional guidance on the Performance Appraisal System.

U.S. GOVERNMENT PRINTING OFFICE : 1984 0 - 439-721









FEDERAL BUREAU OF INVESTIGATION EVALUATION PAGE

 1. Payroll Name of Employee
 2. Social Security Number

 0'NEILL, JOHN P.
 147-42-1004

 3. Specify general nature of assignment during most of the appraisal period.
 SUPERVISORY SPECIAL AGENT

 4. Critical Element # _3_ as listed on the Plan.
 LIAISON

 5. Adjective Rating:
 Fully Successful
 Superior

SSA O'NEILL has developed and maintained liaison activities with the States Attorneys and major police departments in the area of public corruption and organized crime. Public corruption is an extremely sensitive area attracting the interests and concerns of the populace, law enforcement, and the media. SSA O'NEILL has established a dialogue with each entity and is recognized as a knowledgeable leader in the formulation of investigative strategy crossing state, local, and federal jurisdictions. At the present time SSA O'NEILL is tasked with coordinating a most volatile public corruption case within the State of Maryland presently being presented to a federal grand jury. His adroit handling of the various agenices involved is deserving of an exceptional rating in this critical element.

4. Critical Element # _____ as listed on the Plan.

DIRECTION OF INFORMANT/ASSET SELECTION, DEVELOPMENT, AND OPERATION

5. Adjective Rating:

Fully Successful

Other _

X Superior



Nemo	orandum	b6 b7c	Exec AD Inv. Exec AD Les Asst. Dir.: Adm. Servs. Crim. Inv. Ident.
 To :	Mr. stappent	Date 2/4/87	intell Laboratory_ Legal Coun. Plan. & Insp Rec. Mgnt_ Tech. Servs
From :	J. E. Otto		Training Off. of Cong. & Public Af Telephone Rr Director's Se
Subject :	SSA JOHN P. O'NEILL CAREER BOARD MATTER	SUPERVISORY AND EXECUTIVE	FOR
Supervis	to the Baltimore Divis	ion, to be transferred and d nit Criminal Investigative	currently esignated Division,

RECOMMENDATION:

1

Administrative Services Division prepare the necessary communications to effect the above action.

1 -	Room 1358	APPROVED: Director Exec. AD-Adm Exec. AD-Inv Exec. AD-LES	Adm. Serv9 Crim. Inv Ident iospection	Leboratory Legal Coun Off. of Cong. & Public Affs Rec. Mgni Tech. Servs Thaining
RGP:lfr (3)	Transfer letter prepared			

67 Numbered Searched FEB 26 1987 5 XEROA 1987 31

Standard Form 50-B Rev. November 1985 U.S. Office of Personnel Management FPM Chapter 296

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle)	JULIN P		MR	2. SSN	47-42-	1004	3. Position Sensitivity (Opt)	5 6 1	16-52	<u> </u>
5. Veteran Preference 1Noi 2-5 P	18 👌 3—10 Pt. [-10 Pt. Other -10 Pt./30% Comp.	6. Serv. C	omp. Date (Leave)	7. Tenure	8. Retirement		
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14. Effective Date	15. Annuitan	t Indicator	S-RETM & CS RETO & CS 9-Not Applicat	16. Work	Schedule F-Full-time P-Part-time	I —Intermittent G—FT Seasonal Q—PT Seasonal	J-INT Seasonal H-FT On Call R-PT ON Call	17. (Reserved to	vr OPM Use)	
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-	SUPERVISURY SPECIAL AGENT	SUPERVISORY SPECIAL AGENT
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1	21, Name and Location of Employing Office	28. Name and Location of Employing Office

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AV ADJUSTMENT PURSUANT TO EXECUTIVE ORDER \$12578 SIGNED 12-31-86

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33. Approval	39. FPMIS Data		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · ·
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C. Signature/Authentication of Approving Official	F. Educational Level G. Year Degree Attained	H. Academic Discipline	I. Agency Code	
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3-34 (Rev. 9-8-83)



February 17, 1987

PERSONAL

Mr. John P. O'Neill Federal Bureau of Investigation Baltimore, Maryland

Dear Mr. O'Neill:

Your headquarters are changed for official reasons from-

effective upon your arrival there on or after this date. Travel and transportation expenses and applicable allowances and benefits for you and your dependents incidental to this transfer as provided by the Administrative Expenses Act of 1946, as amended; General Services Administration Federal Travel Regulations dated September, 1981, and implementing regulations prescribed by this Bureau, shall be paid to you or on your behalf. However, before these expenses can be paid by the Government you must agree in writing (Bureau Form 3-34b) to remain in the service of the Government for one year following the first day you report for duty at the new station. If you are being transferred to a duty station outside the continental United States only the written agreement form, FD-382, need be executed. You are reminded that pursuant to Internal Revenue Service regulations, certain moving expenses paid incidental to this transfer are subject to an income tax.

Report to Assistant Director Clarke, Room 5012, J. Edgar Hoover F.B.I. Building, for assignment.

Very truly yours,

FEB 26, 1987 5 Edwin J. Sharp

Assistant Director Administrative Services Division

1 - SAC, Baltimore (Personal Attention) (Enclosures 4) Enclosed for SA O'Neill is his Cost Identifying Number (87-697A), Forms 3-34b, and a Relocation Information form. Have him execute Forms 3-34b and return the original and copy, as well as the Relocation Information form, to the Voucher and Payroll Section, FBIHQ. Advise by FD-67 within 30 days departure and arrival dates.

1 - Mr. Clarke (Personal Attention) SA O'Neill is to be assigned to the Public Corruption Unit, White Collar Crimes Section. He should contact Property Accounting Systems Unit, Room 1B122, regarding Bureau property. Advise arrival date. (Sent Direct)

1 -1 - PPMU (Sent Direct)

18 1987

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- 1 Voucher Unit
- 1 Property Accounting Systems Unit

 $(h(r)^{1} - Payroll Distribution)$ VAH: lab (12)

1 - Facilities Management & Security Section

Based on memo J. E. Otto to Mr. Sharp, 2/4/87, RGP:lfr.



INSTRUCTIONS: Upon completion of Parts 1 - 9 of this form, Xerox two copies and send one directly to the division head advertising the vacancy, and the other copy to FBIHQ, Att.: Chairman, Career Board, Room 7142, either by routing slip or by enclosing form in a manila envelope. The original is to be submitted to your division head. Note on the bottom of the original that information copies have been sent direct.

1/12

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To:	Director EPI Atta: Chairman	n, Career Board/ Room 714	0	
	Director, FBI Attn: Chairman	, Career Board Hoom 714.	2	
From	SAC, BALTIMORE	•		
	(Title of Division Head)			
- 11	•			
Subject:	CAREER DEVELOPMENT VA	ACANCY		
V	CRIMINAL INVESTIGATION DIVI			
	(Title of Field/Hg Division Adv			
		ertising vacancy)		
	PUBLIC GORRUPTION UNIT			
	(Squad on Unit)			
	JOHN P. O'NEILL (Name of Agent Applying)			
	(Name of Agent Applying)			
	Reference Bureau teletype	dated January 3, 1987	•	
		cation advertising vacancy).		
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	ation (Year/Field of Study:	10721/76	e; 1970 Masters of Fore	
	Current Division:			
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	(Date of attendance):	8/16-27/81		
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etc.)			······ ·······························	
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	au Specialties (i.e., SWAT, Pol	ice Instructor, Specialized I	n-Service etc.): General	Police Instructor, Fingerprint
7. Bure	au Specialties (i.e., SWAT, Pol	ice Instructor, Specialized In Racketeering IS, Public (n-Service, etc.): <u>General</u> Corruption Seminar, FBI	Police Instructor, Fingerprint Supervisor Management Seminar
7. Bure Instructor Comprehens	au Specialties (i.e., SWAT, Pol r, Organized Crime IS, Labor sive, Bureau Management Train	ice Instructor, Specialized In Racketeering IS, Public (ning Level II, Corruption	n-Service, etc.): <u>General</u> Corruption Seminar, FBI of Public Officials Con	nf., Organized Crime Regional
7. Bure Instructor Comprehens	au Specialties (i.e., SWAT, Pol	ice Instructor, Specialized In Racketeering IS, Public (ning Level II, Corruption	n-Service, etc.): <u>General</u> Corruption Seminar, FBI of Public Officials Con	nf., Organized Crime Regional
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9. Concise narrative of investigative experience (highlight investigative duties and accomplishments). Limit to space below: Upon arrival at Baltimore, I was assigned to FCI responsibilities and within approximately one year developed and managed an undercover operation successfully targeting a specific area of FCI interest. In 1978, I was transferred to the OC Squad and developed a significant RICO investigation. Numerous investigative techniques were used to include a Group I UCO, over 400 consensually monitored conversations, Title III coverage on 6 telephone lines, and a MISUR, resulting in 11 convictions. I was assigned in 1982 to investigate labor matters and was designated to develop a Labor Program for the division. <u>On 2/1/83, I was designated Acting Supervisor of a newly formed Labor</u> Racketeering/Public Corruption (LR/PC) Squad. From 2/1/83 until 7/6/83, I served in the capacity as acting supervisor of this squad and on 7/6/83 I was designated a stationary supervisor with 16 agents assigned. Training has been an integral component of the LR/PC squad with in-house in-services which I designed and implemented for labor, PC, and informant development. An aggressive liaison program was developed along with extra media attention highlighting the FBI as the premier law enforcement agency for the investigation of LR and PC violations. Cases managed on the squad have included the full menu of labor matters, including but not limited to embezzlement of union and pre-paid benefit plans, Hobbs Act-labor Related, labor related arsons, kickbacks in violation of ERISA, IMRA, and IMRDA, RICO, mail and wire fraud, deprivation of rights, labor related homicides, and extortions. Investigations falling under the PC definitions include judicial and police corruption, bribery-conflict of interest investigations of all levels of federal employees. Investigations of Hobbs Act-Corruption of Public Officials have covered elected and appointed officials at all levels of state, county, and municipal governments. Election Law matters and Foreign Corrupt Practices Act cases have also been initiated during my tenure as supervisor and several leads have been received concerning the most sensitive Ethics in Government Act cases. The squad's statistical accomplishments have steadily increased along with its complement since 1983. The squad has successfully developed two Group I UCOs and one Group II UCO and has employed three Title IIIs.

10. DIVISION HEAD COMMENTS (To be used when reviewing completed form. Initial off if candidate is being recommended. Comments are optional. However, if you cannot recommend the candidate you are instructed to state reason, i.e., NOT QUALIFIED FOR ADVERTISED POSITION, NEEDS MORE FIELD EXPERIENCE, NOT IN DIVISION LONG ENOUGH TO EVALUATE, ETC .: -2-

FB-699*(1-28-86)





FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE APPRAISAL REPORT - COVER PAGE

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147-42-1004	V		M5			
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Position Title and			6. Summa	ry Rating	· •	
SUPERVISORY	SPECIAL AGENT	14 78-F0-713	Super	rior		
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INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT COVER PAGE

OCT 30 12 36 PH 197

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

Items 1-3 Self-explanatory.

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- Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.
- Item 5 Self-explanatory.

Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any CE is rated Unacceptable, the summary rating must be Unacceptable.). For annual conversions, simply copy the summary rating from the prior special.

- Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy¹ the element levels from the prior special.
- Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.
- Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.
- Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official is to document this fact in the space allowed for this item.

Item 11 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FD-699a (1-28-86)		
	FEDERAL BUREAU OF INVESTIGATION DRMANCE MANAGEMENT AND RECOGNITION SYSTEM ORMANCE APPRAISAL REPORT - EVALUATION PAGE	¢۵
[SEE INSTRUCTIONS ON REVERSE]		
1. Payroll Name of Employee	2. Social Security Number	
John P. O'Neill	147-42-1004	
3. Specify general nature of assignment during most	of the appraisal period.	
Supervisory Special Crimes Section	Agent, Public Corruption Unit, White-Collar	

4. Critical Element # 1 as listed on the Plan. 4a. Descriptor:

Program/Resource Management

5. Rating Level: Exceptional

With little administrative and policy supervision, SSA O'Neill has consistently addressed coordination and oversite issues in the area of Public Corruption investigations for twelve field divisions. He has been particularly effective in encouraging the establishment of viable programs within those offices in which initiatives are less than satisfactory. He has exhibited an extraordinary ability to accurately access and provide a timely response to field requests for FBIHQ authorized sensitive techniques in corruption matters. As the unit member responsible for the public corruption training program, SSA O'Neill has formulated and implemented a comprehensive, meaningful, series of in-services which will clearly significantly enhance program objectives. For the past few months SSA O'Neill has been directly responsible for the handling of FBIHQ response to numerous requests by the Congressional Committee tasked with obtaining facts to seek the impeachment of a sitting Federal judge. He has more than effectively addressed the sensitive issues involved with appropriate consideration for policy and procedure.

Date

6. Initials of Employee

FBI/DOJ

FD-699a (





FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

ISEE INSTRUCTIONS ON REVERSE] 2. Social Security Number 1. Payroll Name of Employee John P. O'Neill 147-42-1004 Specify general nature of assignment during most of the appraisal period. 3.

> Supervisory Special Agent, Public Corruption Unit, White-Collar Crimes Section

2 as listed on the Plan. 4a. Descriptor: Critical Element # ___ 4

Supervision of Subordinates

Superior Rating Level:

> With diligence, SSA O'Neill observes, evaluates, and corrects activities of support personnel on a regular basis. He makes a concerted effort to provide on-the-job training to enhance individual effectiveness. Through personal involvement he recognizes desirable trends and provides timely advice and/or assistance to improve efficiency and morale.

6.

10.20 Date

Initials of Employee

FBI/DOJ

	PERFORMANCE MANAGEM	AU OF INVESTIGATION ENT AND RECOGNITION SYSTEM IL REPORT - EVALUATION PAGE	
E INSTRUCTIONS ON REVERSE]	•	\$	
Payroll Name of Employee		2. Social Security Number	
John P. O'Neil	1	147-42-1004	
Specify general nature of assignment d	luring most of the appraisal period		
Supervisory Sp Crimes Secti	ecial Agent, Publi on	c Corruption Unit, White-Collar	
Critical Element # as listed on	the Plan. 4a. Descriptor:	Communication Skills	

SSA O'Neill independently, and on his own initiative prepares written and oral communications which are clear, accurate, and comprehensive involving extremely sensitive Public Corruption cases. He displays a consistent ability to sort through a divergence of facts to extract the issues which allow superiors to formulate appropriate courses of action. He consistently prepares formal presentations which demonstrate his prior preparation and personal expertise. He recently prepared an extensive presentation for use in Budget preparations which was of superior quality.

かわ 6.

10/20/0 Date

FBI/DOJ

FD-699a (1-28-86)





FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM **PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
John P. Ö'Neill	147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar Crimes Section

4. Critical Element # 4 as listed on the Plan. 4a. Descriptor:

Liaison

Superior Rating Level:

> SSA O'Neill has exhibited unique diligence in establishing and maintaining lines of communication with congressional committee representatives handling impeachment proceedings of a sitting Federal judge. He has insured that this liaison in an extremely sensitive area has been productive in terms of meeting Bureau standards of policy and procedure while allowing the attainment of outside objectives. He exhibits a high degree of credibility that has enhanced the quick and positive resolution of sensitive issues while presenting Bureau policy accurately and persuasively. As the national coordinator for election law matters, SSA O'Neill has improved and broadened existing lines of communication with the Department of Justice.

10-20-0 Date

Memorandum		605-8	Exec AD Adm Exec AD Inv Exec AD LES Asst. Dir.: Adm. Servs Crim. Inv Ident
To : Mr. Clarke	Date	1/15/88 b6 b7c	Insp Intell Legal Coun Off. Cong. & Public Affs Rec. Mgnt Tech. Servs Training
Subject : JOHN P. O'NEILL, GM-14, 147-42-10	04		Telephone Rm Director's Sec'y

RECOMMENDATION FOR INCENTIVE AWARDS

<u>PURPOSE</u>: To recommend the above captioned SSAs of the White-Collar Crimes Section (WCCS) for letters of commendation from the Director, and cash incentive awards for their participation in the WCCS review of the White Collar Crime Program (WCCP) in the Los Angeles Division.

RECOMMENDATIONS: 1. That all of the above captioned SSAs receive individual letters of commendation from the Director and regular cash incentive awards with the exception of SSA O'Neill.

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-	<i>۲</i>	Crim. Inv.	& Public Affs.
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2. That SSA O'Neill receive an individual letter of commendation from the Director and a substantial cash incentive award.

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1 - Mr. Sharp 1 - Mr. Clarke 1 - 1 - 1 - 1 -		REC-13&/	SEE WCCS ADDENDUM PAGE	4
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3 FEB 2 3 1988			F	-B1/C

Memorandum from to Mr. Clarke RE: Recommendation for Incentive Awards

<u>DETAILS</u>: On 7/6/87, after reviewing the results of the inspection of the Los Angeles Division, then Acting Director John E. Otto requested a review of the Los Angeles Division's WCCP.

The Inspection of the Los Angeles Division in 5/87 found all four WCC squads ineffective and inefficient due to poor administrative controls, untimely reporting, failure to prioritize case assignments, and other deficiencies. The review scope made representation from each of the subprograms of the WCCS necessary to this review.

It was necessary to limit the time available for this review by the WCCS SSAs to one week because of the severe drain on the WCC SSA resources (approximately one-third of the WCCS resources) and the existing heavy WCCS workload.

The review conducted by captioned SSAs took place between 11/2 and 11/6/87. To insure that a full work-week was available for this review, the WCCS supervisors, with the exception of one who was testifying during the first day of the review, traveled on the weekends to arrive and leave Los Angeles. Prior to the travel, and in addition to their existing full section workload, these SSAs reviewed Los Angeles' investigative matters available at FBIHQ, FOIMS, resource management airtels, unit folders, administrative reports, Inspection results, and other data to become familiar with the WCCP of the Los Angeles Division.

These supervisors were experienced in all aspects of the WCCP at FBIHQ through their supervisory responsibilities of individual offices. All had WCC investigative experience prior to their assignment at FBIHQ and four had field supervisory experience prior to assignment in the WCCS. However, none of these supervisors had Inspection Staff training or experience.

Because of the necessarily short time available to conduct this review, a great deal of reliance had to be placed on each supervisor's overall investigative and supervisory experience, as well as his judgment to reach a fair and accurate evaluation of the Los Angeles WCCP. During the course of this one-week review, all pending WCC cases in Los Angeles were reviewed (approximately 1,000 cases) to determine if these cases fit stated priorities and were being conducted efficiently and effectively. Interviews were conducted of all WCC supervisory personnel, all SRAs and 89 SAs identified by the Los Angeles Division as being assigned to WCC matters. In order to accomplish this review, it was necessary for these WCCS supervisors to work 12 and 14 hour days to accumulate the basis for their conclusions and the overall report which has been reviewed at the highest levels and been submitted to the Director and to Los Angeles.

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Memorandum from to Mr. Clarke RE: Recommendation for Incentive Awards

In addition to his participation in the above-described review, upon return to FBIHQ, SSA O'Neill was charged with correlating the information obtained from each supervisor and placing it in a suitable report format to set forth the conclusions of the WCCS as well as the rationale for those conclusions. SSA O'Neill did this in addition to his full section workload. In order to provide the document on a timely basis, he worked both evenings and weekends.

It is apparent that these supervisors in the WCCS accomplished this task in addition to their other assigned duties, using great personal initiative, and overcoming the difficult obstacles of a short time frame for the review and an enormous amount of information to gather, review, and assimilate.

The efforts of these supervisors were commended by the Assistant Director of the Inspection Division after his review of the report.

Executive Assistant Director John E. Otto also commended the efforts of those responsible for this report with a personal commendation for SSA O'Neill.

Therefore, it is recommended that all of the abovecaptioned SSAs receive individual letters of commendation from the Director and regular cash incentive awards with the exception - of SSA O'Neill. SSA O'Neill should receive an individual letter of commendation from the Director and a substantial cash incentive award.

It should be noted that SSAs	have
been transferred from the WCCS since this review was cond	octed.
SSA is currently a field supervisor in Kansas City	and
SSA is a field supervisor in Milwaukee.	

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MEMORANDUM FROM		TO MR. CLARKE	DATED	L/15/88
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	JOHN P. O'N	ETIL,		ľ
		RECOMMENDAT	ION FOR	INCENTIVE
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ADDENDUM: WHITE-COLLAR CRIMES SECTION (WCCS) TCD:hsc 1/20/88

The purpose of this addendum is to recommend that , Unit Chief, Financial Crimes Unit, WCCS, be granted a letter of commendation from the Director, and a substantial cash incentive award for his leadership role in supervising the Los Angeles, White Collar Crime Program (WCCP) review.

SSA was designated to coordinate the Los Angeles review. He was responsible for devising review methodology and implementing the plan. He engaged in an extensive study to become fully knowledgeable regarding the Los Angeles WCCP as well as the inspection findings. Following a thorough assessment he established a plan to achieve optimum results in a highly compressed time frame. This was done while he continued to address his existing heavy financial crimes workload.

After the plan was established, he selected WCCS personnel to assist in implementation. His clear direction and valuable guidance fully prepared the seven WCCS supervisors. None of the available personnel had had inspection training or experience. Therefore, each was trained and groomed for the arduous task of reaching a fair and accurate evaluation of a major field program.

SSA led the on-site review at Los Angeles during the period 11/2 - 6/87. During that week, approximately 1,000 cases were evaluated and over 90 personnel were interviewed. SSA provided the guidance to correlate the information obtained into a meaningful report format both oral and written. He remained in Los Angeles the weekend following the review to analyze the results. He then met with and briefed the WCCS Chief who traveled to Los Angeles in anticipation of providing oral results to the SAC.

Upon return to FBIHQ, SSA provided guidance and helped fine tune the written report for FBI management. The product was extraordinary.

It is clear that the initiatives taken by him and the personal sacrifices made to overcome complex obstacles in an abbreviated time frame warrant a commendation from the Director and a substantial cash incentive award.

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fours (or such other designated period, 80 hou Government approves payment of training cost contained in Section G below shall be construe	nominee for all non-gover metit training that exceeds 80 ³⁷⁷ is or less, as prescribed by the agency) and for which the ts prior to the commencement of such training. Nothing d as limiting the authority of an agency to waive, in whole expenses incurred by the Government in connection with
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Section G—EMPLOYEE'S AGR	EEMENT TO CONTINUE IN SERVICE
receive salary covering the training period, in ing period. If I receive no salary during the tra- to the length of training, but in no case less number of hours spent in class or with the in each day of training, up to a maximum of 40 the term "agency" refers to the employing or dent establishment), not to a segment of suc	
	pleting the period of service agreed to in item 1 above, I in and related fees, travel and other special expenses (EX- my training. These amounts are reflected in items 21 and
or other organization in any branch of the Go to in item 1 above, I will give my organization a determination concerning reimbursement	the agency to enter the service of another Federal agency overnment before completing the period of service agreed written notice of at least ten work days, during which time will be made. If I fail to give this advance notice, I AGREE 5 U.S.C. 4109(a)(2)) incurred by the Government in this
 I understand that any amounts which may be meet the terms of this agreement may be wi may be recovererd by such other methods as 	be due the agency as a result of any failure on my part to the devenment, or save any monies owed me by the Government, or s are approved by law.
for authorizing non-government training requ	y organization training officer and that person responsible ests of any proposed change in my approved training pro- s, withdrawals or incompletions, and increased costs.
ployment. I understand that, if there is a tra or other organization in any branch of the Go	in any way commit the Government to continue my em- insfer of my service obligation to another Federal agency vernment, the agreements in items 1, 2, and 3 of this sec- ted my obligated service with that other agency or organi-
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Figure 1. Constraints and the second seco	
Martin Marshall	
31. Period of obligated service	
(For non-government training only)	
32. Employee's signature	
SIL O'NELL	12-2-81

RE: APPROVAL OF TRAINING REQUEST(S) FOR

1) O'Neill, John P. , 2)

WHITE copy/copies #1 of OF-170/SF182 attached. () YELLOW copy/copies of OF-170/SF 182 attached.

* THE APPROVAL OF THIS/THESE REQUEST(S) HAS INDICATED YOUR CONCURRANCE WITH CHARGING ANY PER DIEM OR TRAVEL EXPENSES INVOLED AGAINST YOUR DIVISION''S TRAVEL BUGET.

(X) Notify employee(s) of approval of training and advise that dual reimbursement of expenses for this training from VA, LEEP, or other sources is prohibited AUO or overtime pay cannot be claimed for any training in non-duty hours; and Training Officer listed being must be advised of any proposed changes in this training to include costs, dates, cancellations, withdrawls.

Have employee(s) sign item #32 on reverse side of Copy #1 and forward to PERSONNEL RECORDS, Telefift 135

() Have employee(s) submit attached yellow copies (3, 4, & 5) to vendor (item #15) for direct billing of FBIHQ for costs in item #21 or else pay costs and submit voucher with receipts.

() Employee(s) may keep attached #6 copy of Approval/cancellation/correction.

() In the future, please utilize the OF-170/SF-182 10 part form. The 5- part form is used only in those instances where there is no cost involved.

() Employee(s) should complete the attached #9 copy upon the completion of approved coures and reutrn it to the attention of the Training Officer, Room 1028.

NOTE: ALL TRAINING REQUESTS MUST BE RECEIVED AT LEAST ONE MONIH PRIOR TO THE START OF ANY TRAINING COURSE. GETA REGULATIONS STIPULATES THAT APPROVAL MUST BE RECEIVED BEFORE AN EMPLOYEE MAY PARTICIPATE IN ANY TRAINING VENTURE.

Thank you, Training Offi

		NEFITS REGIST		M b6 b7c		Form App OMB No.	proved: 3206-0160
	FO	R USE BY EMPLOYEE	S ONLY	ТІЛ	AE LIMIT F	/ OB ENBO	LLMENT-
	Use typewriter or print with	Instructions on Back of the ball-point pen, bearing the ball-point pen, bearing the ball-point pen, bearing the ball-point pen be		31	davs or tim		wn on back
IPART A	1. Name (Last) (First)	n P	ddle Initial) 2. Date of B Month	lirth (Use Numbers) Day Year	3. Are You	Now Marrie	d?
All who register must fill in this part.	4. Your Mailing Address (Number and Street)	int	OZ 5 Social S	06 52 ecurity Number	A Yes		No
	- Politimore M	(State) (Z	Tip Code)	42-1004	Male	[]	Female
the family enrollr cancelled or cha	It is illegal for an employee or a family member nent of another Federal or District of Columb nged to Self Only. Similarly, if a family member ent unless the family member cancels his or	ia employee or annuitar per listed by you in Part	nt, you must register	not to enroll or t	are already he other er	covered	through must be
PART D	1. I elect to enroll in a health benefits plan as shown (Copy the information requested below from front c			ensation to cover my	share of the	cost of the	enrollment.
Fill in this part if you wish to enroll	Name of Plan		, D ,	. /		nroliment Co	ode 0
or change your en- roliment in a Health Benefits Plan.	2. In the space below list all eligible family members w	INS HEALT	TH FLAI	ried dependen child	ren under age	22, includir	ig (a) legally
If enrollment is for Self Only, answer	adopted children. (b) recognized children born ou Include also any unmarried child over 22 who bec certificate for a disabled child age 22 or over, if on THEY WILL NOT RECEIVE BENEFITS, EVEN IF	t of wedlock, and (c) stepch ame disabled before age 22 e is not already on file.) DO N	ildren and foster children and who, because of the OT LIST PARENTS OR (i who live with you i disability is incapal DTHERS WHO ARE	in a regular p ble of self-sup	arent-child port. (Attac	relationship. h a doctor's
items 1 and 3. If enrollment is for Self and Family,	Names of Family Members	Date of Birth (Month, Day, Year)	3. Do you, your spous health insurance co enrolling or enrolled	verage other than the			
answer items 1, 2, and 3. Show addi-			Yes -> Comple	te a Df below	No	· · · · · · · · · · · · · · · · · · ·	
tional family mem- bers (item 2) and/or health insurance			a. Name of Instruction ((CHAMPUS, Medicare etc.)		o. Name of Po	licynoider	
coverages (item 3) on a separate sheet			c Poleyholder is Sociat	Security No. d	. Type of Cov	rerage	
and attach. If you are changing			e. Gross br Employer	Jame AV	Self Only . Certificate o		elf & Family nber
your enrollment, also fill in PART C.	е.		₩ Vř	\mathcal{I}			
PAR C	Answer items 1, 2, 3 and 4 to show Plan and Enrolln	nent Code being changed and 2. Present Plan	d eligibility for change.	t Permits Change 4	. Da	to offEvent	inselman
Fill in this part, as well as PART B, to	Present Plan Name	Enrollment Code	(See Table on Back of	f Copy 1)	That F Month	Permits Cha Day	nge V LAU Year
change your regis- tration.	SAMBA	442			12	<u>il</u>	87
Fill in this part if you	Place an "X" in the box in item 1 or 2, whichever a 1. I elect not to enroll under the Federal Employees Health Benefits Program.	2. I elect to cancel my prese	ent enrollment under the	code shown below:			
wish NOT to enroll or if you wish to			gnature in Part E. it		Prese	nt Enrolime	nt Code
cancel your enroll- ment.			have read "Cance ent" on back of co				
PART 3	1. Your Signature (Do not print)	2. Date		WARNING—Any i application or w	illful misre	presentati	ion relative
All who register must fill in this part.	toll, O'NEL	11-	30-87	thereto is a viola fine of not more not more than 5	than \$10,00	0 or İmpri	sonment of
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NOTIFICATION OF PERSONNEL ACTION

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1. Name (L	ast, First, Middle)			2. SSN 3. Position Sensitivity (Opt) 4.	Date of Birth
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5. Veteran I	Preference	· , , · , · · · · · ·	· · · · · · ·		Retirement
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SALARY INCLUDES A MERIT INCREASE OF 5763-00 BASED UPON YOUR ANNUAL RATING OF SUPERIOR, AND YOUR SALARY'S LOCATION IN THE UPPER THO-THIRDS OF THE RATE RANGE OF YOUR GRADE.

38. Approval	39. FPMIS Data
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C. Signature/Authentication of Approving Official	F. Educational Level G. Year Dégree Attained H. Academic Discipline I. Adjency Code
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Memorandum 6	`<= ₹ 0 ე -		Exoc AD Adm Exoc AD Inv Exoc AD LES Asst. Dir.: Adm. tervs Crim. Inv Ident
To : (Attn:	Date	5/18/87	Insp7 Intell Lab Legal Coun Off. Cong. & Public Affs Rec. Mgnt Tech. Servs Training
Subject : PAGERS FOR JOHN P. O'NEILLER SUPERVISORY SPECIAL AGENTS () ASSIGNED TO PUBLIC CORRUPTION	SSAs) N UNIT		Telephone Rm Director's Sec'y b6 b7C
PURPOSE: To request that pagers I John P. O'Neill and Willia Unit. RECOMMENDATION: That pagers be is	am C. Megary, Pr	As ublic Corrupt] ;ion
John P. O'Neill and William C. Meg APPROVED: Adm. Servs. Crim. Inv. Director Exec. AD-Adm. Exec. AD-Inv. Exec. AD-LES Intell.	Laboretory Legei Coun Off. of Cong. & Public Affs Rec. Mgnt Tech. Servs Training	75:15	0-58
DETAILS: SSAs J Megary in their positions will be corruption and Ethics in Governmen that they are able to be reached w therefore be issued to them.	it Act Matters.	tive public	C.
The Technical Services D Public Corrupt the pagers are ready to be issued.	ion Unit. exter	usion 5690 wh	
1 - Mr. Clarke 1 - Mr. O'Neil 1 - Mr. Dorch 1 - Mr. Megary 1 - Mr. Dorch 1 - 1 - MASAMAS (11) 1 COPY DETACH OPERATIONS M	Ass 1 1 1ED	20-87 201719 to 09 202252 to 202252 to M 202252 to M 202252 to M	JEGON C

PERFORMANCE MANAGE		
	eau of investigation ~ Ment and recognitioñ system E Plan - Notice Page	
SEE INSTRUCTIONS ON REVERSE		
. Payroll Name of Employee	2. Social Security Number	
JOHN P. O'NEILL	147-42-1004	
Supervisory Special Agent GM-14	4. Office of Assignment 0622	
his Performance Plan is consistent with the position description of the em	ployee and is in furtherance of the mission and	nd goals of the FBI.
Timothy C. Anch	· .	Huclon
		Date
		4/17/17
al al		/ Date
nave been advised of my critical element(s) and performance standards fo uccessful level may preclude me from consideration for a merit increase,	r the forthcoming appraisal period and am aw	vare that performance below the Ful
eference transfer. In addition, I am aware that Unacceptable performance of	on any element may be the basis for my reass	ignment, reduction in grade, or remo
th P. O. Neel	_	4/16/87
Signature of Employee		Date
·		
	_	<u></u>
Signature of Rating Official	•	Q Date
Signature of Reviewing Official	_	
		Date
ave been advised of this modification to my Plan and am aware that the c	onsequences of my performance as specifie	Date
ave been advised of this modification to my Plan and am aware that the c		
)		d above continue to apply.
Signature of Employee	Consequences of my performance as specifie E9 NOT REMOVE FIEM FILE UNLESS ESPLACED FAILY A	d above continue to apply.
		d above continue to apply.
Signature of Employee		d above continue to apply.
AU USE ONLY		d above continue to apply.
Signature of Employee		d above continue to apply.
). Signature of Employee		d above continue to apply.
Signature of Employee	EO MOT REMOVE PIECH FILE UNIESS ESPLACED CUTTI A., NEROX EDPY	d above continue to apply.
RAU USE ONLY		d above continue to apply.
Signature of Employee	EO MOT REMOVE PIECH FILE UNIESS ESPLACED CUTTI A., NEROX EDPY	d above continue to apply.

INSTRUCTIONS FOR PREPARING THE NOTICE PAGE

Reviewe

(initials)

1-40M

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process. A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to the FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

Items 8-10 are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FD-698a (1-28-86)

FEDERAL BUREAU OF INVESTIGATION RFORMANCE MANAGEMENT AND RECOGNISM FEM PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM-14

1. Payroll Name of Employee	2. Social Security Number	*
JOHN P. O'NEILL	147-42-1004	

3. Critical Element # <u>1</u> <u>PROGRAM/RESOURCE MANAGEMENT</u>: Manages assigned program(s) or program functions utilizing available resources. Develops and/or maintains systems of internal accounting and control to monitor efficiency of operations and to prevent or minimize potential losses from fraud, waste or abuse.

4. (a) Initial Assignment;	b) Adjustment; (c) Addition; (d) Termination	•			
5.	PERFORMANCE STANDARDS				
Minimally Accentable					

Requires general administrative and policy supervision to manage assigned program(s) or functions in accordance with FBI and Department of Justice policies, guidelines and procedures. Objectives are determined through analysis of obvious factors and relevant precedent. Control is occasionally hampered by use of nonspecific, uncertain, or inflexible milestones. Allocates resources according to current availability and in compliance with established priorities; accommodates fluctuations in availability of resources to minimize disruption of operations. Achieves objectives at acceptable cost levels. Establishes and/or maintains control and accounting systems that are sufficient to assure compliance with pertinent regulation, policies and FBI and DOJ guidelines.

Fully Successful

Requires limited administrative and policy supervision to manage assigned program(s) or functions in accordance with FBI and DOJ policies, guidelines and procedures. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones. Assignment of responsibilities to subordinate personnel reflects their varying levels of experience and personal qualification, thereby ensuring the effective use of personnel resources. Frequently initiates actions to enhance the program(s) or functions. Establishes, maintains and regularly monitors effective systems of internal accounting and control that assure compliance with applicable regulations. Introduces viable modifications to established methods to improve control systems which are sufficient to enhance cost efficiency of operations and frequently results in reduction of specific program costs.

Superior

Requires minimal administrative and policy supervision to manage assigned program(s) or functions in accordance with FBI and DOJ policies, guidelines and procedures. Consistently anticipates potential variation/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration. Effectively assigns responsibility for various specific functions to subordinates, resulting in more efficient achievement of objectives. Continually initiates action to enhance the program(s) or functions. Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Appropriateness of control mechanisms assures compliance with requirements, resulting in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.

6. anitials of Employee

THREE

FEDERAL BUREAU OF INVESTIGATIO ORMANCE MANAGEMENT AND RECOGNITIONS PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

FD-698a (1-28-86)

SUPERVISORY SPECIAL AGENT GM-14

1.	Payroll Name of Employee	2.	Social Security Number				
	JOHN P. O'NEILL		147-42-1004	•		-	
2	Critical Element # 2 : CUDEDUTCTON OF CUEOD	- NT N I	TEC. Accime	and	roviews	work o	of

SUPERVISION OF SUBORDINATES: Assigns and re subordinates, evaluating and striving to develop ability of each to perform designated duties. Completes full range of personnel actions, including performance appraisals, recommendations for within-grade and quality step increases, promotions, reassignments, and the like. Maintains oversight of time and attendance and other related administrative records.

4. (a) Initial Assignment; (b	b) Adjustment; (c) Addition; (d) Termination					
5. PERFORMANCE STANDARDS						
Minimally Acceptable						

Observes, evaluates and corrects activities of each subordinate on a regular basis, dependent upon workload and status of pending assignments. Formally reviews performance at specified times, providing positive and negative feedback as necessary. Considers grade levels and workload in making assignments and provides clear, adequate instructions regarding objectives, making sure each subordinate is properly employed. Maintains awareness of training needs/ opportunities and provides on-the-job training. Recommends formal training on request and/or as required to meet specific needs.

Meets obligations of equal employment opportunity and affirmative actions as established by guidelines. Completes various required personnel actions in acceptable format, in accordance with government policy and regulation, and within established time constraints, and reviews such actions (CONTINUED ON ATTACHED)

Fully Successful

Observes, evaluates and corrects activities of each subordinate on a regular basis, recognizing and appropriately responding to circumstances requiring adjustments to normal schedule of review. When practical, makes work assignments that are reflective of subordinates' interests and potential, in addition to demonstrated ability, Reviews performance on a personal basis tailored to meed individual strengths and weaknesses. Makes conscientious effort to provide onthe-job training and recommend formal training opportunities for eligible employees when same may enhance individual effectiveness or promotional opportunities.

Effectively integrates various personnel actions affecting subordinates, thereby demonstrating awareness of continuing significance of basic principles of personnel management. Assures the propriety, accuracy and (CONTINUED ON ATTACHED)

Superior

Actively works with each subordinate, as appropriate, to assure that individual assignments and performance equate reasonably to the individual's abilities. Observes, evaluates and corrects activities of each subordinate on a continuing basis, and in accordance with standard procedures, employing effective methods of time management to ensure reasonable allocation of time to both operational and administrative assignments. Through personal involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.

Utilizes full range of personnel actions, including on-the-job and formal training, to acknowledge and improve skills and performance of subordinates. Consistently ensures the submission of personnel actions prior to deadlines, when feasible, and in accordance with both the basic (CONTINUED ON ATTACHED)

6. Initials of Employee

Date

THREE FBI/DOJ




Performance Plan Critical Element and Performance Standards Page (CONT'D)

Critical Element No. 2 SUPERVISION OF SUBORDINATES

MINIMALLY ACCEPTABLE

completed by subordinates to assure acceptability. Keeps employees apprised of administrative and general interest matters. Oversight of records is adequate to ensure timely and accurate maintenance of same.

FULLY SUCCESSFUL

timeliness of personnel action submissions and administrative recordkeeping is completed personally or by subordinates. When feasible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses.

SUPERIOR .

requirements and the intent of pertinent policy, including equal employment opportunity and affirmative action. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates.







ERFORMANCE MANAGEMENT AND RECOGNITION STATEM PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM-14

1. Payroll Name of Employee	2. Social Security Number	· · · · · · · · · · · · · · · · · · ·
JOHN P. O'NEILL	147-42-1004	··.

3. Critical Element # 3

COMMUNICATION SKILLS: Prepare written communications and make oral presentations which convey ideas, facts, requests, recommendations, conclusions, procedures, estimates and projections based on available information in order to inform superiors, peers, subordinates and persons outside the FBI as required.

4.	(a)	Initial Assignment;	(b) Adjustment; (c) Ad	Idition; (d) Termination	
5.			PEF	RFORMANCE STANDARDS	
				Minimally Acceptable	•

With limited direction and guidance, prepares written and oral communications which are clear, accurate, sufficiently convey ideas, facts, etc., and are generally completed within deadlines. Sufficiently ensures that written and oral communications comprehensively address related issues which impact on the section. Written and oral communications regularly facilitate unit objectives and allow superiors, peers and subordinates to formulate appropriate courses of action. Formal presentations are organized and clearly given. Required research/preparation is adequate to ensure proper coverage of selected topic.

Fully Successful

With general direction and guidance, prepares written and oral communications which are clear, accurate, effectively convey ideas, facts, etc., and are occasionally completed prior to deadlines. Generally ensures that written and oral communications comprehensively address related issues which impact on the unit. Written and oral communications frequently facilitate unit objectives and generally allow superiors, peers and subordinates to formulate appropriate courses of action. Formal presentations are well-organized and effectively executed, clearly indicating proper depth of preparation. Treatment of selected topics of information is frequently tailored to reflect background and stated interests of intended audience.

Superior

Independently, and on own initiative, prepares written and oral communications which are clear, accurate, comprehensively conveys ideas, facts, etc., and are usually completed prior to established deadlines. Consistently ensures that written and oral communications comprehensively address related issues which impact on the unit. Written and oral communications continually facilitate unit objectives and consistently allow superiors, peers and subordinates to formulate appropriate courses of action. Consistent high quality of formal presentation enhances the Bureau's reputation as an authoritative source of useful information. Organization and execution of presentations demonstrate personal expertise.

Initials of Employee

Date

THREE

FBI/DOJ





FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEILL

	SUPERVISORY SPECIAL	AGENT GM-14	
2.	Social Security Number		

4. (a) Initial Assignmen		
5.	PERFORMANCE STANDARDS	······
	Minimally Acceptable	

Establishes and maintains basic channels of communication to exchange work-related information on a timely basis. Contacts sufficiently enhance the attainment of unit objectives and assigned tasks. Presents Bureau policy accurately, maintaining a professional appearance and demeanor. Appropriately recognizes and responds to relative authority of those with whom contact is made and accordingly preserves a professional relationship. Generally anticipates those sensitive situations that are beyond personal capabilities to effectively handle and refers such to superiors.

Fully Successful

Strives to expand and improve traditional liaison contacts which generally enhance the attainment of unit objectives and assigned tasks. Presents Bureau policy accurately and persuasively, as evidenced by occasional enhancement of interagency channels of communication that expedite the timely exchange of necessary information. Consistently maintains a professional image that aids in establishing personal credibility and effectiveness. Generally handles those contacts who display reluctance or antagonism when dealing with the FBI adroitly; tactfully refers those unusual situations beyond personal scope to superiors.

Superior

Diligence in maintaining contact improves/broadens existing lines of communications and continually enhances the attainment of unit objectives/assigned tasks. Work in the area of liaison results in increased timeliness of obtaining data that could otherwise require lengthy negotiations. Persuasiveness in obtaining cooperation enhances likelihood of attainment of mutually beneficial objectives and thereby increases effective utilization of resources. In dealing with others, consistently demonstrates leadership skills which result in the establishment of a high degree of credibility that enhances the quick and positive resolution of sensitive issues.

Initials of Employee

Date THREE

		DERAL RETIREME RIFT SAVINGS PL			6
	ELECT	ION FORM FO	R 1987		
Notice to Employe need to submit a new	e: If you have previously complet form.	ed a TSP Election Form a	nd do not wish to cha	nge your prior e	lection, you do not
Section A must be con To elect enrollment, c	s form, read the instructions on rempleted for all actions. omplete Section B. at of deductions, complete Sectio	period, con To termina take this ad	nrollment or to termin nplete Section C. Ite current enrollmer ction during an election pompleted form to emp	nt, complete Se on period.	_
SECTION ASIDE	NTIFICATIONS (First)	(Middle)			SOCIAL SECURITY NO.
O'NEILL	John	P.	Month	Day Year	47 42 1004
SECTION B - EN sign and date below IELECT TO CONTRIL	ROLLMENTELECTIONS TO WE Election will not be valid with BUTE TO FUND G, Government S	inouisignature. ecurities Investment Fund	. I understand that 100	completeBl	Thrift Savings Plan
4. PERCENTAGE OF BASIC PA	Vernment contributions made in 1 Y PER PAY PERIOD	-	IN SECURITIES OF THE U		vernment.
	.00%	O <mark>R</mark>	\$.00	
an election period,	CONTRIBUTE to the Thrift Savin			توري يستق سيج سراع الم ال	an an an an a star and a star and a star and a star a s
	P. O'NEIL			1/27/87	
<i>I WANT TO TERMINA</i> period in which my ei	THIS OPTION MAY N THIS OPTION MAY N TE payroll deductions for the Thi mploying office receives this term ection period beginning <i>after</i> this	OT BE USED DURING AI rift Savings Plan. I underst nination. I also understand	N ELECTION PERIOD and that these deduct I that I will not be elig	7. tions will stop at	the end of the pay
10. SIGNATURE			11. DATE		
NUMBER	S IONATION OF STATE		··	b7C	5. DATE SIGNED Month Day Year 4 30 87
		. Bureau of Inve IVACY ACT STATEME			`
Title 5, U.S. Code, Char	pter 84, Federal Employees' Retirem		ler their programs. In a	ddition, to the ex	tent this information

Title 5, U.S. Code, Chapter 84, Federal Employees' Retirement System, Subchapter III, Thrift Savings Plan, authorizes solicitation of this information. The data you furnish will be used to determine the amount of deductions and contributions to your Thrift Savings Plan Account: This information will be shared with the Office of Personnel Management and be placed in your Official Personnel Folder. This information may be shared with other Federal agencies or Congressional offices which have a need to know in connection with your application for a job, license, grant or charitable or social security administrative agencies to determine and issue

TREMPRED 48 12 187 MAY 19 1987 9

benefits under their programs. In addition, to the extent this information indicates a possible violation of civil or criminal law, it may be shared with appropriate Federal, state or local law enforcement agencies. While the law does not require you to supply all the information requested on this form, it may not be possible to process your Thrift Savings Plan Account election if you fail to do so. Agencies other than the Office of Personnel Management may have further routine uses for the disclosure of information from the records systems in which they file copies of this form and they should provide you with any such uses which are applicable at the time they ask you to complete this form.

3

PART 1 – OFFICIAL PERSONNEL FOLDER—ORIGINAL





INSTRUCTIONS FOR FEDERAL RETIREMENT THRIFT SAVINGS PLAN ELECTION FORM FOR 1987

SECTION A - IDENTIFICATION

Block 1, Name. Enter employee's name: last, first, and middle.

Block 2, Date of Birth. Enter employee's date of birth. Enter 2-digit month, day, and year.

Block 3, Social Security No. Enter employee's social security number.

SECTION B - ENROLLMENT ELECTION

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Employees who wish to enroll in the Thrift Savings Plan must select either a percentage of basic pay *OR* a specific whole dollar amount to be withheld each pay period and contributed to the Thrift Savings Plan. Money that is withheld and contributed is tax-deferred and is matched by the employer as follows:

For the pay period beginning on or after April 1, 1987, through the pay period that includes September 30, 1987, FERS employees may contribute up to 15% of basic pay. For the pay period beginning on or after April 1, 1987, through the pay period that includes June 30, 1987, the first 3% of basic pay contributed is matched by employer in an amount equal to 200% of the employee's contribution with the next 2% of basic pay contributed matched in an amount equal to 100% of the employee's contribution.

For the pay period beginning on or after October 1, 1987, through the pay period that includes December 31, 1987, FERS employees may contribute up to 10% of basic pay. For the pay period beginning on or after July 1, 1987, through the pay period that includes December 31, 1987, the first 3% of basic pay contributed is matched by employer in an amount equal to 100% of the employee's contribution with the next 2% of basic pay contributed matched in an amount equal to 50% of the employee's contribution.

Employer automatically contributes 1% of basic pay into the account of each employee covered under FERS even if the employee does not elect to contribute to the Thrift Savings Plan.

For the pay period beginning on or after April 1, 1987, and ending with the pay period that includes September 30, 1987, CSRS employees may contribute up to 7½% of basic pay. For the pay period beginning on or after October 1, 1987, through the pay period that includes December 31, 1987, CSRS employees may contribute up to 5% of basic pay.

CSRS employees do not receive employer matching or the 1% Government basic contribution.

For 1987, employees may contribute ONLY to the Government Securities Investment Fund. Sums in the Thrift Savings Plan contributed to the Government Securities Investment Fund are invested in securities of the United States Government.

Depending upon intended selection, complete Block 4 OR Block 5. If there is an entry in BOTH Blocks 4 and 5, this form will not be accepted by your employing office. Employees must sign and date form for election to be valid. **Block 4, Percentage of Basic Pay Per Pay Period.** Enter percentage of basic pay per pay period you wish to contribute to the Thrift Savings Plan. A whole percentage must be entered. The ONLY exception is that CSRS employees may enter 7½% for the first two election periods. If the percentage is entered incorrectly, this form will not be accepted by your employing office. ñ

Block 5, Whole Dollar Amount Per Pay Period. Enter whole dollar amount to be contributed per pay period to the Thrift Savings Plan. For example, an entry of "\$20.00" is acceptable. However, an entry of "\$20.32" is not acceptable. If a whole dollar amount is entered incorrectly, this form will not be accepted by your employing office.

SECTION C-ENROLLMENT WAIVER/TERMINATION

If an employee elects not to enroll in the Thrift Savings Plan upon eligibility, the employee must sign and date Blocks 8 and 9. If an employee wants to terminate contributions when the election is made during an election period, the employee must also sign and date Blocks 8 and 9. Employees who waive enrollment or who terminate enrollment during an election period may not enroll/ reenroll until the next designated election period. The election to waive or to terminate will not affect a FERS employee's entitlement to the 1% Government basic contribution. See Section D, Enrollment Termination, to terminate enrollment at any time OTHER than during an election period.

SECTION D - ENROLLMENT TERMINATION

If an employee currently enrolled in the Thrift Savings Plan chooses to terminate enrollment prior to an election period, the employee must sign and date Blocks 10 and 11. The termination in Section D is to be used only when employees terminate enrollment at any time OTHER than during an election period. Employees who terminate enrollment at any time OTHER than during an election period will not be eligible for enrollment again until the second election period beginning after this termination is effective. The election to terminate will not affect a FERS employee's entitlement to the 1% Government basic contribution. See Section C, Enrollment Waiver/Termination, to terminate enrollment during an election period.

FOR EMPLOYING OFFICE USE ONLY

Block 12, Payroll Office Number. Enter the 8-digit Treasury assigned payroll office number of the employee.

Block 13, Effective Date. Enter the effective date. Once accepted, an Election Form should be made effective as soon as administratively feasible, but no later than the first day of the pay period following acceptance. Actions which can be taken only during an election period shall be made effective no earlier than the first day of the first pay period of the election period.

Block 14, Signature of Authorized Agency Official. Enter the signature of the agency official authorized to accept the Election Form.

Block 15, Date Signed. Enter the date the Election Form is accepted by the employing office.

3-802 (5/22/85) TO: ONEILL JOHN P



FEDERAL BUREAU OF INVESTIGATION WASHINGTON, D.C. 20535

UNIT: 0622 DATE: 04/11/87

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (PMRS) NOTIFICATION OF INCLUSION OR EXCLUSION

The PMRS provides for a pay for performance concept to recognize the achievements of employees assigned to positions classified at the GS 13, GS 14, and GS 15 grade levels and defined as supervisors or managers.

By virtue of your recent () appointment, () reassignment, () change in responsibilities, () promotion, () demotion effective

it has been determined that your position meets at least one of the definitions of supervisor or management official as set forth:

MANAGER -	Position has the full range of managerial functions delineated in the introductory section of the Supervisory Grade-Evaluation Guide (<u>SGEG</u>). (All managerial positions, as defined by the <u>SGEG</u> are supervisory in nature, but not all supervisory positions are managerial.) Three or more subordinates are supervised.	<u> </u> МЗ
SUPERVISOR -	Position requires the exercise of supervisory responsibilities that at least meet the minimum requirements for application of the <u>SGEG</u> or similar standards of minimum supervisory responsibilities specified by the job standards or other directives of the applicable pay schedule or system. Position does not meet the full range of managerial functions delineated in the introductory section of the <u>SGEG</u> . Three or more subordinates are supervised.	<u> </u>
SUPERVISOR -	Position meets the definition of supervisor in 5 U.S.C. 7103	🗖 M4

- SUPERVISOR Position meets the definition of supervisor in 5 U.S.C. 7103 (a) (10). Position does not meet the minimum requirements for application of the <u>SGEG</u>. Fewer than three subordinates are supervised.
- MANAGEMENT Position to which employee is assigned meets the definition of OFFICIAL - Position to which employee is assigned meets the definition of management official in 5 U.S.C. 7103 (a) (11). Position does not meet the <u>SGEG</u> definition of manager or supervisor or the definition of supervisor in 5 U.S.C. 7103 (a) (10). Management officials formulate, determine, or influence the policies of the agency, but are not responsible for any subordinates.

you are no longer covered by the PMRS. Your reallocation from the PMRS pay scale renders you eligible for periodic step increases, and full pay comparability adjustments.

Employees assigned by official personnel action to a position categorized by an M3, M1, M4, or M5 PMRS Indicator shall be placed in the PMRS, effective the date of assignment to such a position.

Coverage under the PMRS is mandatory for supervisory and managerial employees. However, if you disagree with the PMRS Indicator assigned, you are encouraged to resolve the disagreement with your immediate supervisor. Failing resolution with your supervisor, you may submit a grievance to the Personnel Officer, Administrative Services Division, FBIHQ.



LEHY Swall

FORM X450 (07/85)





ev. 7-9-80) Memorandum	
To : Mr. Sharp From : F. I. Clarkell	Date 4/7/87 1 - Mr. Sharp b6 1 - Mr. Clarke b7C
Subject : JOHN P. O'NEILL	REPORTING FOR ASSIGNMENT OR ORGANIZATIONAL COST CENTER CHANGE
· ·	
 I Reported for duty <u>4/7/87</u> (date) I 2. Organizational Cost Center # _ 	· ·
It 3. Position Title Supervisor Grade GS14' Merit Pay Indicator (If GS 13,	on Number GM 1811-14-78-F0-713
🗔 4. Adviśed regarding duties to be	
standards of conduct, dress, p	
report will be submitted. Additional comments:	
	FER CHANGE ONLY (Submit only if there is a change from one unit ction and no other notification being submitted i.e. reassignment,
promotion, trial assignment, etc.)	
Grade Position Numb	per
REG(4)-	Entered ORT

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FD-67 (Rev. 10-7-83)		2		
	randum 📉			
To :	Director, FBI		Date 3/6/87	Ъб
From : Subject :	SAC, BALTIMORE		Attn: Pay & Pernon Managemen	b7C t Unit,
	EOD: <u>6/22/70</u> Social Security Number: X ACKNOWLEDGMENT Rebulet <u>2/17/8</u> Transfer From: <u>Balt</u>	147-42-1004 OF TRANSFER ORDERS		
DEPARTURE:			Annual Longo En Doute	
Contemplated Departure Da 4/3/87 Previous FBI Office and Res		Contemplated Arrival Date 4/7/87	Annual Leave En Route 8 hrs., 4/6/87	
Type(s) of Investigative Mat Supervisory Spe In-Service and Special Scho	cial Agent			
	loyee will be traveling with		I when such person and address differ from inforn d in the event of an emergency, employee should	
	Name		Relationship ()	
Address			Area Code Telephone I	Number
	то в	E COMPLETED BY THE TIME AND AT	TENDANCE CLERK	
DEPARTURE (on transfer)		ave En Route		
Days taken for			Organizational Cost Center	#
	Househunting	Administrative Leave		
ARRIVAL (on transfer)		a marter a la marter a marter a marter a		
Merit Pay Indicator (If GS 13 COMMENTS: 67-1	OTRECORE	122)ED14-2-87	Organizational Cost Center	*
1 Bureau kxDestinationx x 1 - Current Office : cm	Gev .	~ .		FBI/DO.

PERFORMACE MARAGEMENT AND RECOGNITION SYSTEM PERFORMANCE PAGE Second Secondly Number 1 147-42-1004 4. Office of Assignment DATE PLANCEMENT (GM-14) BALTITAORE This Performance Page Control of the operation of the employee and is in furtherance of the mission and goals of the FBI. 5. 6. 7. 7. 7. 7. 7. 7. 7. 7. 7	•			
PERFORMANCE PLAN - NOTICE PAGE Payroll Name of Employee "Byroll Name of Employee "Portol Name of Employee "Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI. "Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI. "Description in the province estimating and performance estimates is or the forthcoming apprileal period and an aware that performance below in Uncessful formation in grade on any element. They be the basis for my reassignment, reduction in grade, or any element. They be the basis for my reassignment, reduction in grade, or any conceased element increase, performance award, promotion, administrative edvancement, and confidence on any element. They be the basis for my reassignment, reduction in grade, or any conceased element increase, performance award, promotion, administrative edvancement, and consideration in grade, or any element. They be the basis for my reassignment, reduction in grade, or any element. They be the basis for my reassignment, reduction in grade, or any element. They be the basis for my reassignment, reduction in grade, or any element. They be the basis for my reassignment, reduction in grade, or any element increase, performance and in the reassignment, reduction in grade or any element. "Signature of Employee Date "Signature of Plating Official Date Signature of Paring Official Date Note of Employee Employee Signature of Employee Employee	•	FEDERAL BUREAU OF INVE	STIGATION	
BEE INSTRUCTIONS ON REVERSE 2. Social Security Number Payroll Name of Employee 147-42-1004 Providion Title and Grade 4. Office of Assignment DERVISIONY SPECIAL AGENT (GM-14) BALTINORE Intervision of the and Grade 1000000000000000000000000000000000000	. Р			,
Payroll Name of Employee 2. Social Security Number 147-42-1004 147-42-1004 Position The and Grade 4. Office of Assignment DERVISIONY SPECIAL AGENT (GM-14) BATTHORE Ins Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI. Image: Constraint of Constrain				فالجواري والجواري والمراجع
JOHN P. O'NETILI 147-42-1004 Position Title and Grade PERVISORY SPECIAL AGENT (GM-14) 4. Office of Assignment BALTIMORE The Performance Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the FBI. 10.10-86 Image: Performance Plan is consistent with the position for an employee and is in furtherance of the mission and goals of the FBI. 10.10-86 Image: Performance Plan is consistent with the position for an employee and is in furtherance of the mission and goals of the FBI. 10.10-86 Image: Performance Plan is consistent with the position for an employee and and an avera that performance below to consideration for an employee performance award, promotion, administrative advancement, addro office efference transfer. In addition, I an aware that Unacceptable performance on any element may be the basis for my reassignment, reduction in grade, or efference transfer. In addition, I an aware that Unacceptable performance on any element may be the basis for my reassignment, reduction in grade, or plant whether of Employee Plan MODIFICATION Image: Plan MODIFICATION ne attached modification to this Plan is consistent with the position description of the employee and is in furtherance of the mission and goals of the employee Signature of Rating Official Date signature of Rating Official Date Signature of Employee Employee Signature of Employee Employee Signature of Empl		2 50	sial Security Number	
Position Title and Grade PERVISIONY SPECIAL AGENT (GM-14) 4. Office of Assignment BALXTIMORE BALXTIME BALXTIMORE BALXTIME BALXT		2. 300		
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INSTRUCTIONS FOR PREPARING THE NOTICE PAGE

Reviewed by PRAU

A Performance Plan is comprised of a Sofie Rage and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (RSs) to an employee. Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process. A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to the FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

Items 8-10 are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.



FD-698a (1-28-86)



FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]	SUPERVISORY SPECIAL AGENT GM 14 (SQUAD OR RESIDENT AGENCY SUPERVISOR)	
1. Payroll Name of Employee	2. Social Security Number	
JOHN P. O'NEILL	147-42-1004	
assigned through allocation, direction and oversight of p	nvestigative and administrative operations/programs as personnel and material resources, including approximately <u>15</u> ops and/or maintains systems of internal accounting and control mimize potential losses from fraud, waste or abuse. Corruption and Labor Racketeering	

4	(a) <u>X</u> Initial Assignment;	(b) Adjustment;	(c) Addition;	(d) Termination	
'5	4 1	×	PERFORM	ANCE STANDARDS	
Minimally Acceptable					

Develops workload reactively, following guidelines and priorities established by FBIHQ and field management. Establishes feasible approaches for achieving squad and program/case objectives within set timeframes and at acceptable cost levels. Objectives are determined through experimentation and control is occasionally hampered by use of uncertain milestones. Allocates resources according to current availability and in compliance with established priorities; accommodates fluctuations in availability of resources to minimize disruption of operations. Delegates authority to subordinates when necessary.

Clearly communicates priorities and assignments to appropriate personnel and reports progress as required. Establishes and/or maintains control and accounting systems that are sufficient to assure basic compliance with pertinent regulations, policies and FBI and DOJ guidelines. Required reports are clear, accurate and in compliance with applicable requirements. Periodic review of files and progress toward objectives is conducted in sufficient depth to minimize time/resources lost due to inefficiency/lack of progress.

Fully Successful

Develops and manages workload in accordance with established office priorities. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones determined through analysis of known factors. Assignment of personnel reflects varying levels of experience and personal qualifications of subordinates, thereby enhancing the effective use of resources. Delegates responsibilities when this could improve efficiency/economy of operations.

Skillfully uses communications techniques to increase employees' understanding of office/squad goals and objectives and program requirements. Establishes, maintains and regularly monitors effective systems of internal accounting and control that assure full compliance with applicable regulations, etc., and introduces viable modifications to established methods to improve efficiency of allocation and utilization of resources. Impact of control systems is sufficient to enhance cost efficiency of operations and occasionally results in reduction of specific investigative/ program costs.

Superior

Aggressively seeks to develop a workload that corresponds to office and FBIHQ guidelines and takes into consideration changes in local circumstances. Consistently anticipates potential variations/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration.

Full, personal involvement in, and effective communications regarding, program/case management assure efforts of pertinent personnel are focused on priority assignments. Effectively delegates responsibility for various specific functions to subordinates when this will increase efficiency in obtaining objectives.

Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Appropriateness of control mechanisms assures compliance with requirements and results in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.

0-14-Date THREE

FBI/DOJ

INSTRUCTIONS FOR PREPARING THE CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

This Page is used to record a single critical element (CE) and its performance standards (PSs) and must be attached to a Notice Page (FD-698). Together these Pages comprise a Performance Plan. With the exception of initials and dates, the information on this form must be typewritten.

- Items 1-2 Self-explanatory.
- Item 3 Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary (see Item 4 below). If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, at the outset of an appraisal period, CEs should be numbered consecutively beginning with #1.

Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 4 (a) must be marked when an entirely new Plan is communicated to an employee.

Item 4(b) must be marked when an existing CE and/or its PSs are adjusted to expand or clarify previously expressed information but there is no substantive change in the performance level requirements. Reuse the original CE number.

Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5 Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6 . Self-explanatory.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FD-698a (1-28-86)

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]	SUPERVISORY SPECIAL AGENT GM 14 (SQUAD OR RESIDENT AGENCY SUPERVISOR)		
1. Payroll Name of Employee	2. Social Security Number		
JOHN P. O'NEILL	147-42-1004		
3 Critical Element # 2 :			

SUPERVISION OF SUBORDINATES: Assigns and reviews work of subordinates, evaluating and striving to develop demonstrated ability of each to perform designated duties. Conducts file reviews and completes full range of personnel actions, including performance appraisals, recommendations for within-grade and quality step increases, promotions, reassignments, and the like. Maintains oversight of time and attendance and other related administrative records.

4. (a) X Initial Assignment;	(b) Adjustment; (c) Addition; (d) Termination	
5.	PERFORMANCE STANDARDS	
······································	Minimally Acceptable	,

Personally observes, evaluates and corrects activities of each subordinate on an intermittent basis, dependent upon workload and status of pending cases. Formally reviews performance at specified times, providing positive and negative feedback reactively. Considers grade levels and workload in making assignments and provides clear, adequate instructions regarding objectives, making sure each subordinate is properly employed. Maintains awareness of training needs/opportunities and provides on-the-job training and recommends formal training on request and/or as required to meet specific needs.

Meets obligations of equal opportunity and affirmative action as established by guidelines. Completes various required personnel actions in acceptable format, in accordance with governing policy and regulations, and within established time constraints. Keeps employees apprised of administrative and general interest matters. Oversight of records is adequate to ensure generally timely and accurate maintenance of same.

Fully Successful

Observes, evaluates and corrects activities of each subordinate on a regular basis, recognizing and appropriately responding to circumstances requiring adjustments to normal schedule of review. When practical, makes work assignments that are reflective of subordinates' interests and potential, as well as demonstrated ability. Review of performance is not limited to a set format but is conducted on a personal basis tailored to meet individual strengths and weaknesses. Makes a conscientious effort to provide on-the-job training/recommend formal training opportunities for eligible employees when same may enhance individual effectiveness or promote morale.

Effectively integrates various personnel actions affecting subordinates, thereby demonstrating awareness of continuing significance of basic principles of personnel management. Assures the propriety, accuracy and timeliness of personnel action submissions and administrative recordkeeping. When possible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses.

Superior

Actively works with each subordinate, as appropriate, to assure that individual assignments and performance equate reasonably to the individual's abilities. Observes, evaluates and corrects activities of each subordinate on a continuing basis, and in accordance with standard procedures, employing effective methods of time management to ensure reasonable allocation of time to both operational and administrative assignments. Through personal involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.

Utilizes full range of personnel actions, including on-the-job and formal training, to recognize and improve the skills and performance of subordinates. Consistently submits personnel actions prior to deadlines, when feasible, and in accordance with both the basic requirements and the intent of pertinent policy, including equal employment opportunity and affirmative action. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates.

Initials of Employee

Date THREE

FBI/DOJ

D-698a (1-28-86)





PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM 14 (SQUAD OR RESIDENT AGENCY SUPERVISOR)

1. Payroll Name of Employee 2	2. Social Security Number
JOHN P. O'NEILL	147-42-1004

3. Critical Element # ____ $^{-:}$ LIASION: As necessary to promote Bureau interests and accomplish assigned responsibilities, establishes and maintains liaison with other law enforcement and Government agencies, the business community, and the general public. Establishes, maintains and coordinates support for investigative operations through contacts with pertinent outside agencies. Liaison ranges from informal contacts with equivalent personnel in other organizations to the conduct/preparation of seminars, speeches and media releases.

4. (a) X Initial Assignment;	(b) Adjustment; (c) Addition; (d) Termination	······································	· · · · · · · · · · · · · · · · · · ·
5.	PERFORMANCE STANDARDS		es
	Minimally Acceptable		

Establishes and maintains basic channels of communication to exchange work-related information on a generally timely basis. Contacts are sufficient to ensure acceptable fulfillment of the Bureau's investigative requirements.

Presents Bureau policy accurately, maintaining a professional appearance and demeanor. Appropriately recognizes and responds to relative authority of those with whom contact is made and accordingly preserves a respectful relationship. Generally anticipates those sensitive situations that are beyond personal capabilities to effectively handle and refers such to superiors.

Formal presentations are organized and clearly given. Required research/preparation is adequate to ensure proper coverage of selected topic.

Fully Successful

Strives to expand and improve traditional liaison contacts to assure effective support for ongoing operations. Presents Bureau policy accurately and persuasively, as evidenced by occasional enhancement of interagency channels of communication that expedite the timely exchange of necessary information.

Consistently maintains a professional image that aids in establishing personal credibility and effectiveness. Generally handles those contacts who display reluctance or antagonism when dealing with the FBI adroitly; tactfully refers those unusual situations beyond personal scope to superiors.

Formal presentations are well-organized and effectively executed, clearly indicating proper depth of preparation. Treatment of selected topics of information is frequently tailored to reflect background and stated interests of intended audience.

Superior

Diligence in maintaining contacts improves/broadens existing lines of communications. Work in the area of liaison results in increased timeliness of obtaining data that could otherwise require lengthy negotiations. Persuasiveness in obtaining cooperation enhances likelihood of creation of mutually beneficial joint operations and thereby increases effective utilization of resources.

In dealing with others, consistently demonstrates leadership skills which result in the establishment of a high degree of credibility that enhances the quick and positive resolution of sensitive issues.

Consistent high quality of formal presentations enhances the Bureau's reputation as an authoritative source of useful information. Organization and execution of presentations demonstrate personal expertise.

10-14. Date

THREE

-34b (Rev. 10-20-81)



U.S. Department of Justice

Federal Bureau of Investigation

Washington, D.C. 20535

Date: February 17, 1987

Director Federal Bureau of Investigation Washington, D. C.

ATTENTION: Room 6888

b6 b7C

TRANSFER AGREEMENT

Baltimore, Maryland, In connection with my transfer from _____ Washington, D. C. _____, I agree to remain in the service of the to Government for 12 months following the effective date of this transfer. It is understood that the effective date of this transfer is the day I report for duty at the new station. It is also understood that should I violate this agreement I become obligated to refund to the Government all costs incurred on my behalf for travel, transportation, and related expenses as described in the Federal Travel Regulations, unless separated for reasons beyond my control and acceptable to the FBI.

JOHN P. ONEI BORNEI JOHN P. ONEI 87-697A	Vull nature
As a restlice this transfer, indicate below those family members that w Yourself Spouse Children (Number): Ages: Furnitiere Number of Rooms): Location: <u>Perry HAII, Mol</u>	ill relocate:
Do you presently own or rent your home?	
5/18 167 Do you intend to purchase a residence? 5/18 14 MAR Batelon of the 14 MAR Batelon elect	3/20-
povagjalam.	FBI/DO



Office of the Director



U. S. DEPARTMENT OF JUSTICE

FEDERAL BUREAU OF INVESTIGATION

Washington, D.C. 20535

DECEMBER 14, 1987

MR. JOHN P. ONEILL CRIMINAL INVESTIGATIVE DIVISION FBI WASHINGTON, D. C. 20535

DEAR MR. ONEILL:

Enclosed is a check in recognition of your SUPERIOR performance as a General Merit employee under the Performance Management and Recognition System for the past appraisal period.

The cash value of your performance award is \$ 536.63.

I am most appreciative of your fine effort in support of the FBI's mission.

Sincerely yours,

William S. Sessions Director

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FBI/DOJ X474

Jeck And by PRAU.

Enclosure

4 FEB 1 2 1988

February 10, 1988

PERSONAL

Mr. John P. O'Neill Federal Bureau of Investigation Washington, D. C.

Dear Mr. O'Neill:

I have been apprised of your exemplary services in connection with a review of a particular program in the Los Angeles Division and I would like to commend you. In addition, I have approved a monetary award for you, and the check is enclosed.

You ably participated in the complex review, and your supervisory skills and investigative talents were important to this matter. You reviewed a vast amount of pertinent information at FBI Headquarters before you began an intensive review of any pending cases in the Los Angeles Division, and you conducted numerous interviews to reach a fair and accurate evaluation. Due to the highly compressed time frame, you expended long hours to complete this arduous task, and your correlation of the information for the overall report was professionally handled. Please be assured of my deep appreciation for your distinctive services.

Sincerely yours,

William S. Sessions Director

Enclosure

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PL GE REEL

Exec AD Adm Exec AD Inv Exec AD LES Adm. Servs Crim. Inv Ident	1 - Mr. Clarke (Personal Attention) Enclosures (\$750.00 award) You should personally present this award and should this not be possible or should presentation be unreasonably delayed by your absence official acting for you should present it. Inform employee net amount of check represents this award less withholding fax.	b6 b7c
insp Intell	Based on Memorandum from to <u>Mr. Clarke 1/15/88 with</u>	
Lab Legal Coun	addenda of WCCS 1/20/88 and ASD 1/25/88 re	$\langle \rangle$
Off. Cong. & Public Affs	and others, recommendation for incentive awards. MCH (4) Award #1052-88	$M \leq$
Rec. Mgnt Tech. Servs Training Off. Liaison & int. Affs	metty 180	י∕רי גי
Telephone Rm Director's Sec'y	MAIL ROOM 22 1588	nhh

RECEIPT FOR GOVERNMENT PROPERTY FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE?

certify that I have received and/or returned the Government property acknowledged below for officia IECEIVED: 西 FBI IDENTIFICATION CARD NO.	l use:
RECEIVED: 🖄	l use:
FBI IDENTIFICATION CARD NO	
HANDBOOK FOR FBI EMPLOYEES	
SPECIAL EMPLOYEE CREDENTIAL CARD NO.	
SPECIAL AGENT CREDENTIAL CARD NO	
SPECIAL AGENT BADGE NO	
KEY NO HOOK NO ROOM NO	
U.S. GOVERNMENT OPERATORS CARD NO	
OTHER	
Telephone Credit Card #	
	1 ¹ -1-1
Reason for Returning: Absence for Maternity Reasons Transfer Military Leave Resignation Ret	-
SPECIAL EMPLOYEES CREDENTIAL CARD NO	
SPECIAL AGENT CREDENTIAL CARD NO	
SPECIAL AGENT BADGE NO	
KEY NO HOOK NO ROOM NO	
U.S. GOVERNMENT OPERATORS CARD NO	
OTHER	



Very truly yours, (Signature) -(Typed name) John P. O'Neill 147-42-1004

FBI/DOJ

b2

LAW OFFICES

ALSTON & BIRD

A PARTNERSHIP INCLUDING PROFESSIONAL CORPORATIONS

1200 CITIZENS & SOUTHERN NATIONAL BANK BUILDING 35 BROAD STREET ATLANTA, GEORGIA 30335 404-586-1500

GALLERIA OFFICES 100 GALLERIA PARKWAY SUITE 1200 ATLANTA, GEORGIA 30339 404-955-8400

CABLE: AMGRAM ATLANTA TELEX: 54-2996

Director William Sessions Federal Bureau of Investigation J. Edgar Hoover Building Ninth and Pennsylvania Avenue, N.W.

Dear Director Sessions:

Washington, D.C. 20535

In recent months, I have been involved as Special Investigator for the Committee of the Eleventh Circuit Judicial Council looking into a complaint filed against under 28 U.S.C. § 372. Inasmuch as the complaint was filed by the Department of Justice, my assistant, of this office, and I have been afforded the assistance of Special Agent John P. O'Neill of the Public Corruption Section in this investigation.

The purpose of this letter is to commend toryou the service of Agent O'Neill in this connection. He has been altogether988 cooperative and responsive to our needs, especially in light of the statutory and regulatory inhibitions in securing the testimony and materials we needed to obtain. His knowledge of these requirements and of the evidence sought by us has been extraordinary. His obvious experience in the conduct of an evidentiary hearing as well as an investigation has likewise been of great assistance. Indeed, our task would have been extremely difficult without his presence in Miami and Atlanta.

We also wish to commend the cooperation of Special Agents

office in these endeavors.

With kindest regards, I am



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Yours very truly

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SSA John P O'Neill Crim. Investi ns/m



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Director William Sessions April 14, 1988 Page Two

P.S. I remember with pleasure our acquaintance through the Fifth Circuit Judicial Conferences in the early 70's. Please accept my belated congratulations on your appointment as Director. I wish for you good health and happiness in this important post in the coming years.



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Standard Form 50-B Rev. November 1985 U.S. Office of Personnel Management FPM Chapter 296

37. R

5 Part 50-311

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NOTIFICATION OF PERSONNEL ACTION

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1. Name (Last, First, Middle) **	2. SSN 3. Position Sensitivity (Opt) 4. Date of Birth
UNEILL JOHN P MR	147-42-1904 02-06-52
5. Veteran Preference	6. Serv. Comp. Date (Leave) 7. Tenure 8. Retirement
1—None 3—10 Pt. Disab. 5—10 Pt. Other 2—5 Pt. 4—10 Pt. Comp. 6—10 Pt./30% Comp.	06-22-70 1 6
9. FEGL	10. FLSA 11. Sex 12. Citizenship 13. Comp. Level (Opt)
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18-E. Authority	19-E, Auth 19-F. Authority
Code	
20. FROM: Position Title and Number	27. TO: Position Title and Number
	SUPERVISORY SPECIAL AGENT
	78-F0-713
21. Name and Location of Employing Office	28, Name and Location of Employing Office
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3-Personnel Folder Copy \overline{Z}

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Previous Edition Usable NSN 7540-01-110-4907 212



LIFE INSURANCE ELECTION

Federal Employees' Group Life Insurance Program

General Instructions: By law, a person who is not excluded from coverage automatically has Basic Life insurance, unless he or she waives all coverage. When you first become eligible for FEGLI, you have the choice of (1) electing Basic Life and any or all of the options, (2) electing Basic Life but declining all of the options, or (3) waiving all life insurance coverage. If you are changing your election, see page 6.

- To complete this form:
- Read page 6 carefully
- Type or print in ink
- Do not separate the parts. Your employing office must certify the completed form and will return your copy to you. This form should be kept with your SF2817A (SF2817B for Postal Employees).

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August 4, 1988

PERSONAL

Mr. John P. O'Neill Federal Bureau of Investigation Washington, D. C.

Dear Mr. O'Neill:

It affords me considerable pleasure to commend you for your superior efforts in connection with a Bribery investigation. To further recognize your fine services, I have enclosed a welldeserved monetary award for you.

Your insight into potentially damaging sensitive issues and your ability to overcome statutory and regulatory inhibitions were exceptional. You did an excellent job of working with the people who were subpoenaed to testify in the hearings in order to ensure that their knowledge of the issues was complete and that they were able to articulate the facts correctly. I want you to know that I deeply appreciate what your services have meant to this investigation, and I want you to take pride, as I do, in your outstanding work.

Sincerely yours, **MALED 31** 04 William S. Director SearchedNumber: 14 AUG 1988 8 **REC-150** Enclosure 1 - Mr. Clarke (Personal Attention) Enclosures (2) (\$900.00 award) You should personally present this award and should this not be Exec AD Adm. ressible or should presentation be unreasonably delayed by your Exec AD, Inv. Exec AD LES alcence, efficial acting for you should present it. Inform employ Asst. Dir.: ... a. sunt of check represents this award less withholding tax. Adm. Servs Crim. Inv. ldent. Based on FD-255 from Mr Clarke to Director 7/14/88 with addendum Insp. of ASD 7/25/88 re John PV O'Neill, recommendation for incentive Intell. Lab. Legal Coun. award. Off. Cong. & Award #2821-88 **尾顶(4)** Public Affs. Rec. Mgnt. Tech, Servs. G151238 Training Off. Liaison & Int. Affs. .b6 Telephone Rm. Director's Sec'y b7C

DECEMBER 15, 1988

MR. JOHN P. ONEILL CRIMINAL INVESTIGATIVE DIVISION FBI WASHINGTON, D. C. 20535

DEAR MR. ONEILL:

Enclosed is a check in recognition of your EXCEPTIONAL performance as a General Merit employee under the Performance Management and Recognition System for the past appraisal period.

The cash value of your performance award is \$1,042.52.

Your noteworthy performance during this time is highly commendable. I thank you for your fine effort in support of the FBI's mission.

Sincerely yours,

William S. Sessions Director

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FBI/DOJ

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Enclosure

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Exec AD Adm.

Exec AD Inv.

Exec AD LES

Telephone Rm. Director's Sec

Asst. Dir.: Adm. Servs. __ Crim. inv. ___ Inent. ____ Intell. _____ Legal Coun. __ Off. Cong. & Public Affs. Rec. Mgnt. __ Tech. Servs. __ Training ___ Off. Lialson & Int. Affs. ___

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14. Name and Location of Position's Organization

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22. Name and Location of Position's Organization

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34. Position Occupied 35. FLSA Category 1-Competitive Service 3-SES General 2-Excepted Service 4-SES Career Reserved	36. Appropriation Code	37, Bargaining Unit Status
38. Duty Station Code	-State or Overseas Location)	
40. Agency Data 41. 42. 43.	44	

5 REARY INCLUDES A MERIT INCREASE OF \$1556.00 BASED UPON YOUR ANNUAL RATING OF EXCEPTIONAL, AND YOUR SALARY'S LOCATION IN THE UPPER THO-THIRDS OF THE RATE RANGE OF YOUR GRADE.

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Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Cover Page

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3. Social Security Number 147-42-1004		4. PM M5	RS Indicator		
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INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT COVER PAGE

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

- Items 1-3 Self-explanatory.
- Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Uni⁺.
- Item 5 Self-explanatory.
- Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NDTE: When any CE is rated Unacceptable, the summary rating must be Unacceptable.) For annual conversions, simply copy the summary rating from the prior special.
- Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.
- Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.
- Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.
- Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.
- Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.





FEDERAL BUREAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee	a. 000101 0	ecurity Number
	,		

<u>O'Neill</u> John P.

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar Crimes Section

____ as listed on the Plan. 4. Critical Element # __ 4a. Descriptor: Program/Resource Management 斜视频传统 医碘化二乙 Mill office an efficiency of the contraction of the second 5. Rating Level: Exceptional With minimal administrative and policy supervision, SSA with minimal administrative and policy supervision Man Month On Neill has managed matters within the Public Corruption subprogram in an exceptionally effective and efficient manner. He has consistently anticipated potential variations/problems when developing management plans for the most complex matters and with has developed and incorporated effective means to readily adjust to such changes. With a high degree of expertise and professionalism, SSA O'Neill has aggressively assisted numerous field divisions in their public corruption efforts. SSA O'Neill has analyzed problem areas and developed complex but effective solutions in matters relative to Congress's requests of the FBI milling Concerning their attempts to impeach U.S. District Judges who were previously investigated by the FBI. SSA O'Neill has developed and utilized several systems of internal controls to assure that matters for which he is responsible are handled on a timely basis within the FBI's policies and procedures. SSA O'Neill has also effectively 期間1991年 ... managed investigative matters involving several field divisions, MANNER ensuring that resources are utilized to the highest degree of efficiency while achieving the desired results. Part - Frank Maria 6. Initials of Employee FBI/DOJ

INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT EVALUATION PAGE

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2	Self-explanatory.
Item 3	Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, and the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.
Item 4	Record the CE by its i intifying number from the Performance Plan and provide, in item 4a., a description of it.
Item 5	Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including specific
N	Employee's demonstrated performance concerning the CE, including specific acabmplishTheats and/opdeficienciesconicFrivereshotededuring the appraisal period. If the employee's performance meets the Fully Successful level, a narrative summary is not /iteduiredxualessible Report issuedrasan Unacceptable tilWarping jort as a Warningten. Use uResolution reach critical element (CE) assigned
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Refer to polic	v material for additional evidence on the menoration of Database for a
Súccessful.	y material for additional guidance on the preparation of Reports for employees rated below Fully
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FD-699a (1-28-86)

FEDERAL BUREAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
O'Neill John P.	147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar Crimes Section

4. Critical Element # 2_ as listed on the Plan. 4a. Descriptor:

Supervision of Subordinates

5. Rating Level: Exceptional

SSA O'Neill has effectively utilized a full range of personnel management techniques to work with his subordinates to ensure that individual assignments are completed in a manner which is to the best of the subordinates' abilities. He observes, evaluates and corrects his subordinates through personal contact on a continuing basis. In doing so, he has recognized desirable and undesirable trends of activity and has provided timely advice or assistance. He has worked with his subordinates to assist them in developing more effective and efficient procedures by which to accomplish their tasks.

6. Initials of Employee

Date

FD-699a (1	-28-86)
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FEDERAL BUREAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee		2.	Social Security Number	-	-	
	.O'Neill	John P.		. 147-	42-1004		
~	1						

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar Crimes Section

4. Critical Element # 3 as listed on the Plan. 4a. Descriptor:

Communication Skills

5. Rating Level: Exceptional

SSA O'Neill independently and on his own initiative has prepared written and oral communications which are clear, accurate and comprehensive, involving extremely sensitive public corruption cases. He consistently ensures that written and oral communications comprehensively address related issues of the highest complexity which impact on the unit. His communications consistently provide the necessary facts on which his superiors, peers and subordinates may formulate necessary courses of action. His communications with representatives of organizations outside the Bureau have been presented in a manner which has substantially enhanced the Bureau's reputation as an authoritative source of useful information.

6. Initials of Employee

Date

FD-699a (1-28-86)

FEDERAL BUREAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee	 2.	Social Security Number	•
	O'Neill John P.		147-42-1004	
	2	 		- 1 - 10 - 100

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar Crimes Section

4. Critical Element # 4 as listed on the Plan. 4a. Descriptor:

Liaison

. Rating Level: Exceptional

SSA O'Neill has exhibited a high degree of diligence in developing and maintaining contact with representatives of organizations outside the Bureau. SSA O'Neill's liaison initiatives have substantially improved and broadened the existing lines of communication and have continually enhanced the attainment of the Public Corruption Unit objectives. SSA O'Neill has developed immediate and effective access to appropriate personnel within the Department of Justice. He has also developed and maintained effective lines of communication with members of congressional committee representatives.

In his dealings with others, SSA O'Neill has consistently demonstrated a high degree of leadership and credibility.

SSA O'Neill's development of effective liaison with congressional staff members has resulted in the successful transmittal of necessary information concerning the proposed impeachment of a U.S. District Judge. This liaison allows for the FBI to relay necessary information without improper disclosure.

6. Initials of Employee
TIFICATION OF PERSONNEL ACT

1. Name (Last	, First, Middle)					unity Number $2 - 1004$		4. Effective Date $01 - 01 - 89$	ب ^ک د. ۱
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5-C. Code	5-D. Legal Authority			the set of	6-C. Code	6-D. Legal Authority		5 F	
5-E. Code	5-F. Legal Authority				6-E. Code	6-F. Legal Authority			
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SUPERVISORY SPECIAL AGENT

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CRIMINAL INVESTIGATIVE DIVISION .0622 - HASHINGTON.D.C.

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30. Retirement Plan	31. Service Comp. Date (Leave)-	32. Work Schedule 1 -Intermittent		33. Part-Time Hours
6 CSRS-SPEC	06-22-70	F-Full-time G-FT Seasonal P-Part-time Q-PT Seasonal	H—FT On Call R—PT On Call	Per Biweekly Pay Period
POSITION DATA				
34. Position Occupied	35. FLSA Category	36. Appropriation Code	· ·	37. Bargaining Unit Status
2 2-Excepted Service 3-SES General 2-Excepted Service 4-SES Career Reserved	E-Exempt + , E N-Nonexempt			
38. Duty Station Code	39. Duty Station (City-County	-State or Overseas Location)		
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45. Remarks

PAY ADJUSTMENT PURSUANT TO EXECUTIVE ORDER #12622 SIGNED 1-06-89.

SALARY INCLUDES A FULL GENERAL INCREASE OF 4.1% BASED ON YOUR RATING OF FULLY SUCCESSFUL OR HIGHER.

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RETAIN FORM FOR YOUR PERSONAL RECORDS

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46. Employing Department or Agency	1). Signature/Authentication and Title of A	pproving Official
FEDERAL BUREAU OF IN	VESTIGATION		C
47. Agency Code 48. Personnel Office ID	49. Approval Date	(Lellans)	Leson
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Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Cover Page

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[SEE INSTRUCTION	IS ON REVERSE]
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E INSTRUCTIONS ON REVERSE]	· · · · · · · · · · · · · · · · · · ·
Payroll Name of Employee	2. Office of Assignment
O'NEILL JOHN P.	0622 D6-PUB CORRUPTION
Social Security Number	4. PMRS Indicator
147-42-1004	M1 M3 M4 <u>M5</u>
Position Title and Grade	6. Summary Rating
Supervisory Special Agent	Exceptional
. Rating of C	Critical Element(s)
Е` Е <u>Е</u>	<u> </u>
# <u>1</u> # <u>2</u> # <u>3</u> #.	<u> 4 </u>
	8/3/83
Signature or maining Omora	Date b6
I have reviewed and approved this appraisal. () See my comments atta	ached.
Lem successful on any critical elem	ent may preclude me from consideration for promotion, administrative advancement,
and/or office of preference transfer. In addition, I am aware that my sur	mmary rating, if below the Fully Successful level, may be the basis for a zero ment r my reassignment, reduction in grade, or removal. My signature only indicates that I
have reviewed this appraisal, not that I am necessarily in agreement with t it.	the information herein or that I am relinquishing my right to request reconsideration of $67-679.05-973$
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Signature of Employee	
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W Unacceptable - Warning	Reviewed <u>Bab</u>
L Delayed Da	
O I Change in Rating Official Da	te <u>8/15/89</u>
N 🗆 Current Appraisal Da Q 🗌 Requested by FBIHQ Da	nte
D Conclusion of Detail Da B D Unacceptable - Warning Da	*
K D Warning Resolution Da	
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	FBI/DOJ

Instructions for Preparing the Performance Appraisal Report_{RECEIVED} Cover Page AUG 7 4 11 PM r

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. The improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures. ASD^{COTOR}

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

- Items 1-3 Self-explanatory.
- Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.
- Item 5 Self-explanatory.
- Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (Note: When any CE is rated Unacceptable, the summary rating must be Unacceptable.) For annual conversions, simply copy the summary rating from the prior special.
- Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.
- Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.
- Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.
- Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.
- Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.



FEDERAL BUREAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroli Name of Employee	2. Social Security Number
O'NEILL JOHN P.	147-42-1004
3 Specify general patters of engineering the training of the	

Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar Crimes Section

4. Critical Element # _____ as listed on the Plan. 4a. Descriptor:

Program/Resource Management

5. Rating Level: Exceptional

With very minimal administrative and policy supervision, SSA O'Neill has managed matters within the Public Corruption subprogram in an exceptionally effective and efficient manner. He has consistently anticipated potential variations/problems when developing management plans for the most complex matters and has developed and incorporated effective means to readily adjust to such changes. With a high degree of expertise and professionalism, SSA O'Neill has aggressively assisted numerous field divisions in their public corruption efforts. SSA O'Neill has analyzed problem areas and developed complex but effective solutions in matters relative to Congress' request of the FBI concerning their attempts to impeach U.S. District Judge and U.S. District Judge fand U.S. District Judge fand U.S. District Judge fand U.S. District Judge fand U.S. District Store is no precedent for the FBI's role in this type of matter.

SSA O'Neill has developed and utilized several systems of internal controls to assure that matters for which he is responsible are handled on a timely basis within the FBI's policies and procedures. SSA O'Neill has also effectively managed investigative matters involving several field divisions, ensuring that resources are utilized to the highest degree of efficiency while achieving the desired results. b6 b7C

INSTRUCTIONS FOR PREPARING THE PERFORMANCE APPRAISAL REPORT EVALUATION PAGE

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

A. 1. 1. 1. 1. 1.

Items 1-2	2 Self-explanatory.
Item 3	Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, and the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.
Item 4	Record the CE by its identifying number from the Performance Plan and provide, in item 4a., a description of it.
Item 5 NOTE:	Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including specific No faccomplishingets and/or deficiencies which swere noted during the appraisal period. If the
	employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve.

Item 6 Self-explanatory.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

NOTE: No Bedomplishingets and/or deficiencies which were noted during the appraisal perjed. If the employee's performance meets the Fully Successful level, a narrative summary is not

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FEDERAL BUREAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

O'NEILL JOHN P.

2. Social Security Number

147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar Crimes Section

4. Critical Element # _____ as listed on the Plan. 4a. Descriptor:

Supervision of Subordinates

5. Rating Level: Exceptional

SSA O'Neill has effectively utilized a full range of personnel management techniques to work with his subordinates to ensure that individual assignments are completed in a manner which is to the best of the subordinates' abilities. He observes, evaluates, and corrects his subordinates through personal contact on a continuing basis. In doing so, he has recognized desirable and undesirable trends of activity and has provided timely advice or assistance. He has worked with his subordinates to assist them in developing more effective and efficient procedures by which to accomplish their tasks.

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6. Initials of Employee

<u>8-4-89</u> _{Date} FD-699a (1-28-86)

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FEDERAL BUREAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

SEE INSTRUCTIONS ON REVERSE

1. Payroll Name of Employee	2. Social Security Number
O'NEILL JOHN P.	147-42-1004
3. Specify general nature of assignment during most of the appraisal period.	
Supervisory Special Agent, Publi Crimes Section	c Corruption Unit, White-Collar
. Critical Element # as listed on the Plan. 4a. Descriptor:	•
	Communication Skills
	- - -
Rating Level: Exceptional	
accurate and comprehensive, invo	lving extremely sensitive public ly ensures that written and oral ddress related issues of the

highest complexity which impact on the unit. His communications consistently provide the necessary facts on which his superiors, peers, and subordinates may formulate necessary courses of action. His communication with representatives of organizations outside the Bureau have been presented in a manner which has substantially enhanced the Bureau's reputation as an authoritative source of useful information.

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Date

6. Initials of Employee

FD-699a (1-28-86)





FEDERAL BUREAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE APPRAISAL REPORT - EVALUATION PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee

O'NEILL JOHN P.

Social Security Number
 147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Supervisory Special Agent, Public Corruption Unit, White-Collar Crimes Section

4. Critical Element # _____ as listed on the Plan. 4a. Descriptor:

*** * * *

Liaison

5. Rating Level: Exceptional SSA O'Neill has exhibited a high degree of diligence in

developing and maintaining contact with representatives of organizations outside the Bureau. SSA O'Neill's liaison initiatives have substantially improved and broadened the existing lines of communication and have continually enhanced the attainment of the Public Corruption Unit objectives. SSA O'Neill has developed immediate and effective access to appropriate personnel within the Department of Justice. He has also developed and maintained effective lines of communication with members of congressional committee representatives.

In his dealing with others, SSA O'Neill has consistently

SSA O'Neill's development of effective liaison with congressional staff members has resulted in the successful transmittal of necessary information concerning the proposed impeachment of a U.S. District Judge. This liaison allows for the FBI to relay necessary information without improper disclosure.

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6. Initials of Employee





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ALL LEGATS/ROUTINE/

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PASS: PERSONAL ATTENTION ALL SACS; PERSONAL ATTENTION ALL LEGATS.

SUBJECT: CAREER BOARD SELECTIONS, CAREER DEVELOPMENT PROGRAM.

THE FBIHQ MID-LEVEL CAREER BOARD MET ON AUGUST 24, 1989,

AND THE FOLLOWING SPECIAL AGENTS WERE SELECTED FOR THE 67.

CURRENTLY ASSIGNED TO THE INSPECTION DIVISION, HAS BEEN DESIGNATED UNIT CHIEF, COUNTERTERRORISM PLANNING UNIT, COUNTERTERRORISM SECTION, XCRIMINAL INVESTIGA-

TIVE DIVISION.

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POSITIONS AS DESIGNATED:

10/10/89 7110 LKY:RAR 5606 - MR./CLARKE - MR. OTTO 1 -

EACH ASSISTANT DIRECTOR Ŀ

- EACH SPEC. ASST. TO THE DIRECTOR (5) ŀ
- MANAGEMENT <u>SCIENCE UNIT</u> FBI ACADEMY 1 (ATTN: SSA

L - CONGRESSIONAL AFFAIRS OFFICE

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- COMMUNICATIONS - MEDIA SERVICES OFFICE Ъ. 14415MR - MANUALS DESK
 - ROOM LAAA OCT 13 1999

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CURRENTLY ASSIGNED TO THE TECHNICAL SERVICES DIVISION, HAS BEEN DESIGNATED SUPERVISOR, TERRORIST RESEARCH AND ANALYTICAL CENTER, COUNTERTERRORISM SECTION, CRIMINAL INVESTIGATIVE DIVISION.

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CURRENTLY ASSIGNED TO THE SAN DIEGO DIVISION; DIVISION; AND DIVISION; AND CURRENTLY ASSIGNED TO THE BOSTON DIVISION, HAVE BEEN DESIGNATED SUPERVISORS, INFORMATION AND PRIVACY ACTS LITIGATION UNIT; LEGAL COUNSEL DIVISION.

LURRENTLY ASSIGNED TO THE BALTIMORE DIVISION, HAS BEEN DESIGNATED SUPERVISOR, PROGRAM EVALUATIONS UNIT, OFFICE OF PROGRAM EVALUATIONS AND AUDITS, XINSPECTION DIVISION.

CURRENTLY ASSIGNED TO THE CRIMINAL INVESTIGATIVE DIVISION, HAS BEEN DESIGNATED SSRA, GARY RESIDENT AGENCY, INDIANAPOLIS DIVISION.

CURRENTLY ASSIGNED TO THE PHILADELPHIA DIVISION, HAS BEEN DESIGNATED SUPERVISOR, INTERSTATE THEFT AND GOVERNMENT RESERVATIONS SQUAD, PHILADELPHIA DIVISION.

CURRENTLY ASSIGNED TO THE SAN



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ANTONIO DIVISION, HAS BEEN DESIGNATED SUPERVISOR, MC ALLEN, TEXAS, RESIDENT AGENCY.

CURRENTLY ASSIGNED TO THE ADMINISTRATIVE SERVICES DIVISION, HAS BEEN DESIGNATED SUPERVISOR, SQUAD 3, SEATTLE DIVISION.

THE FOLLOWING SUPERVISORY SPECIAL AGENTS HAVE BEEN DESIGNATED INSPECTOR'S AIDES, OFFICE OF INSPECTION, DIVISION: JOHN P.XO'NEILL, AND ALL OF THE CRIMINAL INVESTIGATIVE DIVISION; ASSIGNED TO THE OFFICE OF LIAISON AND INTERNATIONAL AFFAIRS; ASSIGNED TO THE INSPECTION DIVISION; AND ASSIGNED TO THE

INTELLIGENCE DIVISION.

THE FOLLOWING SUPERVISORY SPECIAL AGENTS HAVE BEEN
DESIGNATED INSPECTOR'S AIDES-IN-PLACE, OFFICE OF INSPECTIONS,
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ASSISTANT DIRECTORS, SACS, AND LEGATS ARE TO APPROPRIATELY POST AND/OR DUPLICATE THIS TELETYPE TO ENSURE THAT THE CAREER BOARD SELECTIONS ARE MADE AVAILABLE TO CAREER DEVELOPMENT APPLICANTS AND OTHER INTERESTED EMPLOYEES.

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RECEIPT FOR GOVERNMENT PROPERTY FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

Date 2/23/90 I certify that I have received and/or returned the Government property acknowledged below for official use: RECEIVED: X FBI IDENTIFICATION CARD NO. HANDBOOK FOR FBI EMPLOYEES SPECIAL EMPLOYEE CREDENTIAL CARD NO. SPECIAL AGENT CREDENTIAL CARD NO. _____ SPECIAL AGENT BADGE NO. _____ HOOK NO. _____ BOOM NO. KEY NO. U.S. GOVERNMENT OPERATORS CARD NO. __ OTHER MULTICOM BREPER # 201719 RETURNED: 🔀 Reason for Returning:
Absence for Maternity Reasons X Transfer
Military Leave
Resignation
Retiring FBI IDENTIFICATION CARD NO. HANDBOOK FOR FBI EMPLOYEES SPECIAL EMPLOYEES CREDENTIAL CARD NO. _____ SPECIAL AGENT CREDENTIAL CARD NO. SPECIAL AGENT BADGE NO. _____ KEY NO. _____ HOOK NO. _____ ROQM_NO___ 67 - NOT RECORDED U.S. GOVERNMENT OPERATORS CARD NO. _ 11

READ

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed. DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

(Signature) (Typed name) JOHN P. ONEI



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FBI COLUMBIA/IMMEDIATE/

FBI DALLAS/IMMEDIATE/

FBI DENVER/IMMEDIATE/

FBI HONOLULU/IMMEDIATE/

FBI INDIANAPOLIS/IMMEDIATE/

FBI MEMPHIS/IMMEDIATE/

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CITE: //loll//

SUBJECT: OFFICE OF INSPECTIONS, TRAINING SEMINAR, 3/12/90 -3/16/90,

TRAINING FOR NEW INSPECTORS-IN-PLACE, INSPECTOR'S AIDES-IN-PLACE, AND INSPECTOR'S AIDES WILL BE CONDUCTED 3/12/90 - 3/16/90. ATTENDANCE AT A SCHEDULED TRAINING SESSION IS MANDATORY PRIOR TO CONSIDERATION FOR FUTURE INSPECTION ASSIGNMENTS.

THIS SEMINAR IN INSPECTION POLICY AND PROCEDURES IS SCHEDULED TO BEGIN AT 9:00 A.M. ON 3/13/90, IN ROOM 1228, J. EDGAR HOOVER BUILDING, AND CONCLUDE AT NOON ON 3/16/90.

ATTENDEES SHOULD PLAN TO ARRIVE MONDAY, 3/12/90. TRAVEL COSTS MUST BE CHARGED TO RESPECTIVE FIELD OFFICE COST CODES.

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THOMAS J.

THE FOLLOWING PERSONNEL HAVE BEEN SELECTED TO ATTEND CAPTIONED IN-SERVICE:

INSPECTORS-IN-PLACE:

COYLE (DN); WILLIAM J. ESPOSITO (BA);

AND JOSEPH R. WOLFINGER (NF).

INSPECTOR'S AIDES-IN-PLACE:

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INSPECTOR'S AIDES:	
WILLIAM C. MEGAR	YA JOHN P.
0'NEILL;	

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Standard Form 50-B Rev. 8/88 U.S. Office of Personnel Mar FPM Chapter 296

NOTIFICATION OF PERSONNEL ACTION

894 PAY ADJ >-C. Code 5-D. Legal Authority FBI 28 U+S+C+ 536	`'
FIRST ACTION SECOND ACTION 5A. Code 5-B. Nature of Action 894 PAY ADJ 5-C. Code 5-D. Legal Authority 5-C. Code 5-D. Legal Authority FBI 28 U=S=C= 5-E. Code 5-F. Legal Authority 6-E. Code 6-F. Legal Authority 7. FROM: Position Title and Number 15. TO: Position Title and Number	- 90
FIRST ACTION SECOND ACTION 5A. Code 5-B. Nature of Action 894 PAY ADJ 5-C. Code 5-D. Legal Authority 5-C. Code 5-D. Legal Authority FBI 28 U=S=C= 5-E. Code 5-F. Legal Authority 6-E. Code 6-F. Legal Authority 7. FROM: Position Title and Number 15. TO: Position Title and Number	
5-A. Code 5-B. Nature of Action 894 PAY ADJ 5-C. Code 5-D. Legal Authority FBI 28 U - S - C - 536 5-E. Code 5-F. Legal Authority 6-E. Code 6-F. Legal Authority 7. FROM: Position Title and Number 15. TQ: Position Title and Number	3
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14. Name and Location of Position's Organization 22. Name and Location of Position's Organization	
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1-None 3-10 Point/Disability 5-10 Point/Other 0-None 2-Conditional	XNO
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PLEASE RETAIN FOR YOUR RECORDS

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47. Agency Code 48. Personnel Office ID 49. Approva	al Date	WILLIAN S. SESSIONS
		WILLIAM S. SESSIONS
	01-14-90	DIRECTOR
		Editions Prior To 4/87 Are Unusable After 9/30/88
		Editions Filor To 4/6/ Are Undsable Arter 4/30/66

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NSN 7540-01-250-048





October 19, 1989

PERSONAL

Mr. John P. O'Neill Federal Bureau of Investigation Washington, D. C.

Dear Mr. O'Neill:

You are hereby directed to report to

Inspection Division, Room 7125, for assignment as an Inspector's

Aide.

0CT 23 1989

Exec AD Adm.

Director's Sec'y _

Exec AD Inv. Exec AD LES Asst. Dir.: Adm. Servs. Crim. Inv. Ident. Insp. Intell. Lab. Legal Coun. Off. Cong. & Public Affs. Rec. Mgnt. Tech. Servs. Training Off. Liaison & Int. Affs. Telephone Rm.

MAILED 23

Sincerely yours,

Edwin Sharp Assistant Director Administrative Services Division

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1 - Mr. Baker (Personal Attention) (67-679605) Advise arrival date. 1 - Mr. Baker (Personal Attention) SA O'Neill should contact Property Accounting Systems Unit, Room 1B122, regarding Bureau property. Advise by FD-67 within 30 days departure and arrival dates.

1 - PPMU (Sent Direct) 1 - Payroll Distribution

1 - Voucher Unit

MATL ROOM HET/RAZ

1 - Property Accounting Systems Unit

1 - Facilities Management & Security Section RAN:dg (11)

Based on memorandum from

17 OCT 25 1989

to Mr. Sharp, 10/6/89, LKY:rar.

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Instructions for Preparing the Notice Page

RECEIVED DCT 24 10 32 AM 89 SECTION A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) anotheir performance standards (PSs) to an employee. Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process. A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page. No submission to the PRAU is necessary.

Items 8-10 of the retained office copy are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

'FD-698a (1-28-86)

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PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
O'NEILL, JOHN P.	147-42-1004
3. Critical Element # 1 : OBTAIN AND ANALYZE INF	
tion relative to the overall management	and direction of investigative and
administrative operations at Headquarte	rs, field divisions, Legal Attaches, and
formulate decisions and/or recommendati	s. Based on information developed, ons as to an office's or program's com- latory, and policy requirements; means
pliance with applicable statutory, requ	latory, and policy requirements; means
to correct deficiencies; and/or means t	<u>o improve operations.</u>
4. (a) L Initial Assignment; (b) Adjustment; (c) Addition; (d)	Termination
	E STANDARDS
	Acceptable
With general direction and in accordance guidelines, gathers and analyzes inform within established time frames. Identi additional research in overlapping area tions as to the effective and efficient being reviewed. Conclusions reached ar information and are formulated on a time	ation pertinent to assigned areas fies relevant issues and conducts s in order to make sound determina- operation of the programs or entities e supportable by documentable
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Fully SL Completely meets the minimally acceptab	ccessful
the audit area assigned within the esta	ng the effectiveness and efficiency of
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Sup	erior
Completely meets the fully successful s	tandards and exceeds them in that
appropriate interpretation of guideline the issues are unusually complex and of Sound decisions and/or recommendations in advance of established deadlines and significant modification. The decision have a significant impact on the effect	s is made in those instances in which ten overlap other areas of concern. are made with respect to these issues are accepted/approved without
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	MB 10-23-39
	6. Initials of Employee Date
	THREE

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INSTRUCTIONS FOR PREPARING THE CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

This Page is used to record a single critical element (CE) and its performance standards (PSs) and must be attached to a Notice Page (FD-698). Together these Pages comprise a Performance Plan. With the exception of initials and dates, the information on this form must be typewritten.

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Items 1-2	Self-explanatory.	•
Item 3	Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary (see item 4 below). If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, at the outset of an appraisal period, CEs should be numbered consecutively beginning with #1.	
	Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.	
Item 4	Item 4(a) must be marked when an entirely new Plan is communicated to an employee.	
	Item 4(b) must be marked when an existing CE and/or its PSs are adjusted to expand or clarify previously expressed information but there is no substantive change in the performance level requirements. Reuse the original CE number.	
, , , , , , , , , , , , , , , , , , , ,	Item 4(c) must be marked when a CE is added to an existing Plan.	-
	Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.	
Item 5	Record the PSs for the Minimally Acceptable, Fully Successful and Superior levels for this CE.	
Item 6	In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.	
x •	are to be afforded access to their Performance Plans. Upon request, employees are to be	

Employees are to be afforded access to their Performance Plans. Opon request, employees are to be provided copies of their Plans, unless classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FD-698a	(1-28-86)
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FEDERAL BUREAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

ISEE INSTRUCTIONS ON REVERSE

1. Payroll Name of Employee	2. Social Security Number
O'NEILL, JOHN P.	147-42-1004
written communications regarding the	ORTING INFORMATION: Provide oral and he information developed and analyzed project to Bureau management officials
4. (a) Initial Assignment; (b) Adjustment; (c) Addit	tion; (d) Termination
5. PERF	ORMANCE STANDARDS
N	Ainimally Acceptable
	· · · · · · · · · · · · · · · · · · ·

Makes oral presentations which are usually articulated in a logical, clear manner inclusive of necessary facts and critical information. Prepares written communications which clearly present the results of the independent development and analysis of information obtained during the course of inspection or projects and which confirm previous oral representations. Written communications are grammatically correct, concise, and can generally withstand close scrutiny for sufficiency of content, soundness, and supportability of conclusions but which may require some revisions before final approval. Both oral and written communications are presented within established deadlines.

Fully Successful

Completely meets the minimally acceptable standards and exceeds them in that oral presentations are well articulated in such a manner as to enhance the acceptance of the information to be subsequently communicated in written form. Written communications are generally accepted without revision.

Superior

Completely meets the fully successful standards and exceeds them in that oral presentations are made in such a manner as to convince the receiving official of the legitimacy of the information being conveyed and the appropriateness of the course of action being recommended. Written communications which serve to confirm information orally presented are often submitted in advance of established deadlines.

6.

10-23-Date

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Initials of Employee

Standard Form 50-B Rev. 8/88 U.S. Office of Personnel Management FPM Chapter 296

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NOTIFICATION OF PERSONNEL ACTION

1. Name (Last,		2. Social Security Number 3. Date of Birth 4. Effective Date
PONEI	LL JOHN P	147-42-1004 02-06-52 10-22-89
FIRST A	CTION	SECOND ACTION
5-A. Code	5-B. Nature of Action	6-A. Code 6-B. Nature of Action
. 901 .	RELOCATION	
5-C. Code	5-D. Legal Authority	6-C. Code 6-D. Legal Authority
FBI	28 U.S.C. 536	
5-E. Code	5-F- Legal Authority	6-E. Code 6-F. Legal Authority
7. FROM: Po ද	sition Title and Number	15. TO: Position Title and Number
	RVISORY SPECIAL AGENT	SUPERVISORY SPECIAL AGENT
78-F	0-713 230	78-F0-713 250
8. Pay Plan GM	9. Occ. Code 10. Grade or Level 11. Step or Rate 12. Salary 13. Pay Basis 1811 14 00 57,504.00 PA	16. Pay Plan 17. Occ. Code 18. Grade or Level 19. Step or Rate 20. Salary/Award 21. Pay Basis GM 1811 14 00 57,504.00 PA
14. Name and	d Location of Position's Organization	22. Name and Location of Position's Organization
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FEDE	RAL BUREAU OF INVESTIGATION	FEDERAL BUREAU OF INVESTIGATION
	INAL INVESTIGATIVE DIVISION 0622	INSPECTION DIVISION 1011
	INGTON, D. C.	WASHINGTON, D. C.
EMPLOY	'EE DATA	(a) A set of the se
23. Veterans F		24. Tenure 25. Agency Use 26. Veterans Preference for RIF
2	-None 3-10 Point/Disability 5-10 Point/Other -5 Point 4-10 Point/Compensable 6-10 Point/Compensable/30%	0-None 2-Conditional 1-Permanent 3-Indefinite YES X NO
27. FEGLI		28. Annuitant Indicator 29. Pay Rate Determinant
8.	WAIVED	
30. Retiremen	t Plan 31, Service Comp. Date (Leave)	32. Work Schedule IIntermittent JINT Seasonal , 33. Part-Time Hours
. 6	CSRS-SPEC 06-22-70	F F-Full-time GFT Seasonal HFT On Call P-Part-time OPT Seasonal RPT On Call Per Biweekly Pay Period
POSITIO	ΝΟΑΤΑ	
	ccupied 35. FLSA Category -Competitive Service 3-SES General E-Exempt -Excepted Service 4-SES Career Reserved	36. Appropriation Code 37. Bargaining Unit Status

4-SES Career Reserved 38. Duty Station Code 39. Duty Station (City-County-State or Overseas Location) ÷. S.,* 4) 4) • • , 40. Agency Data 41. 44. 43, 42. · ",

45. Remarks

07 - MOT RECORDED 2:10:01 755 61

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency		50. Signature/Authentication and Title of Approving Official	
FEDERAL BUREAU OF I	NVESTIGATION		Contraction of the
47. Agency Code 48. Personnel Office I	D 49. Approval Date	WILLIAM S. SESSIONS	
	11-03-89	DIRECTOR	

<u>,</u>

Standard Form 50-B Rev. 8/88 U.S. Office of Personnel Management FPM Chapter 296

3

. Name (Last, F	First, Middle)	1. F. 1.	2. Social Secu	rity Number		3. Date of Birt	1 <u>.</u>	4. Effective Dat	e`'
ONEIL	L JOHN P		147-4	2-1004	4	02-06	-52	10-08	-89
FIRST AC			SECOND	ACTION					
A. Code	5-B. Nature of Action	-	6-A. Code	6-B. Nature of	Action	~ ~ ~		- '	
891	PMRS MERIT INC		· ·	1	•	· ·	*.	· ·	· · · ·
1	5-D. Legal Authority 28 U . S . C . 536		6-C. Code	6-D. Legal Aut	hority	-, .	· · ·		
	5-F. Legal Authority		6-E. Code	6-F. Legal Aut	hority		e ar		
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8. Pay Plan	9. Occ. Code 10. Grade or Level 11. Step or Rate 12. Salary	. 13, Pay Basis		17. Occ. Code					21. Pay Basis
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PLEASE RETAIN FOR YOUR RECORDS





The following individuals were recommended and approved for the position of Inspector's Aides:



Division of Assignment Criminal Investigative Criminal Investigative Criminal Investigative OLIA - INTERPOL Criminal Investigative Inspection Division Intelligence Division

RECOMMENDATION:

Administrative Services Division prepare the necessary communications to effect the above action.



FD-638 (5-19-83)

18 OCT 1 1 1989 \

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SUPERVISORY VACANCY REQUEST FORM

	то:	Director, FBI Attn: Chairman, Career Board, Room 7142
	From:	Aggistont Director Griminal Turneli il all'Aggi
		-
	Subject:	CAREER DEVELOPMENT VACANCY
		<u>Criminal Investigative Division</u> (Title of Field/Hq Division Advertising Vacancy)
		Public Corruption Unit (Squad or)Unit)
		John P. O'Neill (Name of Agent Applying)
		Reference <u>Bureau teletype dated July 7, 1989</u> (Title of communication advertising vacancy)
		ion (Year/Field of Study): 7/22/70 (Clerk); 7/6/76 (SA) 1974 B.S.; 1978 Masters of Forensic Science N/A
	MAP (D	<u>IHQ (Division, Section, Unit)</u> : 4/7/87, Div 6, WCCS <u>Supervisor (Date approved)</u> 7/6/83 ate of attendance): 8/16-27/81
	6. <u>Previo</u> <u>specialty</u> ,	us Assignments (Identify divisions, dates of assignment and work i.e., WCC, FCI, OC, General Property etc.):
	<u>Division</u> Baltimore Baltimore Baltimore	Begin/End Date67 - NOT RECERDED10/76 - 4/78Work Specialty10/76 - 4/78SA/FCI4/78 - 2/83SA/Organized Crime2/83 - 4/87SSA/Public Corruption/
	FBIHQ - Di	Labor Backeteering Squad 18
	Sum	White-Collar Crimes Section, Criminal Investigative Div.
	7. <u>Bureau</u>	Specialties: Public Corruption Seminary EBT Supervision b7C
	Corruption	of Public Officials Conferences, Organized Crime Pogianal
	<u>IIaIIII</u> C	onferences, Crisis Management School, Executive Stress , Toxic Waste Matters Training.
	8. <u>Pre-FB</u> FBIHQ, 7/7	<u>I Experience</u> : Fingerprint Technician, Identification Division, 0 through 7/75. Research Analyst, FOIPA, Records Management FBIHQ, 7/75 through 6/76.
(1 - Chairm 1 - Chief,	an, Career Board Rm 7142 (sent direct) 3/S.LOM White-Collar Crimes Section (sent direct)
		(Continued on Page 2)
		/

9. <u>Concise narratives investigative experience hlight investigative</u> <u>duties and accomplication</u>. Upon arrival at Baltane, I was assigned to FCI responsibilities and within approximately one year developed and managed an undercover operation successfully targeting a specific area of FCI interest. In 1978, I was transferred to the OC Squad and developed a significant RICO investigation. Numerous investigative techniques were used to include a Group I UCO, over 400 consensually monitored conversations, Title III coverage on 6 telephone lines, and a MISUR, resulting in 11 convictions. I was assigned in 1982 to investigate labor matters and was designated to develop a Labor Program for the division. On 2/1/83, I was designated Acting Supervisor of a newly formed Public Corruption/Labor Racketeering (PC/LR) Squad. On 7/6/83, I was designated a stationary supervisor of this squad with 16 Agents assigned. Cases managed on the public corruption squad included the full menu of PC matters. Investigations falling under PC definitions included judicial and police corruption, bribery-conflict of interest investigations of all levels of federal employees. Investigations of Hobbs Act-Corruption of Public Officials covered elected and appointed officials at all levels of state, county, and municipal governments. Election Law matters and Foreign Corrupt Practices Act cases also were initiated during my tenure as supervisor. The squad's statistical accomplishments steadily increased along with its complement during my tenure. The squad successfully developed two Group I UCOs and one Group II UCO and employed three Title IIIs. On 4/8/87, I was assigned to the Public Corruption Unit as an SSA. During my Headquarter assignment, I have been responsible for program management of PC violations and cases within FBI field divisions. My duties have included keeping the FBI's upper management apprised of ongoing PC matters, training, and resolving sensitive circumstances and issues in these cases. I have been responsible for several Group I and II UCOs including the _____ investigation involving the FBI's first use of bogus legislation. I have been responsible for Election Law matters and Legislative Corruption matters. My responsibilities have included regular liaison contacts with the Public Integrity Section, Fraud Section, and the Office of Professional Responsibility, DOJ, along with the Federal Election Commission. My assignments have also included coordination of the Bureau's assistance in the impeachment trials of USDC Judges During 1988, I received an incentive award for my involvement in the matter. During my tenure at FBIHQ, I have participated in the review of the myriad of sensitive circumstances presented by PC cases and have interacted with all FBIHQ field divisions. I have been responsible for the planning and implementation of a revised PC training program and fully participated in the revising of the PC sections of the MIOG. I also contributed to the writing of the "Field Guide to Public Corruption." As the senior SSA in the Public Corruption Unit, I have frequently served as the Acting Unit Chief in the Unit Chief's absence. This assignment has provided me with the experience to serve as the Unit Chief. Although, I have not been certified by the inspection staff, I have been assigned to two sensitive criminal investigations of Bureau SAs and was assigned to review the Los Angeles Division WCCP after its inspection of 1987 for which I also received an

DIVISION HEAD COMMENTS (To be used when reviewing completed form. 10. Initial off if candidate is being recommended. Comments are optional. However, if you cannot recommend the candidate you are instructed to state reason, i.e., NOT QUALIFIED FOR ADVERTISED POSITION, NEEDS MORE FIELD EXPERIENCE, NOT IN DIVISION LONG ENOUGH TO EVALUATE, ETC .:

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incentive award.

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				DATE 9/18/89			
Ēro	om: Director, FBI	(67E-0679605)			,		
То	: SAC, AD OR IN	SPECTOR IN CHARGE	PERS	SONAL ATTENTION			
	REAU NAME: ONEIL	L JOHN P					
	D: 06/22/70			pecial Agent () Support	t		
DC)B: 02/06/52	TITLE	SUPERVISORY S	PECIAL AGENT	/		
REINVESTIGATION OF FBI PERSONNEL FOREIGN COUNTERINTELLIGENCE - SECURITY COUNTERMEASURES BUDED11/20/89							
Reference Airtel to All SACs and Legats, dated October 30, 1987, captioned "Countermeasures Program, Personnel Security, Five-Year Reinvestigation Credit and Arrest Check."							
(Er	l Offices and Reside nployee will provide se Separate Sheet if	ent Agencies and Date assignments prior to	es Since EOD: 1-1-75)				
UNIT	OFFICE	RA RA OFFICE	EFFECTI	VE DATES			
0113			10/11/1975	11/23/1975			
0410	D4-RECORD SECT-		11/23/1975	10/09/1976			
4050	QUANTICO-NEW-AG		10/09/1976	10/21/1976			
3050	BALTIMORE		10/21/1976	04/07/1987			
0622	D6-PUB CORRUPTI		04/07/1987				

NCLOSURE

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FILE IN PERSONNEL FILE OF CAPTION EMPLOYEE

Employee's Address(es) since EOD:, (Employee Will Complete on Separate Sheet):



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(CONTINUED - REVERSE)

FORM X521 (1/89)

PLEASE PROVIDE THE RESULTS OF YOUR CHECKS AS FOLLOWS: (Credit check's will be limited to the past seven (7) years)

Credit Agency & Address

Date



Police Agency & Address

Date

Results

Derogatory information with additional SAC's comments should be provided by separate dated page(s) attached to this form.

SAC's Review and Comments:

Original and FD-406 are to be returned by sealed envelope to Director, FBI, Attention: Security Programs Manager, Room 4252, Telelift 242.



FORM X527 (1/89)





November 15, 1989

Mr./Ms. John P. O'leill

RE: FIVE-YEAR REINVESTIGATION CREDIT AND ARREST CHECKS FBI SECURITY PROGRAMS

Bureau Forms X521 (an automatically generated form) and FD-408 entitled "Authority to Release Information" are attached in order to conduct employee credit and criminal record checks required by the Five-Year Reinvestigation Program.

Under this program, employee credit must be checked for the past seven years or since EOD, whichever is less. As you may be aware, employee credit cannot be checked through the national or local credit bureaus without the express consent and authorization of the employee. To comply with this requirement, each employee being reinvestigated must execute an FD-406 before credit information may be obtained.

Arrest checks for all FBIHQ employees will be made through the Washington, D. C., Metropolitan Police Department, as well as those jurisdictions covering the employee's residence(s). Where necessary, the Security Programs Unit (SPU) will request FBI field divisions to conduct arrest checks outside the District of Columbia.

In addition, employee addresses since EOD are needed to enable the Security Programs Manager to set out investigative instructions for the Washington Metropolitan Field Office and other field offices where employees presently reside or formerly resided for 90 days or more since EOD.

Your completed forms should be forwarded to the	
Resource Management and Planning Unit, Attn:	b6
Room 5129, no later than close of business December 18, 1989.	D/d.

ENCLOSURE



RECEIPT FOR GOVERNMENT PROPERTY FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

I certify that I have X received X returned the following Government property for official use:

C#08813

Date

D-6 Agt.

Reason for Returning: Absence for Maternity Reasons Military Leave Resignation Transfer Retiring Very truly yours, READ The Government property which you hereby acknowledge (Signature) is charged to you and you are responsible for taking care of it and returning it when its use has been completed (Typed name) DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY. UL NOT SECORDED replacing B/B 17 JUN 23 1989 190 JUN 23 1989 FBI/DOJ 17

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RECEIPT FOR GOVERNMENT PROPER FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

Date 3/21/89

I certify that I RECEIVED:	have received and/or returned the Government property acknow $\ensuremath{\overline{\mbox{\mathbf{X}}}}$	vledged below for official use:				
	FBI IDENTIFICATION CARD NO					
	KEY NO HOOK NO	ROOM NO				
	U.S. GOVERNMENT OPERATORS CARD NO					
	OTHER One (1) S&W M13, .357 magnum Revolver AEF7515					
	with holster & adapter					
RETURNED:	図					
Reason for Returning: 🛛 Absence for Maternity Reasons 🗆 Transfer 🗆 Military Leave 🗆 Resignation 🗆 Retiring						
	FBI IDENTIFICATION CARD NO					
	HANDBOOK FOR FBI EMPLOYEES					
	SPECIAL AGENT CREDENTIAL CARD NO					
	SPECIAL AGENT BADGE NO					
	KEY NO HOOK NO	ROOM NO				
	U.S. GOVERNMENT OPERATORS CARD NO.					
OTHER One (1) S&W M&P, 4" barrel Revolver D296220						
	with holster & adapter	67 - NOT RECORDED				
		APR 3 1989				
		17				
		A CARACTER CONTRACTOR OF CONTRACT				

READ

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed. DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

Very truly your; (Signature) John P -0'Neill (Typed name)

147-42-1004 (SSN)

3/11



ΗQ
DECEMBER 12, 1989

MR. JOHN P ONEILL DIO-INSPECTION DV WASHINGTON, DC 20535

DEAR MR. ONEILL:

Your EXCEPTIONAL performance during the past appraisal period as a General Merit employee under the Performance Management and Recognition System is being recognized through the enclosed check.

The cash value of your award is \$1,117.68.

I thank you for your exemplary performance during the past year. Your fine effort in support of the FBI's mission is most commendable.

Sincerely yours,

William S. Sessions Director

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Asst. Dir.:						
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Crim. Inv					T BY PKNO	
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Off. Liaison &	2					
Int. Affs.						FBI/DOJ

Director's Sec'y _____ MAIL ROOM

Telephone Rm.

Enclosure

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13. -





Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Cover Page

(SEE INSTRUCTIONS ON REVERSE) 1. Payroll Name of Employee 2. Office of Assignment ONEILL JOHN P DG-PUB CORRUPTION 0622 3. Social Security Number 4. PMRS Indicator 147-42-1004 ΜЗ 5. Position Title and Grade 6. Summary Rating SUPERVISORY SPECIAL AGENT GM 14 Exceptional 7. **Rating of Critical Element(s)** Ε Ε Ε Ε 1 2 3 4 # #. #. #. 8. Ъб b7C 9. I have reviewed and approved this appraisal. ()See my comments attached. 57-Signature of Reviewing Official Date 10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and that a summary rating of Unacceptable may be the basis for my reassignment, reduction in grade, or removal. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

A XI Annual-Type Regular E/O O. S/15/78/90635 C D Conversion *Annual/Position Change PAR was W Unacceptable - Warning done on 8/3/89 F Warning Resolution L Delayed Date T Special-Type Position Change Date	PRAU USE ONLY
A X Annual-Type Regular E/O O. S/IS IS 906235 C IX Conversion *Annual/Position Change PAR was W Unacceptable - Warning done on 8/3/89 F Warning Resolution L Delayed Date T Special-Type Position Change Date 0 Change in Rating Official Date Poste N Current Appraisal Date Poste	PRAU USE ONLY
D Conclusion of Detail Date B D Unacceptable - Warning Date	Logged <u>Ball 10/2</u> Reviewed <u>MK</u> Entered <u>Latrial Zis</u> Verified <u>Printout</u>
MAY 091990 Warning Resolution Date	- FBI/DOJ

Instructions for Preparing the Performance Appraisal Report Cover Page

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

Items 1-3 Self-explanatory.

- Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.
- Item 5 Self-explanatory.

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- Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any CE is rated Unacceptable, the summary rating must be Unacceptable.) For annual conversions, simply copy the summary rating from the prior special.
- Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.
- Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.
- Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.
- Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.
- Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.



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	TRANSMIT VIA:AIRTE	L		
	CLASSIFICATION:		DATE:	1/19/90
	FROM: Director, FBI (67 TO: SACs, Baltimore Washington	E-679605) Metropolitan Fi	eld Office	·
	JOHN P. O'NEILL SUPERVISORY SPECIAL AGEN INSPECTION DIVISION REINVESTIGATION OF FBI P FOREIGN COUNTERINTELLIGE	ERSONNEL		
	ACCESS TO SENSITIVE COMP. BUDED: 2/20/90	ARTMENTED INFOR	MATION (SCI)	,
	Enclosed for r "Authority to Release In The information includes last 15 years, executed	formation" form residences sind	ce entering on d	ion sheet. Nuty or the
	JOHN P. O'NEIL D/POB: 2/6/52 SSAN: 147-42-	, Ventnor, New J	Jersey	
ж т	O'NEILL is bei eligibility. Receiving and arrest checks:	ng investigated offices will com	to determine SC nduct the follow	CI ving credit
	l. Check appr 1975 until	opriate police : present.	records for the	period
Exec AD A	institutio	ncial status th ns for the perio	rough appropriat od of 1983 to da	ce credit ate.
Exec AD LUG	Attention: SSA	to FBIHQ, Secu: Room 4266. OSURE	RETURN TO	6 b7c
Public Allo Rec Mon. Tech Serva ; Training		VEL FILE OF CAP	see note page TION FMPI OYFF	5 2
Off. Liaison & Int. Aff3. Telephone Rm Director's Sec		THE FILE OF UNIT		YIA

GPO : 1979 0 - 298-383

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FBI/DOJ

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Airtel to SACs, Baltimore, et al. Re: John P. O'Neill Supervisory Special Agent (Inspectors Aide) Inspection Division Reinvestigation of FBI Personnel Foreign Counterintelligence - Security Countermeasures Access to Sensitive Compartmented Information (SCI) Buded: 2/20/90

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NOTE: This communication is in response to communication from to Assistant Director, RMD (Attn: Security Officer), dated 11/6/89, captioned "JOHN P. O'NEILL: INSPECTOR'S AIDE; EOD: b6 (AGENT): 7/6/76; SSN: 147-42-1004; INSPECTOR'S b7C AIDE; EOD: SSN: OFFICE OF INSPECTIONS; INSPECTION DIVISION; REQUEST FOR SECURITY CLEARANCE," requesting SCI access and requiring an updated credit/arrest check(s) be conducted.

AUTHORITY TO RELEASE INFORMATION

TO WHOM IT MAY CONCERN:

I hereby authorize any Special Agent or other authorized representative of the Federal Bureau of Investigation bearing this release, or copy thereof, within one year of its date, to obtain any information in your files pertaining to my CPA/State Bar records (including any grievance records), employment, military, educational records (including, but not limited to, academic, achievement, attendance, athletic, personal history, and disciplinary records), medical records, credit records, (including credit card and payment device numbers), and law enforcement records (including, but not limited to, any record of charge, prosecution or conviction for criminal or civil offenses). I hereby direct you to release such information upon request to the bearer. This release is executed with full knowledge and understanding that the information is for the official use of the Federal Bureau of Investigation. Consent is granted for the Federal Bureau of Investigation to furnish such information, as is described above, to third parties in the course of fulfilling its official responsibilities. I hereby release you, as the custodian of such records, and any school, college, university, or other educational institution, hospital, or other repository of medical records, credit bureau, lending institution, consumer reporting agency, retail business establishment, law enforcement agency, or criminal justice agency, including its officers, employees, or related personnel, both individually and collectively, from any and all liability for damages of whatever kind, which may at any time result to me, my heirs, family or associates because of compliance with this authorization and request to release information, or any attempt to comply with it. I am furnishing my Social Security Account Number on a voluntary basis with the understanding such is not required by Federal statute or regulation. I have been advised the FBI will utilize this number only to facilitate the location of employment, military, credit, and educational records concerning me in connection with this application. Should there be any question as to the validity of this release, you may contact me as indicated below.

Full Name:

PROVISIL (Signature)

(Include maiden & any other previously-used name)

Full Name:

John R. O'NEIII (Typed or Printed) (Include maiden & any other previously-used name)

Social Security Account Number: 147-42-1004

Parent or Guardian: (If required)

Date:

Current Address:

Telephone Number:

CPA/Bar Membership(s) STATE

REGISTRATION NUMBER

ENCLOSURE

6739

Witness:

(Special Agent) Federal Bureau of Investigation

#81/00J

b6 b7C NAME! John ONeill

DATE AND PLACE OF BIRTH: 2/6/52 - Ventnor, N.J.

EOD: 6/22/70- Clerk- 7/6/76 SA

SOCIAL SECURITY ACCOUNT NUMBER: 147-42-1004

(1974-Present)

1970-1976

ALL RESIDENCES AND TIME-FRAME FOR THE LAST FIFTEEN (15) YEARS OR SINCE EOD, WHICHEVER IS SHORTER. INCLUDE STREET ADDRESS FOR EACH RESIDENCE DURING THIS PERIOD.)

Furman Lane Alabarderia, Va.

Baltimore, md 21237

9 Banty Ct.

3 Spuilehall Court Ballimõre; M.D. 21207

1976-1978 BA

WMFD

1978-present BA

67-679605-47

ENCLOSURE





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O John P. O'Neill Albuquerque Division Inspection 1/8/90 - 1/19/90

AUDIT ASSIGNMENTS:

Squad #5 (12 Agents); Major Program -White-Collar Crime (WCC); Other Audit - Civil Actions

'ASSIGNMENT LEVEL: Most Complex

CE #1 OBTAIN & ANALYZE INFORMATION

As a consequence of his astute development of relevant facts concerning his areas of audit responsibilities and his subsequent analyses thereof, SSA O'Neill was in a position to properly assess the effectiveness and efficiency of the WCC Program as well as Squad #5 and the Agents assigned thereto. He identified deficiencies associated with the execution of Performance Plans and the conduct of Progress Review sessions, which deficiencies were incorporated into a Schedule of Findings prepared by another Aide. He also identified certain inefficiencies associated with the performance of an Agent and correctly determined that Albuquerque management had previously recognized that Agent's shortcomings and correctly addressed SSA O'Neill prepared a comprehensive memorandum detailing same. his findings in that area.

His performance in this critical element NATRECORDED highest level.

JUN 10 1990

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CE #2 RECORDING & REPORTING INFORMATION

SSA O'Neill presented his findings to the Inspector in a highly persuasive manner. His subsequent written reports were submitted ahead of schedule and required virtually no revisions. The memorandum he prepared concerning the Agent's deficiencies was particularly well-balanced and objectively set forth all relevant factors.

His performance in this critical element was also at the highest level.

GWH:emj 12 8 JUN TO 1883

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FD-36 (Rev. 8-29-85) FBI **CLASSIFICATION:** TRANSMIT VIA: **PRECEDENCE: Teletype Immediate** TOP SECRET Priority SECRET **Facsimile** AIRTEL **Routine** CONFIDENTIAL X UNCLAS E F T O UNCLAS CONFIDENTIAL 2/7/90 Date DIRECTOR FBI (67E-HQ-R-679605) 1 SAC, BALTIMORE (67E-HQ-R-679605) (SQ-15) (RUC) 2 JOHN P. VNEILL **UBJECT:** SUPERVISORY SPECIAL AGENT INSPECTION DIVISION REINVESTIGATION OF FBI PERSONNEL 5 FCI-SC ACCESS TO SENSITIVE COMPARTMENTED INFORMATION 6 (SCI) INVESTIGATION BUDED: 2/20/89 7 8 ALL ITEMS OF INFORMATION CONTAINED ON THIS DOCUMENT ARE CLASSIFIED "CONFIDENTIAL". 9 (X Re Bureau airtel to Baltimore, dated 1/19/90. 10 All persons contacted were advised of the provisions of 11 the Privacy Act and none requested confidentiality unless 12 otherwise noted. 13 Baltimore indices, including general and confidential, contain no derogatory information regarding above employee. 14 b6 Baltimore Credit Bureau, On 1/31/90, b7C 15 Baltimore, Maryland, advised that subject has a satisfactory credit rating. 16 h CLASSIFIED BY 5201 17 Numbered Searched DECLASSIFY ON: OADR 18 5 MAY 31 1990 2/Bureau 19 1-Baltimore HJR:th DECLASSIFIED , BY 20 (3)CONFIDE 21 FILF OF CAPTION E OYEE IIV 1 B Per Transmitted proved: (Number) (Time)

67E-HQ-R-679605

CONFIDENTAT

CRIMINAL:

On 1/30/90, IA caused a search to be made of the records of the Maryland State Police, State Central Crime Records Bureau, Pikesville, Maryland, with negative results regarding the employee.

On 1/30/90, Central Records Division, Baltimore City Police Department, Baltimore, Maryland, advised that subject has no criminal record on file.

On 2/1/90, Records Section, Baltimore County Police Department, Towson, Maryland, advised subject has no criminal record on file.

On 1/29/90, a check was made through the Maryland Interagency Law Enforcement Systems (MILES) with the Motor Vehicle Administration, Glen Burnie, Maryland, which revealed that employee has a valid Class "D" Maryland driver's license which was issued 2/3/89 and expires 2/6/93, with current points 2, and no outstanding traffic violations.

2* CONFIDENTIAL

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TO:

DIRECTOR, FBI (ATTN: SECURITY PROGRAMS UNIT)

SAC, WMFO (67E-HQ-R-679605) (RUC)

CONFIDENTIAL

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2/16/90

FROM:

JOHN P. O'NEILL SUPERVISORY SPECIAL AGENT INSPECTION DIVISION REINVESTIGATION OF FBI PERSONNEL FOREIGN COUNTERINTELLIGENCE - SECURITY COUNTERMEASURES

ACCESS TO SENSITIVE COMPARTMENTED INFORMATION (SCI) BUDED: 2/20/90

Re Bu airtel to WMFO, dtd 1/19/90.

ALL MARKINGS, NOTATIONS, AND ITEMS OF INFORMATION CONTAINED IN THIS COMMUNICATION ARE CLASSIFIED "CONFIDENTIAL" UNLESS OTHERWISE NOTED.

On 1/26/90, a query was made in the WASHINGTON Area Law Enforcement System (WALES) computer, and it was determined that no METROPOLITAN POLICE DEPARTMENT (MPD) arrest record was located concerning the applicant. It is to be noted that all times and indefinite number of unidentified records may not be in the WALES computer and not available for review.

On 2/05/90, IA searched the files of the UNITED STATES PARK POLICE, and no identifiable adult criminal record could be located regarding the applicant.

On 2/15/90, IA determined that no rcord was contained in the DEPARTMENT OF TRANSPORTATION BUREAU OF MOTOR VEHICLE SERVICES, Government of the District of Columbia concerning the applicant.

On 2/01/90, a search was made of the files of the CREDIT BUREAU, INCORPORATION, SILVER SPRING MARYLAND, and was advised that the files contained a satisfactory credit record for the applicant.

No further investigation is pending at WMFO. This case is placed in an RUC status.

CLASS IFIED BY 8382 DECLASSIFY BY DADR Bureau -WMFO Numbered Searched. (1 - 67 - 105777 sub C)[5_MAY <u>31 1990</u> (1- 67E-HQ-R-679605 DAA:daa FILE IN PERSONNEL FILE OF CAPTION EMPLOYEE DECLASSIFIED BY <u>JUN 131990</u> CONF/RENTIAL ON 212







On 1/31/90, IA caused a search to be made of the files of the ALEXANDRIA, VIRGINIA, POLICE DEPARTMENT, and was notified that no record was located concerning the applicant.

On 1/27/90, a computerized check of the central Criminal Records Exchange (CCRE), Virginia State Police (VSP), Richmond, VA., failed to reflect any information identifiable with the applicant.

No further investigation is pending at WMFO. This case is placed in an RUC status.



Ъ6 Ъ7С

June 22, 1990

PERSONAL

Mr. John P. O'Neill Federal Bureau of Investigation Washington, D. C.

Dear Mr. O'Neill:

It is a pleasure to join your associates in offering congratulations upon your completion of twenty years of service in the Federal Bureau of Investigation. As a token of appreciation, I wish to present to you your Twenty-Year Service Award Key.

From the inception of your career, you have been part of an expanding organization and have ably assisted in handling the tremendous increase in our responsibilities. The Bureau has depended upon the efforts of its veteran associates for the strides in progress that have been realized. Your knowledge and experience have been of great value in maintaining our efficient operation, and you may be sure that your contributions are appreciated.

With best wishes and kindest regards, 67.

Sincerely,

Searched Numtered. 9 JUL 19 990

William S. Sessions Director

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	Adm.Servs Crim. Inv Ident	KAS	/ldp ·	(4)	67-		vj# [®] ¹ -,` ⇒ - `4	`	b ^	
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		UNITED STATES DEPARTMENT OF JUSTICE FEDERAL BUREAU OF INVESTIGATION	
	AIRTEL	CONFIDENTIAL	
		DATE: 3/20/90	-
1. 4	ТО:	DIRECTOR, FBI (ATTN: SECURITY PROGRAMS UNIT, RM 4252) ADIC, NEW YORK	
JMF/B-	FROM:	(ATTN: SECURITY PROGRAMS UNIT, RM 4252) HEREIN IS MATION CO ADIC, NEW YORK PROTECTION OF NATIONAL SECURITY INFORMATION	ED RED
. ,	SUBJECT:		N. ¹¹ k mięźń
	otherwise	This communication is classified "CONFIDENTIAL" unless noted.	
		Enclosed for the Bureau are: the SENSITIVE NTED INFORMATION NONDISCLOSURE AGREEMENT and the ACCESS FORM for the below named employees of Division 10,	
	SSA JOHN	P. O'NEILL	b2 ·
(U)		Per SPM, the above employee was briefed into	X X
		m his duties in conjunction with the ongoing NYO	
	per SPU.	The above employee was recently reinvestigated under Year Reinvestigation Program with favorable results, Due to the above, no further reinvestigation is needed esent time.	· ·
·		CONFIDENTIAL Classified by 7285 Declassify on OADR	
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	$\begin{array}{c} \text{DB:slf}\\ (3)\\ \mathcal{D} \mid \partial \mid \partial \partial \\ \end{array}$	# 94-430 Sol 5 ni, Idea	Upp)
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12. I baraby arrian to the start Start	b b tes Government all rights, title and interes, and all royalties, remunerations, and
emoluments that have resulted, where exactly a state of the second	or may result from any disclosure, publication, or revelation not consistent with the
	ed under and in conformance with the law of the United States.
4. I make this Agreement without as	mental reservation or purpose of evasion.
SIGNATURE	DATE
	witnessed by the undersigned who accepted it on behalf of the United States Governmen
 U as a prior condition of access to Sensitive Co WITNESS and ACCEPTANCE: 	3/20/90
SIGNATUR	DATE
SEC	CURITY BRIEFING ACKNOWLEDGMENT
T I. I hereby acknowledge that I was briefed	d on the following SCI Special Access Program(s):
PTP: Onle	(Special Access Programs by Initials Only) 3/20/90
Signature of Individual Briefed	Date Briefed
JOHN P. O.N	EIL FRIHQ
Printed or Typed Name	04 WDC 20535
Social Security Number (See Notice Below)	Organization (Name and Address)
i certi <u>fy that the above SCI access(es) y</u>	were approved in accordance with relevant SCI procedures and that the briefing presented by
me on the ·	
	Social Security Number (See Natice Below)
	FBI-NEWYORL OFFICE
Printed or Typed reame	Organization (Name and Address)
SEC	URITY DEBRIEFING ACKNOWLEDGMENT
	g obligation to comply with the terms of this Agreement, I hereby acknowledge that I was de-
briefed on the following SCI Special Access	
	(Special Access Programs by Initials Only)
Signature of Individual Debriefed	Date Debriefed
Printed or Typed Name	
Social Security Number (See Notice Below)	Organization (Name and Address)
I certify that the debriefing presented t	by me on the above date was in accordance with relevant SCI procedures.
Signature of Debriefing Officer	- Social Security Number (See Notice Below)
Printed or Typed Name	Organization (Nome and Address)
NOTICE: The Privacy Act, 5 U.S.C. 522a, requ	uires that federal agencies inform individuals, at the time information is solicited from them, wheth
the discionare is mandatory or voluntary, by when the pre-	hat authority such information is solicited, and what uses will be made of the information. You a Social Security Account Number (SSN) is Executive Order 9397. Your SSN will be used to ident at you have access to the information indicated above, 2) determine that your access to the informati
you precisely when it is necessary to 1) certify that indicated has terminated, or 3) certify that you he to do so may impede such certifications or deterr	ave witnessed a briefing or debriefing. Althous disclosure of your SSN is not mandatory, your fain
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DECLASSIFIED By 60324 uc baw/sab/rs

ON 11-06-2009

NG DISCLOSURE AGREEMENT

An Agreement Betw

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(Name - Printed or Typed)

and the United States

1. Intending to be legally bound, I hereby accept the obligations contained in this Agreement in consideration of my being granted access to information or material protected within Special Access Programs, hereinafter referred to in this Agreement as Sensitive Compartmented Information (SCI). I have been advised that SCI involves or derives from intelligence sources or methods and is classified or is in the process of a classification determination under the standards of Executive Order 12356 or other Executive order or statute. I understand and accept that by being granted access to SCI, special confidence and trust shall be placed in me by the United States Government.

2. I hereby acknowledge that I have received a security indoctrination concerning the nature and protection of SCI, including the procedures to be followed in ascertaining whether other persons to whom I contemplate disclosing this information or material have been approved for access to it, and I understand these procedures. I understand that I may be required to sign subsequent agreements upon being granted access to different categories of SCI. I further understand that all my obligations under this Agreement continue to exist whether or not I am required to sign subsequent agreements.

3. I have been advised that the unauthorized disclosure, unauthorized retention, or negligent handling of SCI by me could cause irreparable injury to the United States or be used to advantage by a foreign nation. I hereby agree that I will never divulge anything marked as SCI or that I know to be SCI to anyone who is not authorized to receive it without prior written authorization from the United States Government department or agency (hereinafter Department or Agency) that last authorized my access to SCI. I understand that it is my responsibility to consult with appropriate management authorities in the Department of Agency that last authorized my access to SCI, whether or not I am still employed by or associated with that Department or Agency or a contractor thereof, in order to ensure that I know whether information or material within my knowledge or control that I have reason to believe might be SCI, or related to or derived from SCI, is considered by such Department or Agency to be SCI. I further understand that I am also obligated by law and regulation not to disclose any classified information or material in an unauthorized fashion.

4. In consideration of being granted access to SCI and of being assigned or retained in a position of special confidence and trust requiring access to SCI. I hereby agree to submit for security review by the Department or Agency that last authorized my access to such information or material, any writing or other preparation in any form, including a work of fiction, that contains or purports to contain any SCI or description of activities that produce or relate to SCI or that I have reason to believe are derived from SCI, that I contemplate disclosing to any person not authorized to have access to SCI or that I have prepared for public disclosure. I understand and agree that my obligation to submit such preparations for review applies during the course of my access to SCI and thereafter, and I agree to make any required submissions prior to discussing the preparation with, or showing it to, anyone who is not authorized to have access to SCI. I further agree that I will not disclose the contents of such preparation to any person not authorized to have access to SCI. I further agree that I will not disclose the contents of such preparation to any person not authorized to have access to SCI until I have received written authorization from the Department or Agency that last authorized my access to SCI that such disclosure is permitted.

5. I understand that the purpose of the review described in paragraph 4 is to give the United States a reasonable opportunity to determine whether the preparation submitted pursuant to paragraph 4 sets forth any SCI. I further understand that the Department or Agency to which I have made a submission will act upon it, coordinating within the Intelligence Community when appropriate, and make a response to me within a reasonable time, not to exceed 30 working days from date of receipt.

6. I have been advised that any breach of this Agreement may result in the termination of my access to SCI and removal from a position of special confidence and trust requiring such access, as well as the termination of my employment or other relationships with any Department or Agency that provides me with access to SCI. In addition, I have been advised that any unauthorized disclosure of SCI by me may constitute violations of United States criminal laws, including the provisions of Sections 793, 794, 798, and 952, Title 18, United States Code, and of Section 783(b), Title 50, United States Code. Nothing in this Agreement constitutes a waiver by the United States of the right to prosecute me for any statutory violation.

7. I understand that the United States Government may seek any remedy available to it to enforce this Agreement including, but not limited to, application for a court order prohibiting disclosure of information in breach of this Agreement. I have been advised that the action can be brought against me in any of the several appropriate United States District Courts where the United States Government may elect to file the action. Court costs and reasonable attorneys fees incurred by the United States Government may be assessed against me if I lose such action.

8. I understand that all information to which I may obtain access by signing this Agreement is now and will remain the property of the United States Government unless and until otherwise determined by an appropriate official or final ruling of a court of law. Subject to such determination, I do not now, nor will I ever, possess any right, interest, title, or claim whatsoever to such information. I agree that I shall return all materials that may have come into my possession or for which I am responsible because of such access, upon demand by an authorized representative of the United States Government or upon the conclusion of my employment or other relationship with the United States Government entity providing me access to such materials. If I do not return such materials upon request, I understand this may be a violation of Section 793, Title 18, United States Code.

9. Unless and until I am released in writing by an authorized representative of the Department or Agency that last provided me with access to SCI, I understand that all conditions and obligations imposed upon me by this Agreement apply during the time I am granted access to SCI, and at all times thereafter.

10. Each provision of this Agreement is severable. If a court should find any provision of this Agreement to be unenforceable, all other provisions of this Agreement shall remain in full force and effect. This Agreement concerns SCI and does not set forth such other conditions and obligations not related to SCI as may now or hereafter pertain to my employment by or assignment or relationship with the Department or Agency.

11. I have read this Agreement carefully and my questions, if any, have been answered to my satisfaction. I acknowledge that the briefing officer has made available Sections 793, 794, 798, and 952 of Title 18, United States Code, and Section 783(b) of Title 50, United States Code, and Executive Order 12356, as amended, so that I may read them at this time, if I so choose.

4355 ASSIFIED OADR νN:

Memorandum	Ъ6 Ъ7С		Dep. Dir ADD Adm ADD Inv Asst. Dir.: Adm.Servs Crim. Inv Kent Insp Insp Intell
	Date	8/22/90	Lab Legal Coun Rec. Mgnt Tech. Servs Training Cong. Affs. Off
From : JAMES W. GREENLEAF			Off. of EEO Off. Liaison & Int. Affs Off. of Public Affs Felephone Rm Director's Sec'y
Subject : INSPECTOR'S AIDE JOHN P. O'NEILL, CAREER BOARD MATTER	GM-15		Director s Sec y
Reference to Mr. Gree dated 8/16/90, captioned "Inspector's Aides of Inspections, Inspection Division."			
<u>PURPOSE</u> : To reassign Inspector's Aide John Office of Inspections following completion			the
<u>DETAILS</u> : On 10/23/90, SSA John P. O'Neill, to the Criminal Investigative Division, wil one year on the Staff and will be available following the Bern/Bonn inspections, which	l comple for rea	ete his to assignment	our of
<u>RECOMMENDATION</u> : That the Career Board reas John P. O'Neill from the Inspection Staff t vacancy.			
APPROVED: Adm. Servs. Legal Coun. Crim. Inv. R2c. Mgmt. Director Ident. Pactor Dep. Dir. Inspection PCT Off. of EEO ADD-Adm. Laboratory Off. of EEO	& Ir Off. of Pub	f Liaison ht. "Affs f lıc Affs	
1 - <u>Mr. Greenlea</u> f	67- 101	19605-	101
1 1 - Mr. Baker	5 00	Numbered	

1 - Mr. Kennedy (Attn 2 - Career Board (1 -

JWG:rsm (7)

10-00T 10-1599 Phu 90 916 90 YMCB YMCB

17 OCT3 0 1990

	Standard Form 50-B		
	U.S. Office of Personnel Management FPM Chapter 296	ERSONNEL ACTION	
	1. Name (Last) First, Middle)	2. Social Security Number 3. Date of Birth	4. Effective Date
4- -	ONETEL JOHN P	147-42-1004 02-06-52	10-07-00
4 ⁸	FIRST ACTION	SECOND ACTION	
44 1	5-A. Code 5-B. Nature of Action 891 PMRS MERTT INC	6-A. Code 6-B. Nature of Action	2
	5-C. Code 5-D. Legal Authority	6-C. Code 6-D. Legal Authority	
N.	FBI 28 U_S_C_536 5-E: Code 5-F. Legal Authority	6-E. Code 6-F. Legal Authority	
уй. Та	7. FROM: Position Title and Number	15. TO: Position Title and Number	
	SUPERVISORY SPECIAL AGENT	SUPERVISORY SPECIAL AGENT	
	78-F0-713 8. Pay Plan 9. Occ. Code 10. Grade/Level 11. Step/Rate 12. Salary 13. Pay Basis 13. Pay Basis	78-F0-713 16. Pay Pian 17. Occ. Code 18. Grade/Level 19. Step/Rate 20. Salary	250 /Award 21. Pay Basis
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;	14. Name and Location of Position's Organization	22. Name and Location of Position's Organization	36.00 174
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	FEDERAL BUREAU OF INVESTIGATION	FEDERAL BÜREAU OF INVESTIG	ATION
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त ``}	EMPLOYEE DATA		
	23. Veteran Preference 1 - None 3 -10-Point/Disability 5 -10-Point/Other	24. Tenure 0 - None 2 - Conditional 25. Agency Use	26. Veterans Preference for RIF
e Kat	1 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%	1 1 - Permanent 3 - Indefinite	YES C NO
1 .	27. FEGLI	28. Annuitant Indicator	29. Pay Rate Determinant
-	B WAIVED 30. Retirement Plan 31. Service Comp. Date (Leave)	32. Work Schedule I - Intermittent J - INT Seasonal	33. Part-Time Hours Per
• •	6 CSRS-SPEC 06-22-70	F - Full-time G - FT Seasonal H - FT On Call F P - Part-Time Q - PT Seasonal R - PT On-Call	Biweekly Pay Period
*	POSITION DATA		
`* `;	34. Position Occupied 1 - Competitive Service 3 - SES General E - Exempt	36. Appropriation Code	37. Bargaining Unit Status
	2 - Excepted Service 4 - SES Career Reserved E N - Nonexempt	unty - State or Overseas Location)	
		any - Gale Group Colorad Localion	** () B x * * ** * * * * * * *
•	-40. Agency Data 41. 42. 43.	44.	
•	45. Remarks	· · · · · · · · · · · · · · · · · · ·	
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	46. Employing Department or Agency	50. Signature/Authentication and Title of Approving Official	INT
· · ·	FEDERAL BUREAU OF INVESTIGATION 47. Agency Code 48. Personnel Office ID 49. Approval Date	WILLIAM S. SESSIONS	
		DIRECTOR	N
	10000 - 1 1000		Are Unusable After 9/30/88

3-PART 2609 3-PART 2609 2-OPF Copy - Long-Term Record - DO NOT DESTROY

NSN 7540-01-250-0482 •

0-93 (Rev. 4-26-78) DECLASSIFIED BY 60324 uc baw/sab/rs CEPARTMENT OF LUST C ON 11-06-2009 RECERAL BUREAU OF AL ISTOCATO TOP A PRICATION METUA DETOTION LOF 5 PAGE OATE SUCC - 34 I. A. A. . . 10/30/90 ENTIAL ONF IMMEDIATE START HERE EM DIRECTOR_EBI L. WARDEN WARDING TEM IS UN CLASSING WORKING EXCEPT WHERE SHOWN TO LEGAT BERN/IMMEDIATE/ COBITAVILI LEGAT BONN/IMMEDIATE/ 14 LEGAT PARIS/IMMEDIATE/ . BT 121 _CONFID €N T I A L _CITE: //0448// PRSI 10 PASS: LEGAT PARIS FOR: LEGAT BRUSSELS. 3471 Sec. 1 8 SUBJECT: CERTIFICATION OF CLEARANCE. THIS DOCUMENT IS CLASSIFIED "CONFIDENTIAL" IN ITS _ENTIRETY • 5 THIS WILL CONFIRM THE SECURITY CLEARANCE OF THE BELOW-LISTED EMPLOYEE{S}, WHO WILL BE VISITING YOUR OFFICE FROM OCTOBER 28, 1990, THROUGH NOVEMBER 21, 1990: ¢Τ ·b6 **07 - NOT RECORDED** b7C 2 NOV 05 1990 DPOB: TTPE MESSAGE DO NOT 05 APPROVED BY DRAF1ED DY <u>PEG/EYJ:cm {ll}} l0/30/90 4256/4 ; 3605</u> -757753 7669 Rm n i John P. O'Neilla Charlie J. Parsons and #94-430 RETURN TO 219 ROOM 42665 TH 1114 CLASSIFIED BY DECLASSIFY ON: SEE NOTE PAGE 5 1920 ONOT FILE WITHOUT COMMINICATIONS STANP



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DEPARTMENT OF JUSTICE FEDERAL BUREAU OF INVESTIGATION COMMUNICATION MESSAGE FORM

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		570
	START HERE SSAN: 147-42-1004	
	CLEARANCE: "TOP SECRET"	
20 (U)		
18	CHARLIE J. PARSONS	
	DPOB:	
16	SZAN:	
. 14 JTTI		LINE
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12		PAST 1
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10	SSAN:	
	CLEARANCE: "TOP SECRET"	DO NOT
(U) 8	ACCESS{S}:	· ¤
	THE PURPOSE OF VISIT IS TO CONDUCT INSPECTION OF LEGATS	
6	BERN, BONN AND BRUSSELS. SECURITY CLEARANCE WAS GRANTED BAS	ED
	UPON A FULL-FIELD BACKGROUND INVESTIGATION CONDUCTED BY THE	
4	FBI.	
-	IF ADDITIONAL INFORMATION IS NEEDED, CONTACT THE SECURI	TY
	PROGRAMS UNITA INFORMATION MANAGEMENT DIVISIONA ATTENTION:	
2	SSA TELEPHONE NUMBER {202} 324-3605.	
	DO NOT TYPE MESSAGE BELOW THIS LINE	
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0-93A (7-19-77)

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DEPARTMENT OF JUSTICE FEDERAL BUREAU OF INVESTIGATION COMMUNICATION MESSAGE FORM · in t



FBI/DOJ

NOTE: SECURITY CLEARANCE AND ACCESSES FOR MESSRS	
O'NEILL, PARSONS AND ARE	ÌC
BEING CERTIFIED TO LEGATS BERNA BONN AND PARIS PER WRITTEN	b6 b7C
REQUEST FROM TO DATED OCTOBER 101	
1990, CAPTIONED "INSPECTION OF LEGATS BERN, BONN, BRUSSELS,	
10/28/90-11/21/90."	

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FD-698 (Rev. 1-19-88)	Performance Ma	al Bureau of anagement an rmance Plan	d Recognition	on System	····			
ISEE INSTRUCTIONS ON RE	VERSE]							
1. (Payroll Name of Employe O""NEILL, JOHN	-	-		2. Social Security Number 147-42-1004				
3. Position Title and Grade	r's Aide), GM-	14		4. Office of Assignm D10 - Sta				
This Performance Dies is see		*	ployee and is in		ssion and goals of the FB	I		
S. Signature of Rating Offici	el a				28/90 Date	b6 b7C		
6 .					, <u>40</u> Date			
have been advised of m ppraisal period and am ay preclude me from con reference transfer and n addition, I am aware uccessful level may be	aware that perfor sideration for pr may be the basis that performance	mance belo comption, a for my rea resulting	w the Full dministrat ssignment, in a summa	y Successful le ive advancement reduction in o ry rating below	evel on any elem t, and/or office grade, or remova w the Fully no general incr	ent of 1.		
7. Signature of Employee	ONULY				<u>1-90</u> Date			
				·····	· · · · · · · · · · · · · · · · · · ·			
The attached modification to t and goals of the FBI. 8. Signature of Rating Offic	•	Plan Mod		mployee and is in furth	erance of the mission Date			
9. Signature of Reviewing O	fficial	<u> </u>			Date			
I have been advised of this mo to apply. 10.		am aware that th	e consequences	· · · · · · · · · · · · · · · · · · ·		7		
Signature of Employee	· · ·				- Date			
PRAU USE ONLY					14			
I V PFU			I(10/11 scepted/ opcred OK OK	Review not complete Plan supersede Grade change Reassignment Ceased duty	à			
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FD-698a (1-28-86)





FEDERAL BURBAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

ISE	E INSTRUCTIONS ON REVERSE			
1.	Payroll Name of Employee	•	2. Social Socurity Number	
	O'NEILL, JOHN P.		147-42-1004	===

3. Critical Element# 7 :

Obtain and Analyze Information: Develop and analyze information relative to the overall management and direction of investigative and administrative operations at Headquarters, field divisions, Legal Attaches, and any other specifically assigned projects. Based on information developed, formulate decisions and/or recommendations as to an office's or program's compliance with applicable statutory, regulatory, and policy requirements; means to correct deficiencies; and/or means to improve operations.

4.	(a) <u>X</u>	Initial Assignment; (b)	Adjustment; (c)	Addition;	(d)	Termination
5.			PERFORMA	NCE STAND	ARDS	
			Minimall	y Acceptable		

With general direction and in accordance with inspection and/or project guidelines, gathers and analyzes information pertinent to assigned areas within established time frames. Identifies relevant issues and conducts additional research in overlapping areas in order to make sound determinations as to the effective and efficient operation of the programs or entities being reviewed. Conclusions reached are supportable by documentable information and are formulated on a timely basis. (The Performance Standard for the Minimally Acceptable level is no longer applicable/necessary effective 5/8/90.)

Fully Successful

Completely meets the minimally acceptable standards and exceeds them in that guidelines are appropriately interpreted and applied to issues of a complex nature which may involve overlapping areas of concern. Sound decisions and/or recommendations are made regarding the effectiveness and efficiency of the audit area assigned within the established time frames. Decisions and/or recommendations made are generally accepted without significant modifications.

Superior

Completely meets' the fully successful standards and exceeds them in that appropriate interpretation of guidelines is made in those instances in which the issues are unusually complex and often overlap other areas of concern. Sound decisions and/or recommendations are made with respect to these issues in advance of established deadlines and are accepted/approved without significant modification. The decisions and/or recommendations made may have a significant impact on the effectiveness and efficiency of an operation in the office under inspection or any other entities with comparable programs.

1

Initials of Employee

Date THREE





FEDERAL BUREAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE PLAN - CRITICAL BLEMENT AND PERFORMANCE STANDARDS PAGE

ISEE INSTRUCTIONS ON REVERSE

O'NEILL, JOHN P. 147-42-1004	1. Payroll Name of Employee	2. Social Security Number	
	-	147-42-1004	

3. Critical Element # 2 :

<u>Recording and Reporting Information</u>: Provide oral and written communications regarding the information developed and analyzed during the course of inspection or project to Bureau management officials or other appropriate individuals.

4.	(a) <u>X</u>	Initial Assignment; (b)	Adjustment; (c)	Addition; (d)	Termination	
5.			PERFORM	ANCE STANDARDS		
		· · · · · · · · · · · · · · · · · · ·	Minima	lly Acceptable		

Makes oral presentations which are usually articulated in a logical, clear manner inclusive of necessary facts and critical information. Prepares written communications which clearly present the results of the independent development and analysis of information obtained during the course of inspection or projects and which confirm previous oral representations. Written communications are grammatically correct, concise, and can generally withstand close scrutiny for sufficiency of content, soundness, and supportability of conclusions but which may require some revisions before final approval. Both oral and written communications are presented within established deadlines. (The Performance Standard for the Minimally Acceptable level is no longer applicable/necessary effective 5/8/90.)

Fully Successful

Completely meets the minimally acceptable standards and exceeds them in that oral presentations are well articulated in such a manner as to enhance the acceptance of the information to be subsequently communicated in written form. Written communications are generally accepted without revision.

Superior

Completely meets the fully successful standards and exceeds them in that oral presentations are made in such a manner as to convince the receiving official of the legitimacy of the information being conveyed and the appropriateness of the course of action being recommended. Written communications which serve to confirm information orally presented are often submitted in advance of established deadlines.

6. Initials of Employee

Date

October 16, 1989

PERSONAL

SSA John P. O'Neill Federal Bureau of Investigation Washington, D.C.

Dear John:

For the past two months, you have served, on an alternate basis with another Supervisor, as the Acting Chief of the Public Corruption Unit (PCU). As you can appreciate better than most, the PCU is one of the most sensitive, vital, and active units in the Criminal Investigative Division. It is for that reason that I take this opportunity to express my appreciation for the manner in which you performed these duties.

You have performed in an exceptional manner. Several significant and sensitive issues which were encountered during your tenure were handled in a most professional manner. You are commended for your devotion to the job, as witnessed by the many long hours you worked and for the excellent judgment you have consistently displayed.

Sincerely,

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September 25, 1990

PERSONAL

Mr. John P. O'Neill Federal Bureau of Investigation Washington, D. C.

Dear Mr. O'Neil:

You are hereby directed to report to Mr. Baker, Criminal Investigation Division, Room 5012, for assignment on or after November 16, 1990.

Sincerely yours, Acting Personnel Officer (Personal Attention) (67-679605) Advise arrival

1 - Mr. Baker (Personal Attention) SA O'Neil should contact Property Management Unit, Room 1B122, regarding Bureau property. 1 - PPMU (Sent Direct)

1 - Payroll Distribution

1 - Voucher Unit

1 - Property Management Unit

- Facilities Management & Security Section 1

SAH: Cm (11) Cm.

Based on memorandum from John W. Greenleaf to 9/25/90, JWG:rsm.

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NOVEMBER 16, 1990

MR. JOHN P ONEILL INSPECTION DIVISION WASHINGTON, DC 20535

DEAR MR. ONEILL:

I am pleased to present you with the enclosed check in recognition of your EXCEPTIONAL performance as appraised under the Performance Management and Recognition System.

The cash value of your award is \$1,288.33.

I thank you for your many contributions throughout this past appraisal year and encourage you to continue these fine efforts in aggressive pursuit of the FBI's critical mission.

Sincerely yours,

William S. Sessions Director

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CHECK SENT BY PRAU

NOV 1 6 1990 3/df

Enclosure

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In connection with the Management Aptitude.Program (MAP), additional records identifiable with the employee are maintained at the FBI Academy by the Management Science Unit's Assessment -Center.

To obtain copies of these additional records, call the Assessment Center, extension 3242.

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XMegary, William C.	
fo'Neill, John_P.	

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REPORT OF FOREIGN TRAVEL

10/2/90 Date:

PLEASE READ CAREFULLY

Note: Form must be typewritten or printed clearly in black ink. ALL QUESTIONS MUST BE ANSWERED. Submit original questionnaire to the Security Programs Unit, Records Management Division, FBIHQ, Room 4259. Furnish duplicate copies to employee's supervisor and the division Security Officer.

1. Official Bureau Name				
John P. O'NEII		4. Division		
2. EOD Date 3. Title/Grad			pection	
6/22/70 SSA/6/		220	pection	,
5. Primary Job Responsibility		6. SCI Acce Ves	No	
INSPECTION STAFF	·			
7. Family Members/Others Traveling	with you (Indic	ate if any are		
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	FRIENd		BAItimon	, MD.
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9. Reasons for travel	10.	Will you be	traveling with a	tour group?
		🗌 Yes 🚺	No	
Pleasure				
11. Relatives or Friends to visited.				67 - NOT RECORDED
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Standard Form 52-B Rev. 8/88 U.S. Office of Personnel Management FPM Chapter 296

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REQUEST FOR PERSONNEL ACTION

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e to Supervisors: Do you kn If ''YES'',	now of additional or co please state these fac	onflicting reasons fo cts on a separate sl	r the employee's resig heet and attach to SF5	nation/retirement? 52-8.)		VES	NO
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Privacy Act Statement

You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue

regulations with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary or Labor or a State agency in connection with administration of unemployment compensation programs.

The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled.

1. Reason for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day--midnight--unless you specify otherwise.)

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2. Effective Date	3. Your Signature	4 Date Signed	5. Forwarding Address (Number, Street, City, State, ZIP Code)										
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FBI/DOJ



The Career Board has approved the promotion of John P. O'Neill, currently assigned to the Inspection Division, to GM-15 Unit Chief, Governmental Fraud Unit, Criminal Investigative Division. SSA O'Neill should be promoted effective the first pay period after assuming the duties of this position. SA O'Neill was rated Fully Successful or above in all elements of his last Performance Appraisal Report. There are no current administrative inquiries or recent administrative action of this Special Agent that would prohibit his transfer.

RECOMMENDATION:

Administrative Services Division prepare the necessary communications to effect the above action.

APPROVED:	Adm. Servs.	Legal Coun	Off. of Llaiso	n
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ADD-Inv.	Laboratory	Off. of EEO		

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Transfer letter prepared, dated 12-12-90 by 5AH: dg

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	December 12, 1990
Mr. John P. O'Neill Federal Bureau of Investigation	PERSONAL
Washington, D. C.	
Dear Mr. O'Neill:	
	to report to Mr. Baker, Criminal , for assignment as Unit Chief of
You will be promoted to full pay period following your arm	Grade GM 15, effective the first rival.
	Sincerely yours,
	Steven L. Pomerantz Deputy Assistant Director - Personnel Officer Administrative Services Division
1 - Mr. Baker (Personal Attention)) (67-HQ-679605) Advise arrival
Property Management Unit, Room 1B: 1 - PPMU (Sent Direct) 1 - Payroll Distribution 1 - Voucher Unit 1 - Property Management Unit 1 - Facilities Management & Secur:	b6 b7c
SAH: do (11) Based on memorandum from	to Mr. Kennedy, 12/4/90,
AED:evm.	ANGA In Manual

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Tech. Servs. _____ Training _____ Cong. Affs. Off. _____ Off. of EEO _____ Off. Liaison & Int. Affs. _____ Off. of Public Affs. ____ Telephone Rm. _____ Director's Secy ____



<u>PURPOSE</u>: To certify SSA John P. O'Neill as an Inspector's Aide under the Career Development Program.

<u>DETAILS</u>: SSA O'Neill reported to the Office of Inspections on 10/23/89. While assigned to the Office of Inspections, he participated in ten field office inspections, one FBIHQ inspection, and three Legal Attache inspections.

Based on his performance while assigned to the Office of Inspections, SSA O'Neill is now certified as an Inspector's Aide under the Career Development Program.

<u>RECOMMENDATION</u>: None. For information.

APPROVID: of Fistern 1 t Ann • * . . 6 13 Pul 13 ANO. AL PAGA DCT All Ú1Í AUD-In. _ Jack 11. 67the to are and the second to a Searched. Numbered 5_FEB 25_ 1991 XFROX 3K/com in 191 mater 124/91 1 - FBIHQ Mid-Level Career Board (Room 7150) - Mr. Parsons CJP:vb (4)vb 67-NOT RECORDED 18 MAR 21 1991

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Federal Bureau of Investigation Performance Managément and Recognition System Performance Appraisal Report - Cover Page . *

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RECEIVED Instructions for Preparing the Performance Appraisal (Report Cover Page PRAU

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be (furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction; in completing the biographical data on a special appraisal. A ST A a was a ne 🖓

- Items 1-3 Self-explanatory.
- Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.
- Item 5 Self-explanatory.

•

- Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any CE is rated Unacceptable, the summary rating must be Unacceptable.) For annual conversions, simply copy the summary rating from the prior special.
- Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.
- Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.
- Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.
- Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.
- Record the reason the appraisal is being issued and enter the date of the action causing the issuance. Item 11 (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FD-699 (REV. 1-19-88) REVISION TO ITEM 10 PER 5/8/90 AIRTEL CAPTIONED, 'PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (PMRS), POLICY REVISIONS'

10. I AM AWARE THAT A RATING OF LESS THAN FULLY SUCESSFUL ON ANY CRITICAL ELEMENT MAY PRECLUDE ME FROM CONSIDERATION FOR PROMOTION, ADMINISTRATIVE ADVANCEMENT AND/OR OFFICE OF PREFERENCE TRANSFER, AND MAY BE THE BASIS FOR MY REASSIGNMENT, REDUCTION IN GRADE OR REMOVAL. IN ADDITION, I AM AWARE THAT MY SUMMARY RATING, IF BELOW THE FULLY SUCCESSFUL LEVEL, MAY BE THE BASIS FOR A ZERO MERIT INCREASE AND ONE-HALF OR NO GENERAL INCREASE. MY SIGNATURE ONLY INDICATES THAT I HAVE REVIEWED THIS APPRAISAL, NOT THAT I AM NECESSABLY IN ACCEENENT WITH THE INFORMATION OF THAT I AM DELIVITY AM NECESSARILY IN AGREEMENT WITH THE INFORMATION HEREIN OR THAT I AM RELINQUISHING MY RIGHT TO REQUEST RECONSIDERATION OF IT.

INITIALS OF EMPLOYEE

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Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

O'NEILL, JOHN P. 147-42-1004	1. Payroll Name of Employee -	2. Social Security Number	-
	O'NEILL, JOHN P.	147-42-1004	<u>.</u>

S. Specify general nature of assignment during most of the appraisal period.

CONDUCTS FIELD DIVISION, LEGAL ATTACHE, AND FBI HEADQUARTERS INSPECTIONS; ADMINISTRATIVE INQUIRIES; SHOOTING INQUIRIES; AND SPECIAL INQUIRIES AS DIRECTED.

4. Critical Element # ____ as listed on the Plan. 4a. Descriptor:

OBTAIN AND ANALYZE INFORMATION

5. Rating Level: EXCEPTIONAL

Supervisory Special Agent (SSA) O'Neill reported to the Inspection Division as an Inspector's Aide on 10/23/89. Since then, he has participated in the inspection of one Headquarters division and ten field divisions. In eight of those 11 inspections, he has been assigned audits which were considered to be Most Complex. He has audited major investigative programs, large squads, and large resident agencies. SSA O'Neill has consistently demonstrated the ability to quickly collect and correctly analyze voluminous amounts of data. During one inspection, he identified an ineffective and inefficient Agent and documented his findings in a Significant Deficiency Write-Up. In other inspections, he has identified deficiencies in several of his audit areas. His resultant recommendations for improvement are always logically supported by his superb analyses.

During the rating period, SSA O'Neill also participated` in a shooting inquiry in the Las Vegas Division. His efforts were described by the Inspector-in-Charge of the inquiry as being thorough, objective, and demonstrating the continuing professionalism of the FBI.

His performance in this critical element on all his inspection assignments has consistently been at the Exceptional level which has earned him an overall rating of Exceptional for the rating period.

is of Employee

Date

Instructions for Preparing the Performance Appraisal Report Evaluation Page

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials and date, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

- Items 1-2 Self-explanatory.
- Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, and the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.
- Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., its title and/or a brief summary of the element.
- Item 5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including **specific examples** of accomplishments/deficiencies noted during the appraisal period.

Narrative summaries are required for each CE rated above or below the Fully Successful level. If the employee's performance meets the Fully Successful level, a narrative summary is not required unless the Report is issued as an Unacceptable - Warning or as a Warning Resolution.

Narratives for CEs rated below Fully Successful must include a description of the assistance to be afforded the employee to improve. Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Item 6 Self-explanatory.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

FD-699a (Rev. 1-19-88)

Federal Bureau of Investigation Performance Management and Recognition System

Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1	Payroll Name of Employee	2.	Social Security Number	,
	O'NEILL, JOHN P.		147-42-1004 .	

3. Specify general nature of assignment during most of the appraisal period.

CONDUCTS FIELD DIVISION, LEGAL ATTACHE, AND FBI HEADQUARTERS INSPECTIONS; ADMINISTRATIVE INQUIRIES; SHOOTING INQUIRIES; AND SPECIAL INQUIRIES AS DIRECTED.

4. Critical Element # ____ as listed on the Plan. 4a. Descriptor:

RECORDING AND REPORTING INFORMATION

5. Rating Level: EXCEPTIONAL

SSA O'Neill's oral presentation have been invariably well organized, thorough, highly persuasive, and accurate. His written products reflected his exceptional analytical abilities, were submitted within established timeframes, and required little or no modification. SSA O'Neill has the ability to reduce complex issues to writing in such a manner that everything becomes easily understood and the recommendations flow logically from the excellent analysis conducted.

SSA O'Neill has certainly earned an Exceptional rating for this critical element. He has been a credit to the Inspection Staff during his assignment to the Inspection Division.

6. Initials of Employee

FB/DOJ

Federal Bureau of Investigat	ion
Performance Management and Recogi Performance Plan - Notic	nition System
	eraye
Payroll Name of Employee JOHN P. O'NEILL	2. Social Security Number 147-42-1004
Position Title and Grade UNIT CHIEF GM-15	4. Office of Assignment (0623) Governmental Fraud Unit White-Collar Crimes Section
s Performance Plan is consistent with the position description of the employee and is in furth	$W_{11} = 00 \pm 101$ of the Mission and goals of the FBI.
Xaha Van O' Conno	ilicia
Signature of Rating Official	Date
Deil De L	
Signature of Reviewing Official	/ / 2.3/ 8/ Date
ave been advised of my critical element(s) and performance standards for the forthcoming ap	
ccessful level on any element may preclude me from consideration for promotion, administra	live advancement, and/or office of preference transfer and that
formance resulting in a summary rating below the Fully Successful level may be the basis for formance on any element may be the basis for my reassignment, reduction in grade, or remo	
IRR C'R See Attache	I Sheet 1/2-bi
Joh P. O'NELL	. 1/25/91
Righting of Employee	Data
Signature of Employee	Date
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Signature of Employee Plan Modification	Date
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Plan Modification	
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Instructions for Preparing the Notice Page

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process. A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

When the same Plan is continued from one appraisal period to the next, the rating official and the emplovee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page. No submission to the PRAU is necessary.

Items 8-10 of the retained office copy are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

Attachment to Buairtel to All SACs and All LEGATS RE: PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (PMRS) POLICY REVISIONS

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level on any element may preclude me form consideration for promotion, administrative advancement, and/or office of preference transfer and may be the basis for my reassignment, reduction in grade, or removal. In addition, I am aware that performance resulting in a summary rating below the Fully Successful level may be the basis for a zero merit increase and one-half or no general increase.

employee's initials

employee's date

FD-69-5a (+-28-86)

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

·		UNIT CHIEF GM-15	,		
1. Payroll Name of Employee JOHN P. O'N	EILL	2. Social Security Number 147-42-1004		-	

3. Critical Element # 1

<u>PROGRAM/RESOURCE MANAGEMENT</u>: Manages unit program(s) or program functions utilizing available resources. Develops and/or maintains systems of internal accounting and control to monitor efficiency of operations and to prevent or minimize potential losses from fraud, waste or abuse.

4. (a) Initial Assignment; (b) Adjustment; (c) Addition; (d) Termination					
5 PERFORMANCE STANDARDS					
Minimally Acceptable					
Requires general administrative and policy supervision to manage assigned program (a) or functions in accordance with EBL and Department of Justice policies, guideli factors N/A PER 5/8/90 AIRTEL CAPTIONED, "PERFORMANCE MANAGEMENT AND nonspec RECOGNITON SYSTEM, POLICY REVISIONS" availal EMPLOYEE'S INITIALS <u>Management</u> <u>DATE</u> <u>2/1/9/</u> fluctu: Achieves objectives at acceptable cost rever control and accounting systems that are sufficient to assure compliance with pertinent regulation, policies and FBI and DOJ guidelines.					
Fully Successful					
Requires limited administrative and policy supervision to manage assigned program(s) or functions in accordance with FBI and DOJ policies, guidelines and procedures. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones. Assignment of responsibilities to subordinate personnel reflects their varying levels of experience and personal qualification, thereby ensuring the effective use of personnel resources. Frequently initiates actions to enhance					

the program(s) or functions. Establishes, maintains and regularly monitors effective systems of internal accounting and control that assure compliance with applicable regulations. Introduces viable modifications to established methods to improve control systems which are sufficient to enhance cost efficiency of operations and frequently results in reduction of specific program costs.

Superior

Requires minimal administrative and policy supervision to manage assigned program(s) or functions in accordance with FBI and DOJ policies, guidelines and procedures. Consistently anticipates potential variation/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration. Effectively assigns responsibility for various specific functions to subordinates, resulting in more efficient achievement of objectives. Continually initiates action to enhance the program(s) or functions. Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Control mechanisms are continually reviewed and adjusted as necessary to encourage compliance with requirements, resulting in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.

6. Initials of Employee

FEDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]	UNIT CHIEF GM-15
1. Payroll Name of Employee	2. Social Security Number
JOHN P. O'NEILL	147-42-1004
subordinates, evaluating and striving to designated duties. Completes full range performance appraisals, recommendations f increases, promotions, reassignments, and and attendance and other related administ	of personnel actions, including for within-grade and quality step the like. Maintains oversight of time rative records.
4. (a) Initial Assignment; (b) Adjustment; (c) Addition; (d)	
5 . PERFORMANC	
opi EMPLOYEE'S INITIALS	d of pending assignments. Formally dback d dback d d h d $hDATE = 2/1/9$ on d on d on d d d d d d d d d d
	ernment policy and regulation, and within
Fully Su	ccessful
ties. Effectively integrates various perso thereby demonstrating awareness of contin	onding to circumstances requiring When practical, makes work assignments rests and potential, in addition to e on a personal basis tailored to meed es conscientious effort to provide on- ining opportunities for eligible l effectiveness or promotional opportuni- nnel actions affecting subordinates,
Sup	
Actively works with each subordinate, as assignments and performance equate reason Observes, evaluates and corrects activiti basis, and in accordance with standard pr time management to ensure reasonable allo administrative assignments. Through pers and undesirable trends of activity and po timely advice or assistance, thereby aver Utilizes full range of personnel act training, to acknowledge and improve skil Consistently ensures the submission of pe feasible, and in accordance with both the	ably to the individual's abilities. es of each subordinate on a continuing occedures, employing effective methods of cation of time to both operational and onal involvement, recognizes desirable tential problem areas, and provides ting major difficulties. tions, including on-the-job and formal ls and performance of subordinates. resonnel actions prior to deadlines, when
	6. Initials of Employee Date THREE

Performance Plan Critical Element and Performance Standards Page (CONT'D)

Critical Element No. 2 SUPERVISION OF SUBORDINATES

MINIMALLY ACCEPTABLE

completed by subordinates to assure acceptability. Keeps employees apprised of administrative and general interest matters. Oversight of records is adequate to ensure timely and accurate maintenance of same.

FULLY SUCCESSFUL

timeliness of personnel action submissions and administrative recordkeeping is completed personally or by subordinates. When feasible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses.

SUPERIOR

requirements and the intent of pertinent policy, including equal employment opportunity and affirmative action. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates.

> N/A PER 5/8/90 AIRTEL CAPTIONED, "PERFORMANCE MANAGEMENT AND RECOGNITON SYSTEM, POLICY REVISIONS" EMPLOYEE'S INITIALS_________D_____ DATE 2-/11/9)

FEDERAL BUREAU OF INVESTIGATION PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

UNIT CHIEF GM-15

1. Payroll Name of Employee	2. Social Security Number		
JOHN O'NEILL	147-42-1004		
3. Critical Element # 3	······································	St. Setter	

3. Critical Element # <u>5</u> <u>COMMUNICATION SKILLS</u>: Prepare written communications and make oral presentations which convey ideas, facts, requests, recommendations, conclusions, procedures, estimates and projections based on available information in order to inform superiors, peers, subordinates and persons outside the FBI as required.

4. (a) Initial Assignment;) Adjustment; (c) Addition; (d) Termination	-
5.	PERFORMANCE STANDARDS	-
		-

Minimally Acceptable

With limited direction and guidance, prepares written and oral communications which are clear, accurate, sufficiently convey ideas, facts, etc., and are generally completed within deadlines. Sufficiently ensures that written and oral communications comprehensively address related issues which impact on the unit. Written and oral communications regularly facilitate unit objectives and allow superiors, peers and subordinates to formulate appropriate courses of action. Formal presentations are organized and clearly given. Required research/preparation is adequate to ensure proper coverage of selected topic.

Fully Successful

With general direction and guidance, prepares written and oral communications which are clear, accurate, effectively convey ideas, facts, etc., and are occasionally completed prior to deadlines. Generally ensures that written and oral communications comprehensively address related issues which impact on the unit. Written and oral communications frequently facilitate unit objectives and generally allow superiors, peers and subordinates to formulate appropriate courses of action. Formal presentations are well-organized and effectively executed, clearly indicating proper depth of preparation. Treatment of selected topics of information is frequently tailored to reflect background and stated interests of intended audience.

Superior

Independently, and on own initiative, prepares written and oral communications which are clear, accurate, comprehensively conveys ideas, facts, etc., and are usually completed prior to established deadlines. Consistently ensures that written and oral communications comprehensively address related issues which impact on the unit. Written and oral communications continually facilitate unit objectives and consistently allow superiors, peers and subordinates to formulate appropriate courses of action. Consistent high quality of formal presentation enhances the Bureau's reputation as an authoritative source of useful information. Organization and execution of presentations demonstrate personal expertise.

of Employee

Date

THREE

N/A PER 5/8/90 AIRTEL CAPTIONED, "PERFORMANCE MANAGEMENT AND RECOGNITON SYSTEM, POLICY REVISIONS" EMPLOYEE'S INITIALS

FBI/DOJ

FEDERAL BUREAU OF INVESTIGATION

َنَّ أَنَّ الْحَدَّةِ (1-28-86) FD-698a (1-28-86)

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PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]	UNIT CHIEF GM-15
1. Payroll Name of Employee JOHN P. O'NEILL	2. Social Security Number 147-42-1004
accomplish assigned responsibilities, est law enforcement and Government agencies, maintains and coordinates support for inv with pertinent outside agencies. Liaison equivalent personnel in other organization	ons to the conduct/preparation of
4 seminars as perches and media releases; (d)	
	CE STANDARDS
	Acceptable of communication to exchange work-related
information on a timely basis. Contacts unit objectives and assigned tasks. Pres maintaining a professional appearance and responds to relative authority of those w preserves a professional relationship.	sufficiently enhance the attainment of sents Bureau policy accurately, I demeanor. Appropriately recognizes and with whom contact is made and accordingly
N/A PER 5/8/90 AIRTEL CAPTI RECOGNITON SYSTEM, POLICY REV EMPLOYEE'S INITIALS	CONED, "PERFORMANCE MANAGEMENT AND VISIONS" DATE/11/91
the attainment of unit objectives and ass accurately and persuasively, as evidenced agency channels of communication that exp information. Consistently maintains a pr establishing personal credibility and eff	d by occasional enhancement of inter- pedite the timely exchange of necessary rofessional image that aids in
Sup	erior
Diligence in maintaining contact improves tions and continually enhances the attain Work in the area of liaison results in in could otherwise require lengthy negotiation cooperation enhances likelihood of attain and thereby increases effective utilization	s/broadens existing lines of communica- ment of unit objectives/assigned tasks. Acreased timeliness of obtaining data that ons. Persuasiveness in obtaining ment of mutually beneficial objectives on of resources. In dealing with others, is which result in the establishment of a
	m> 1/25/91

6. Initials of Employee

Date THREE

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In connection with participation in the Management Aptitude Program (MAP), additional records identifiable with the employee are maintained at the FBI Academy by the Management Science Unit's Assessment Center.

To obtain copies of these additional records, call the Assessment Center, extension 3242.

XMegary, William C.
Croineill, John P.
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27 FEB 05 1991 _____

Criminal Investigative Chicago Administrative Services Administrative Services Tampa Inspection Inspection Inspection Phoenix Chicago Buffalo Training

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REQUEST FOR PERSONNEL ACTION

ctions Requested										
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SMW	,				·	<u>.</u>	-			02-9
ction Requested By (Ty)	ped Name, Title, Signature, and	l Request Date)		6. Action Auth	horized By (Typed N	lame, Title, S	Signature, and	Concurrent	ce Date)	
w a 3 16				3114						
			-28-90						12-2	<u>8-90</u>
ART B—For Prep ame (Last, First, Middle		se only`codes in	FPM Supplement :	292-1. Show a 2. Social Sect			ar order.) 3. Date of Birt	ь - т	4. Effective Da	ata
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Code 5-B. Nature				6-A. Code	6-B. Nature of Act	tion				
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Code 5-F. Legal /		· · · ·		6-E. Code	6-F. Legal Authori	ity .				
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Privacy Act Statement 🥍 🚟

You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue regulations with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary or Labor or a State agency in connection with administration of unemployment compensation programs.

The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled.

1. Reason for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day-midnight-unless you specify otherwise.)

2. Effective Date	3. Your Signature		4 Date Signed	5 Forwarding Address (Number, Street, City, State, ZIP Code)
PART F-Re	marks for SF 50	· · · · · · · · · · · · · · · · · · ·		



0-93 (Rev. 4-26-78) DEPARTA'ENT OF JUSTICE FEDERAL BUREAU OF INVESTIGATION COMMUNICATION MESSAGE FORM 23, PAGE L OF]. DAT. **LEASONDATION** FRECEDENCE ROUTINE 6/25/91 UNCLAS E F T O FALFM DIRECTOR FBI TO ALL FBI FIELD OFFICES/ROUTINE/ ALL LEGATS/ROUTINE/ BT UNCLAS E F T O //0015// CITE: PASS: PERSONAL ATTENTION ALL SACS; PERSONAL ATTENTION ALL DLEGATS. PERSONNEL CHANGE. SUBJECT: I AM PLEASED TO ADVISE YOU OF THE FOLLOWING PERSONNEL CHANGE: O'NEILL, CURRENTLY ASSIGNED TO THE CRIMINAL JOHN P. INVESTIGATIVE DIVISION, HAS_BEEN, DESIGNATED ASSISTANT SPECIAL REROX AGENT IN CHARGE (ASAC)-CHICAGO DIVISION. BT AED:lfr 6-25-91 7150 5605 2 M - Mr. Clarke - Mr. Greenleaf 1 ŀ 1 - Each Assistant Director Ξ l Each Special Assistant to the Director (5) ŀ Congressional Affairs Ъ ľ Public Affairs ŀ Ъб b7C - Media Services Unit Career Board ŀ ľ ŀ OLIA 1 U OF LIVESTIGATION TAdm. Servs. Crim. Inv. ŀ - PPMU Legal Coun. - SA Transfer Unitations CENTER rector Off. of Liaison Rec. Mgnt._ ŀ _Ident. _ & Int. Affs. Off. of Tech. Servs. All Training Le Oller Cong. Affs. Off. : to Dir Inspection .-Adm. Public Affs. Intell. -22. (nv. Laboratory Off. of EEO 1991



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May 24, 1991

Mr. William J. Esposito Federal Bureau of Investigation Washington, D.C.

RE: ORGANIZED CRIME REGIONAL CONFERENCE FORT LAUDERDALE, FLORIDA APRIL 29 - MAY 3, 1991

Dear Mr. Esposito:

On behalf of the Organized Crime Section at FBI Headquarters, I would like to take this opportunity to express personally my appreciation to Unit Chief John P. O'Neill for participating as a speaker at captioned conference. His presentation on the FBI's investigative interests in the removal and disposal of hazardous waste was most informative and well received. His handling of this timely issue provided an excellent insight into the formidable tasks facing many field offices as they attempt to undertake hazardous waste investigations.

Again, please thank Unit Chief O'Neill for his significant contribution to making this conference a success.

Sincerely yours,

William M. Baker Assistant Director Criminal Investigative Division



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RECEIPT FOR GOVERNMENT PROPERTY FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE

Date 1/7/91

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I certify that I RECEIVED:	FBI IDENTIFICATION CARD NO; HANDBOOK FOR FBI EMPLOYEES SPECIAL EMPLOYEE CREDENTIAL CAR SPECIAL AGENT CREDENTIAL CARD NO SPECIAL AGENT BADGE NO KEY NO HOOK NO U.S. GOVERNMENT OPERATORS CAR OTHERUS SPRINT CARD NO.	D ROOM NO
	Returning: Absence for Maternity Reasons FBI IDENTIFICATION CARD NO HANDBOOK FOR FBI EMPLOYEES SPECIAL EMPLOYEES CREDENTIAL CARD NO SPECIAL AGENT CREDENTIAL CARD NO SPECIAL AGENT BADGE NO KEY NO HOOK NO	s Transfer Military Leave Resignation Retiring
charged to yo and returning DO NOT MA	READ ent property which you hereby acknowledge is u and you are responsible for taking care of it it when its use has been completed. RK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.	(Signature) JOHN P. ONEILL (Typed name) JOHN P. ONEILL (SSN.) 147-42-1004 Salut

Standard Form 50-B Rev. 8/88 U.S. Office of Personnel Management FPM Chapter 296	ERSONNEL ACTION
1. Name (Last, First, Middle)	2. Social Security Number 3. Date of Birth 4. Effective Date
ONEILL JOHN P	147-42-1004 02-06-52 12-02-90
FIRST ACTION	SECOND ACTION
5-A. Code 5-B. Nature of Action	6-A. Code 6-B. Nature of Action
702 PROMOTION	
5-C. Code 5-D. Legal Authority	6-C. Code 6-D. Legal Authority
FBI 28 U.S.C. 536	
5-E. Code 5-F. Legal Authority	6-E. Code 6-F. Legal Authority
7. FROM: Position Title and Number	15. TO: Position Title and Number
SUPERVISORY SPECIAL AGENT 78-F0-713 230	SUPERVISORY SPECIAL AGENT 78-F0-714 210
8. Pay Plan 9. Occ. Code 10. Grade/Level 11. Step/Rate 12. Salary 13. Pay Basis	16. Pay Plan 17. Occ. Code 18. Grade/Level 19. Step/Rate 20. Salary/Award 21. Pay Basis
GM 1811 14 00 61,252.00 PA	GM 1811 15 00 64,927.00 PA
14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.	22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION CRIMINAL INVESTIGATIVE DIVISION 0622 WASHINGTON, D. C.
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40. Agency Data 41. 43.	44.

45. Remarks

3 - PART 50-309

CONGRATULATIONS ON YOUR PROMOTION!

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	MAY 2`1 1991	

PLEASE RETAIN FOR YOUR RECORDS ١ŗ

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46. Employing Departm FEDERAL BL	nentor Agency JREAU OF INVE	STIGATION	2 2 2	50. Signature/Authentication and		ng Official	m		د
47. Agency Code	48. Personnel Office ID	49. Approval Date 1 2 - 2 8 - 9	20	WILLIAM S. SES Director	STONS.	, т рэ	*1,		,
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U.S. Department of Justice

Federal Bureau of Investigation

Post Office Box 1630 San Antonio, Texas 78296

January 20, 1989

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Mr. Flovd I Assistant Director Criminal Investigative Division Federal Bureau of Investigation Washington, D.C.

Dear Floyd:

In Reply, Please Refer to

I would like to commend to you Supervisory Special Agent (SSA) John P. O'Neill of the Public Corruption Unit for his efforts on behalf of the San Antonio Division in connection with the _____ investigation. It is in no small measure due to the counsel of SSA O'Neill that the first indictments in this matter are expected shortly, only eight months after the investigation started.

When this investigation was initiated, the Public Corruption Unit was understaffed. Despite this fact, SSA O'Neill provided this office with a level of personalized service that is rarely seen. No matter the time of day or day of the week, SSA O'Neill was always available to answer questions as they arose.

Additionally, SSA O'Neill was able to expeditiously handle the approval process for the four Title III wire intercepts utilized in this investigation. This expeditious handling significantly enhanced the investigative efforts being conducted by the Washington Metropolitan, Tampa, and San Antonio Field Offices.

SSA O'Neill was also able to successfully facilitate the obtaining of technical equipment and temporary duty Special Agent monitors for the Title III's. Again, the efforts of SSA O'Neill complemented the investigative efforts of the Field.

In summary, the overall quality of assistance provided by SSA O'Neill has been exceptional and has substantially contributed to the successful resolution of the investigation.

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Sincerely,

Charlie J. Parsons Special Agent in Charge

ge 3 promis 67-67940



File No.

AIRTEL

Director, FBI (67-313-1)

ADIC, New York SACs, Anchorage Atlanta Buffalo Chicago Cincinnati Cleveland Denver Houston Jackson Los Angeles Minneapolis Oklahoma City Portland Phoenix

John P

10/5/93

PERSONAL ATTENTION

SAN FRANCISCO DIVISION INSPECTION 11/1/93 - 11/19/93

The San Francisco Division is scheduled for inspection 11/1/93 - 11/19/93. As confirmed by telephonic contact, the following Inspectors-in-Place, Assistant Inspectors-in-Place and support employees will report to the San Francisco Division for inspection assignment. Hotel accommodations will be made by Inspector-in-Charge Joseph R. Wolfinger, and the below-listed employees will be advised prior to their arrival:



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Airtel to SACs, Anchorage, et. al. Re: San Francisco Division Inspection 11/1/93 - 11/19/93

Inspectors-in-Place



Assistant Inspectors-in-Place

Oklahoma City Division) - (Jackson Division)	Ъб
- (Los Angeles Division) (Anchorage Division) - (Atlanta Division) (Phoenix Division) - (Buffalo Division)	Ъ7С

Support Personnel



Receiving offices' travel budgets will not be charged for expenses incurred by the above-listed employees during the San Francisco Division inspection. However, the following instructions have been issued by the Administrative Services Division with respect to proper submission of vouchers relating to reimbursement for expenses incurred in connection with this inspection:

"IT IS IMPERATIVE THAT AUTHORIZATION NUMBER

APPEAR ON THE FD-540, SF-1012, GTRS, AND PURCHASE ORDERS ASSOCIATED WITH THIS TRAVEL. IF THE FBIHQ AIRLINE TICKET OFFICE IS UTILIZED THEY MUST BE ADVISED OF THE AUTHORIZATION NUMBER WHEN THE TICKET IS REQUESTED. THE USE OF THE AFOREMENTIONED AUTHORIZATION NUMBER WILL ENSURE THAT THE TRAVEL EXPENSES ASSOCIATED WITH THIS ASSIGNMENT ARE CHARGED TO BUDGET CATEGORY TR15 - BUREAU SPECIALS, RATHER THAN TO YOUR DIVISION'S TRAVEL BUDGET. TRAVEL EXPENSES THAT ARE SUBMITTED WITHOUT THE AUTHORIZATION NUMBER WILL BE CHARGED TO YOUR DIVISION'S TRAVEL BUDGET WITHOUT RECOURSE."

b2





Airtel to SACs, Anchorage, et. al. Re: San Francisco Division Inspection 11/1/93 - 11/19/93

Lodging will no longer be paid by purchase order; therefore, each employee assigned to this inspection should be prepared to pay for his/her lodging. An advance of funds should be requested from FBIHQ, if necessary. The lodging rate for San Francisco is _____a night and the M.I.E. rate is _____a day. A copy of the employee's travel voucher and FD-540 must be submitted to the Review and Analysis Unit, Office of Inspections, Room 7837, within ten days of the conclusion of the inspection.

NOTE: Memorandum J. E. Otto to the Director, 6/24/80, captioned "Inspector, Office of Planning and Inspection Division," approved the use of ASACs and Bureau Headquarters officials as Inspectors to conduct inspections from their current positions; and airtel from Director to All SACs, 8/4/81, approved the use of field supervisors as Assistant Inspectors-in-Place to conduct inspections. b2



The Director selected the following Special Agents as Inspectors-in-Place.

NAME

ASAC Thomas M. Kuker ASAC James D. Ohlson Unit Chief ASAC Donald V. North ASAC Jeremiah W. Doyle Unit Chief ASAC John P. O'Connor ASAC Ralph R. Girardi Section Chief William McDermott ASAC Christine M. Jung ASAC William J. Stollhans ASAC Donald B. Whitehead ASAC Richard T. Lind ASAC John P. O'Neill ASAC Donald W. Thompson

RECOMMENDATION:

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(3)

For information. None. **APPROVED:** Adm. Servs. AED:ras Inspection Off. of EEO Affs. Crim. Inv. _ Intell. Off. of Lisison Director . Crim. Jus. Info. Laborannu_ & Int. Alla. Dep. Dir. Serva. La tal Conn.

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Info. Mgmt.

ADD-Adm._

ADD-Inv.

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& Cong. Affs.

New York Criminal Investigative New York Newark Criminal Investigative New York Honolulu Administrative Services New York St. Louis Little Rock Minneapolis Chicago WMFO

Tesh. Sarks

Training X

Seattle

DIVISION

FD-698 (Rev. 6-26-91)		14	50
Federal Bu Performance Manage	reau of Investigat ement and Recogn ce Plan – Notice	ition System	
[SEE INSTRUCTIONS ON REVERSE]			
1. Payroll Name of Employee		2. Social Security Number	
JOHN P. O'NEILL	,	147-42-1004	
3. Position Title and Grade	······	4. Office of Assignment	
4	GM-15	CHICAGO	
This	of the employee	and is in furtherance of the mission and goals of the	FB
4			o6
5. 		Date	o7C
Ever Forneccont		3/18/93	
Signature of Reviewing Official		/ Date	
have been advised of my critical element(s) and performance performance below the Fully Successful level on any element advancement, and/or office of preference transfer and may be addition, I am aware that performance resulting in a summar	may preclude me from the basis for my rea	m consideration for promotion, administrative assignment, reduction in grade, or removal. In	
nerit increase and one-half or no general increase.			
BCPONEU	•	4/2/93	
Signature of Employee		Date	
J			
D1.	an Modification		
The attached modification to this Plan is consistent with the and goals of the FBI.	e position description	of the employee and is in furtherance of the mission	
Signature of Rating Official		Date	
•			
Signature of Reviewing Official		Date	
have been advised of this modification to my Plan and am o apply.	n aware that the cons	equences of my performance as specified above contin	ue
0. Signature of Employee		Date	
Signature of Employee		Date	
The use only $A h (1/3)$	'		
ogged:			
	Accepted/	Review not completed due to:	
CE Type Code Cat. Reviewed	Rejected	Plan superseded	
/ V PAUPER A CL2/25/4	B OK	Grade change	
2 1 PRCIDE A I	nr	Reassignment	
		Ceased duty	
3 POASSO A V	OL	FERREE	
		FBI/	DOJ

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s). This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. Failure to provide or renew notice of the Plan in accordance with the following schedule invalidates the appraisal process. A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating official must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document this fact in the space for item 7. The reviewing official is to sign and date within 30 days after the Plan is presented to the employee. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

When the same Plan is continued from one appraisal period to the next, the rating official and the employee are to review the Plan (including each CE and PSs Page (FD-698a)) within 30 days after the beginning of the new period and the reviewing official is to review it within 30 days after the employee's review. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page. No submission to the PRAU is necessary.

Items 8-10 of the retained office copy are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy with current signatures and dates thereon is to be submitted with appropriate CE and PSs Page(s) to the PRAU. Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FD-698a (Rev. 6-26-91)

Federal Bureau of Investigation Performance Management and Recognition System Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]

 Supervisory Special Agent GM-15 (ASAC) FIELD

 1. Payroll Name of Employee
 2. Social Security Number

 JOHN P. O"NEILL
 147-42-1004

Critical Element # 1 OPERATIONS MANAGEMENT: Manages assigned investigative and administrative operations/programs through direction and oversight of personnel and material resources. Operations/programs may include, but are not limited to, White-Collar Crimes, Organized Crime, Foreign Counterintelligence, Applicant, Informant, or the like. Develops and/or maintains systems of internal accounting and control to monitor efficiency of operations and to prevent or minimize potential losses from fraud, waste or abuse.

4. (a) X Initial Assignment; (b) Adjustment; (c) Addition; (d) Termination

PERFORMANCE STANDARDS Fully Successful

Works with the SAC to establish/modify office priorities to correspond to changing local conditions; develops and manages workload accordingly. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones. Assignment of responsibilities to subordinate personnel reflects their varying levels of experience and personal qualifications, thereby ensuring the effective use of personnel resources. Skillfully uses communications techniques, including periodic reviews of program accomplishments, to convey office/squad goals and priorities and program requirements to subordinates.

Establishes, maintains and regularly monitors effective systems of internal accounting and control that assure full compliance with applicable regulations, etc., and introduces viable modifications to established methods to improve efficiency of allocation and utilization of resources. Impact of control systems is sufficient to enhance cost efficiency of operations and frequently results in reduction of specific investigative/program costs.

Superior

Works aggressively with the SAC to develop priorities and management methods that correspond to office and FBIHQ guidelines, taking into consideration changes in local and national circumstances. Consistently anticipates potential variations/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration.

Full, personal involvement in, and effective communications regarding, program management assure efforts of pertinent personnel are focused on priority assignments. Effectively assigns responsibility for various specific functions to subordinates, resulting in more efficient achievements of objectives.

Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Control mechanisms are continually reviewed and adjusted as necessary to encourage compliance with requirements, resulting in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.

of Employee

V12193 Date

THREE FBI/DOJ

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Instructions For Preparing The Critical Element And Performance Standards Page

This Page is used to record a single critical element (CE) and its performance standards (PSs) and must be attached to a Notice Page (FD-698). Together these Pages comprise a Performance Plan. With the exception of initials and dates, the information on this form must be typewritten.

Items 1-2 Self-explanatory.

Item 3

Assign an identifying number. CEs are to be numbered consecutively. A CE may be added or deleted during the appraisal period as necessary (see Item 4 below). If a CE is deleted, that number is not to be reassigned to any element subsequently added. Upon submission of an entirely new Plan, at the outset of an appraisal period, CEs should be numbered consecutively beginning with #1.

Define the CE. It must (1) be consistent with the employee's position description, but not a complete restatement of the duties/responsibilities contained therein, and (2) specifically state those duties, responsibilities, tasks or functions of the job that are essential to its successful accomplishment, using action verbs such as develop, plan, direct, supervise, control, review, give guidance, appraise, etc.

Item 4 Item 4(a) must be marked when an entirely new Plan is communicated to an employee.

Item 4(b) must be marked when an existing CE and/or its PSs are adjusted to expand or clarify previously expressed information but there is no substantive change in the performance level requirements. Reuse the original CE number.

Item 4(c) must be marked when a CE is added to an existing Plan.

Item 4(d) must be marked when an existing CE is deleted. Execution of a new CE and PSs Page is not necessary in this instance. A copy of the Page for the CE being deleted must accompany the Notice Page sent to the Performance, Recognition and Awards Unit.

Item 5 Record the PS for the Fully Successful and Superior levels for this CE.

In developing PSs, the rating official, with input from the employee, must (1) consider the employee's role in accomplishing the goals and objectives of the organizational entity, (2) use available resources (e.g., employee's position description, office MBO statement, etc.) to establish specific levels of achievement for the CE, (3) state PSs as succinctly, specifically and concretely as possible to enable the accurate measurement of the employee's actual performance in comparison to the PS, and (4) state the PSs in terms reflecting quality, quantity, timeliness, amount of review or revision required, compliance with applicable regulations and procedures, and other measurements of performance as appropriate.

Item 6 Self-explanatory.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.



Performance Plan - Critical E	ement and Recognition Syst. Element and Performance Standards Page
[SEE INSTRUCTIONS ON REVERSE]	GM 15
1. Payroli Name of Employee	2. Social Security Number
JOHN P. O'NEILL	147-42-1004
ability of each to perform designated duties. Completes recommendations for within-grade and quality step incre oversight of time and attendance and other related adm. DOJ/FBI Affirmative Action plans and EEO Program	
4. (a) X Initial Assignment; (b) Adjustment; (c)	:) Addition; (d) Termination .
5. PERFO	PRMANCE STANDARDS
provide on-the-job training and recommend formal train individual effectiveness or promotional opportunities. Effectively integrates various personnel actions affecting significance of basic principles of personnel manageme	s and potential, in determinences of Makes conscientious effort to ining opportunities for eligible employees when same may enhance g subordinates, thereby demonstrating awareness of continuing ent. Assures the propriety, accuracy and timeliness of personnel is completed personally or by subordinates. When feasible, provides ag in individualized dialogue with subordinates to determine their hative Action plans and EEO goals and objectives.
	Superior
reasonably to the individual's abilities. Observes, evaluation basis, and in accordance with standard procedures, en	to assure that individual assignments and performance equate luates and corrects activities of each subordinate on a continuing mploying effective methods of time management to ensure administrative assignments. Through personal involvement, and potential problem areas, and provides timely advice or
performance of subordinates. Consistently ensures the and in accordance with both the basic requirements a	the-job and formal training, to acknowledge and improve skills and e submission of personnel actions prior to deadlines, when feasible, and the intent of pertinent policy. Overall effectiveness of supervisory by a high degree of morale, esprit de corps and/or improved ly impacts Affirmative Action plans and EEO goals and objectives.

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6. Initials of Employee

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Federal Bureau of Investigation Performance Management and Recognition System Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]	Supervisory Special Agent GM-15 (ASAC) FIELD
1. Payroll Name of Employee	2. Social Security Number
JOHN P. O'NEILL	147-42-1004
3. Critical Element # <u>3</u> :	
ASSOCIATE EXECUTIVE RESP	PONSIBILITY: Assumes the duties, or acts on the behalf, of the SAC during

his/her absence and/or as designated with respect to specific investigative and/or administrative matters of the field office. Participates in such general administrative/executive functions as budget formulation, purchasing control, and fleet/property management.

4.	(a) \underline{X} Initial Assignment;	(b) Adjustment;	(c) Addition;	(d)	Termination	т. Г.

5.	PERFORMANCE STANDARDS	
	Fully Successful	± +

Ensures continuity of operations is maintained in accordance with the SAC's established preferences by maintaining thorough familiarity with on-going and proposed operations and by regularly attending and participating in general briefings. In addition to maintaining thorough familiarity with written policymaterial addressing areas os assigned responsibilities, establishes good rapport with pertinent controlling entities at FBIHQ to resolve complex policy and/or procedural issues that may arise. Completes assigned administrative responsibilities accurately and effectively, in accordance with established policy, and consistently on a timely basis.

Internal and external liaison contacts are effectively established and maintained, resulting in a meaningful and efficient exchange of work-related information. Professional demeanor enhances the FBI's image and increases the likelihood of the adoption of Bureau preferences by outside agencies. Aggressively works to foster and enhance useful contacts that may serve to further office/program objectives.

Superior

Regularly and effectively participates in operational and administrative briefings, and makes meaningful contributions to policy-making within the office. Reliably and authoritatively assures continuity and progression of office operations in the absence of, or as delegated by, the SAC. Thorough familiarity with full range of assigned administrative topics and quality of pertinent liaison contacts at FBIHQ enables the SAC to delegate broad areas of substantive responsibility without necessity for more than cursory review.

Consistently demonstrates ability to effectively handle full range of liaison responsibilities in a professional manner, even when confronting those who are antagonistic to the FBI. Fosters and enhances high quality liaison contacts that results in significant strides toward the achievement of office/program objectives.

Initials of Employee

THREE FBI/DOJ

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					6-A. Code			~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~							
FBI						6-C. Code 6-D. Legal Authority 6-E. Code 6-F. Legal Authority									
5-E. Code	5-F. Legal	Authority						6-E. Code		-					
7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT 78-F0-714 060					15. TO: Position Title and Number SUPERVISORY SPECIAL AGENT 78-F0-714 060						-				
8. Pay Plan GM	9. Occ. Code 1811	10. Grade 15	11. Step/Rate 00		,472.00	13. I P		16. Pay Plan GM		Occ. Code B11	18. Grade 15	19. Step/Rat 00		y/Award 698.00	21. Pay Basis PA
14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION CHICAGO 3150				FEDERAL BUREAU OF INVESTIGATION CHICAGO 3150											
23. Vetera 1 27. FEGLI		e 3- 10-Po	int/Disability int/Compensable		0 – Point/Other 0 – Point/Compe	insabli	e/30%	1 28. Annui	-None -Pern	nanent 3-	•Conditional •Indefinite	25. Agen	cy Use	26. Vet Pref YES 29. Pay Rate	X NO
B WAIVED 30. Retirement Plan 31. Service Comp Date (Leave) 6 CS-NO REDUCTION 90 06-22-70 POSITION DATA 34. Position Occupied 2 1-Competitive Service 2-Excepted Service 3-SES General 38. Duty Station Code 39. Duty Station(City-Colspan="2">City-Colspan="2"Colspan=					36. Appro	-Full- Part	-time -time ion Code		sonal H-F	T Seasonal F On-Call F On-Call	33. Part-Tim	veekly Pay Period			
40. Ageno	y Data	41.		42.			43.			44. SQUAE	: 0003				
40. Agency Data41.42.43.45. Remarks SALARY INCLUDES A FULL MERIT INCREASE OF \$21 RATING OF EXCEPTIONAL AND YOUR SALARY'S LOCA THE RATE RANGE OF YOUR GRADE SALARY IN BLOCK 20 INCLUDES SPECIAL PAY ADJU BASIC PAY IS \$74710.00						LOCA	TION IN	TH	E UPF	ER TWO	-THIRDS	S OF			

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Departm	nent or Agency		50. Signature/Authentication and Title of Approving Office				
FEDERAL BURE	AU OF INVESTIG	ATION					
47. Agency Code	48. Personnel Office ID	49. Approval Date	WILLIAM S. SESSIONS	3/WH			
		10-10-92	DIRECTOR	J/ WVII			



FD-698 (Rev. 6-26-91) Federal Bureau of Investiga	
Performance Management and Recogn Performance Plan – Notice	ition System
[SEE INSTRUCTIONS ON REVERSE]	
1. Payroll Name of Employee	2. Social Security Number
JOHN P. O'NEILL	147-42-1004
3. Position Title and Grade	4. Office of Assignment
SUPERVISORY SPECIAL AGENT (ASAC) GM-15	Chicago
This ion of the employee	and is in furtherance of the mission and goals of the FBI.
5.	9/16/92 b6
	$\frac{9/16/92}{Date} b^{6}b^{7}C - b^{7}C
6. Aleren V. Pomerent	9/25/92
Signature of Reviewing Official	Date
I have been advised of my critical element(s) and performance standards for the fiperformance below the Fully Successful level on any element may preclude me from advancement, and/or office of preference transfer and may be the basis for my re addition, I am aware that performance resulting in a summary rating below the Fiber merit increase and one-half or no general increase.	m consideration for promotion, administrative assignment, reduction in grade, or removal. In
T. Alli O'NSell	12/1/97
Signature of Employee	
<i>{ /</i>	
Plan Modification	,
The attached modification to this Plan is consistent with the position description and goals of the FBI. 8	
Signature of Rating Official	Date
9.	
Signature of Reviewing Official	Date
I have been advised of this modification to my Plan and am aware that the consto apply.	equences of my performance as specified above continue
Signature of Employee	Date
PRAU USE ONLY 1911/092	
CE Type Code Cat. Reviewed Rejected HREF & D. WHY OK Accepted/ Rejected Accepted/ Rejected Accepted/ Rejected	Review not completed due to: Plan superseded Grade change Reassignment Ceased duty
3 V MARTA //X	
Y I MINI J	

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RECEIVE Normandel Plan is comprised of a Notice Page and Critical Element and Performance

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FD-698a (Rev. 6-26-91)	
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Performance Management and Recogn	ition System
Performance Plan - Critical Element and Per	formance Standards Page
[SEE INSTRUCTIONS ON REVERSE] 1. Payroll Name of Employee	۰.
SUPERVISORY SI	PECIAL AGENT GM 15 (ASAC)
1. Payroll Name of Employee	2. Social Security Number
	· · · · · · · · ·
3. Critical Element # 1 : OPERATIONS MANAGEMENT: Manages	investigative and administrative
operations/programs as assigned through direction and or	
resources. Develops and/or maintains systems of interna	
<pre>* monitor efficiency of operations and to prevent or mining * upate or always</pre>	nize potential losses from fraud,
waste or abuse.	· · · · · · · · · · · · · · · · · · ·
4. (a) Initial Assignment; (b) Adjustment; (c) Addition; (d)	Termination
5. PERFORMANCE STANDAR	DS
Fully Successful	
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Works aggressively with the SAC to develop priorities at to office and FBIHQ guidelines, taking into considerati circumstances. Consistently anticipates potential vari management plans and incorporates means to readily adju maximizes effectiveness of personnel by taking personal	nd management methods that correspond on changes in local and national ations/problems when developing st to such changes. Whenever possible,
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1937 Tanga Tanga	Performance Management and Recognition System
1	Performance Plan - Critical Element and Performance Standards Page
1.1.1	
	[SEE INSTRUCTIONS ON REVERSE] SUPERVISORY SPECIAL AGENT GM-15 (ASAC)
A CAN	1. Payroll Name of Employee 2. Social Security Number
\$	
	3. Critical Element # 2: SUPERVISION OF SUBORDINATES: Assigns and reviews work of subordinates,
	evaluating and striving to develop ability of each to perform designated duties. Completes
	full range of personnel actions, including performance appraisals, recommendations for
	within-grade and quality step increases, promotions, reassignments, and the like. Maintains
i Haite	oversight of time and attendance and other related administrative records. Implements and is actively supportive of DOJ/FBI Affirmative Action plans and EEO Program goals and policies.
	actively supportive of bos/Fbr Altitimative Action plans and BEO frogram goars and porteres
÷***	4. (a) Initial Assignment; (b) Adjustment; (c) Addition; (d) Termination
in.	
	5. PERFORMANCE STANDARDS
ц.	Fully Successful
Ş.	Observes, evaluates and corrects activities of each subordinate on a regular basis,
S.	recognizing and appropriately responding to circumstances requiring adjustments to normal
A.C	schedule of review. When practical, makes work assignments that are reflective of
	subordinates' interests and potential, in addition to demonstrated ability. Reviews performance on a personal basis tailored to meet individual strengths and weaknesses. Makes
in the second se	performance on a personal basis tailored to meet individual strengths and weaknesses. Makes conscientious effort to provide on-the-job training and recommend formal training opportunities
57 A	for eligible employees when same may enhance individual effectiveness or promotional
3	opportunities.
; a	opportanities.
(*.3*	Effectively integrates various personnel actions affecting subordinates, thereby demonstrating
R.	awareness of continuing significance of basic principles of personnel management. Assures
24	the propriety, accuracy and timeliness of personnel action submissions and administrative
	recordkeeping is completed personally or by subordinates. When feasible, provides
2	meaningful guidance in career development by engaging in individualized dialogue with
<u>.</u>	subordinates to determine their strengths and weaknesses. Measurably impacts Affirmative
	Action plans and EEO goals and objectives.
1	Superior
-9. - 14.	Actively works with each subordinate, as appropriate, to assure that individual assignments
्म् स्क	and performance equate reasonably to the individual's abilities. Observes, evaluates and
A.	corrects activities of each subordinate on a continuing basis, and in accordance with
	standard procedures, employing effective methods of time management to ensure reasonable
4 × 55	allocation of time to both operational and administrative assignments. Through personal
ي. ترجية	involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.
10. 14. 14.	areas, and provides timely advice of assistance, thereby averting major difficulties.
1	Utilizes full range of personnel actions, including on-the-job and formal training to
17. 12.	acknowledge and improve skills and performance of subordinates. Consistently ensures the
12	submission of personnel actions prior to deadlines, when feasible, and in accordance with
.	both the basic requirements and the intent of pertinent policy. Overall effectiveness of
** 2.	supervisory methods may be reflected favorably within the office by a high degree of morale,
3. 	esprit de corps and/or improved performance on the part of subordinates. Significantly
- 20-1	impacts Affirmative Action plans and EEO goals and objectives.
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Performance Management and Recognition System Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]

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				• •	SUPERVISORY SPECIAL AGENT GM 15 (ASAC)
1.	Payroll Name of Employee	** **	 	a 191	2. Social Security Number
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3. Critical Element # 3 : ASSOCIATE EXECUTIVE RESPONSIBILITY: Assumes the duties, or acts on behalf, of the SAC during his/her absence and/or as designated with respect to specific investigative and/or administrative matters of the field office. Participates in such general administrative/executive functions as budget formulation, purchasing control, and fleet/property management.

4. (a) ____ Initial Assignment; (b) ____ Adjustment; (c) ____ Addition; (d) ____ Termination

PERFORMANCE STANDARDS Fully Successful

Ensures continuity of operations is maintained in accordance with the SAC's established preferences by maintaining thorough familiarity with on-going and proposed operations and by regularly attending and participating in general briefings. In addition to maintaining thorough familiarity with written policy material addressing areas of assigned responsibilities, establishes good rapport with pertinent controlling entities at FBIHQ to resolve complex policy and/or procedural issues that may arise. Completes assigned administrative responsibilities accurately and effectively, in accordance with established policy, and consistently on a timely basis.

Internal and external liaison contacts are effectively established and maintained, resulting in a meaningful and efficient exchange of work-related information. Professional demeanor enhances the FBI's image and increases the likelihood of the adoption of Bureau preferences by outside agencies. Aggressively works to foster and enhance useful contacts that may serve to further office/program objectives.

Superior

Regularly and effectively participates in operational and administrative briefings, and makes meaningful contributions to policy-making process within the office. Reliably and authoritatively assures condinuity and progression of office operations in the absence of, or as delegated by, the SAC. Thorough familiarity with full range of assigned administrative topics and quality of pertinent liaison contacts at FBIHQ enables the SAC to delegate broad areas of substantive responsibility without necessity for more than cursory review.

Consistently demonstrates ability to effectively handle full range of liaison responsibilities in a professional manner, even when confronting those who are antagonistic to the FBI. Fosters and enhances high quality liaison contacts that result in significant strides toward the achievement of office/program objectives.

Initials of Employee

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Perfe	Performance Ma	anagement and Reco	gation System	, ,
	ormance Plan - Criti	cal Element and P	erformance Standar	ds Page
SEE INSTRUCTIONS ON	REVERSE]		SUPERVISORY SPEC	CIAL AGENT GM 15 (ASA
. Payroll Name of Emplo	ууее		2. Social Security	Number
9 - 19 Y			• `	the business communi
rthermore, he/she		law enforcement to the média a	agencies, and mun nd general public	icipal governments. . Makes speeches,
. (a) Initial Assign	ment; (b) Adjustmen	it; (c) Addition;	(d) Termination	
•	P!	ERFORMANCE STAND	ARDS	
		Fully Successful		
nagement intention	ns. Responds aggre	ssively to defen	d or promote Bure	au's interests.
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• 1 3 FD-699 (Rev. 6-26-91)

Federal Bureau of Investigation Performance Management and Recognition System **Performance Appraisal Report - Cover Page**

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[SEE INSTRUCTIONS ON REVERSE]	
1. Payroll Name of Employee	2. Office of Assignment
JOHN P. O'NEILL	CHICAGO
3. Social Security Number	4. PMRS Indicator
147-42-1004	M1 M3 M4 M5
	C. Oursey Deting
5. Position Title and Grade SUPERVISORY SPECIAL AGENT (ASAC) GM-15	6. Summary Rating EXCEPTIONAL
<u> </u>	
7. Rating of Critical I	Siement(s)
<u> </u>	
# <u>1</u> # <u>2</u> # <u>3</u> # <u>4</u>	##*#
8.	
A NOD O A	5/2/9-
Signature of Rating Official	
	Date
9. I have reviewed and approved this appraisal. () See my commentation	s attached.
Noldon La Vernert	9/1/92
Signature of Reviewing Official	Date ·
10. I am aware that a rating of less than Fully Successful on any critica administrative advancement, and/or office of preference transfer, and	
or removal. In addition, I am aware that my summary rating, if be	low the Fully Successful level, may be the basis for a zero merit
increase and one-half or no general increase. My signature only ind necessarily in agreement with the information herein or that I am re	
ALL DOLLAR	,
TO ASIX	9/18/02
The U. OT CUT	
Signature of Employee	Date
14. Type Appraisal	
A 🗍 Annual - Type 🦳 Regular	PRAU USE ONLY
C Conversion	Logged
L Delayed Date T X Special - Type Position Change Date	Reviewed // /
T X Special - Type Position Change Date O X Change in Rating Official Date	
N 🗌 Current Appraisal Date	Printout
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Instructions for Preparing the Performance Appraisal Report Cover Page

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RECEIVED NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may M be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Ave Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instructions in completing the biographical data on a special appraisal.

- Items 1-3 Self-explanatory.
- Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an Item 4 employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Staffing and Pay Administration Unit.
- Item 5 Self-explanatory.
- Complete item 7 prior to determining the summary rating. The summary rating Item 6 is determined by reference to the Combinations Table in policy material. (Note: When any critical element is rated below the Fully Successful level, the summary rating may be no higher than the lowest element rating assigned.) For annual conversions, simply copy the summary rating from the prior special.
- Record the rating level assigned to each CE on the Evaluation Page(s). List the Item 7 CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.
- Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.
- Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.
- Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.
- Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to provided copies of their PARs, unless the information therein prohibits release. assification of the "information therein prohi-



Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee	2.	Social Security Number	
	JOHN P. O'NEILL		147-42-1004	
3.	Specify general nature of assignment during most of the appraisal period.		-	

Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # <u>1</u> as listed on the Plan. 4a. Descriptor:

OPERATIONS MANAGEMENT

5. Rating Level: EXCEPTIONAL

ASAC O'NEILL reported on board in September, 1991, and during this rating period has been responsible for the White Collar Crime Program, Violent Crimes and Major Offenders Program, the Interstate Theft Program, and the Rockford Resident Agency. He has also been assigned responsibility for coordination of Undercover activities and the Alias/False Identification Program.

Since his arrival, White Collar Crime has increased its proactive status and not only has he helped to establish a Health Fraud Squad, which has been approved by FBIHQ, but has coordinated with the U. S. Attorney's Office a recently approved Fast Track system for Financial Crimes.

He has also assisted the SAC in obtaining FBIHQ approval for a Gang Crimes Squad, which is now operational and has a task force which expected to be staffed by five Chicago Police Department detectives.

It should also be noted in the fugitive area that preliminary inquiries are now being utilized as approved by FBIHQ to assist local law enforcement in alleviating violent crime and providing support to the "Safe Streets" concept.

Several other accomplishments include support for the "Weed and Seed" concept which is significantly important in the Chicago area and supported by the U. S. Attorney

His performance in this critical element is considered to be Exceptional.

Initia of Employee

FBI/DOJ



Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. 1	Payroll Name of Employee	2. Social Security Number
<u>. </u>	JOHN P. O'NEILL	147-42-1004
3. 5	Specify general nature of assignment during most of the appraisal period.	· · · ·

Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # 2 as listed on the Plan. 4a. Descriptor:

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SUPERVISION OF SUBORDINATES

5. Rating Level: EXCEPTIONAL

ASAC O'NEILL is in constant contact with his supervisory staff and holds them accountable for all matters within their program responsibilities, but allows them independent management and development of their subordinates when competent leadership is evident. He actively supervises and oversees all the programs under his responsibility but allows his supervisors to exercise authority consistent with the goals set through coordinated discussion and planning. He has identified training needs and delegated the responsibility for coordinating seminars and conferences to his supervisory staff. Numerous conferences have been scheduled for the coming year under his direction.

His performance in this critical element is considered to be Exceptional.

Initials Employee



Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2. Social Security Number
JOHN P. O'NEILL	147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # 3 as listed on the Plan. 4a. Descriptor:

ASSOCIATE EXECUTIVE RESPONSIBILITY

5. Rating Level: SUPERIOR

During this rating period he has on a few occasions represented the SAC in his absence at official functions. He has presented several speeches concerning matters under his supervision. He keeps the SAC informed daily on matters within his program responsibilities, and, representing the SAC has established contacts with numerous Inspectors General in matters such as health care fraud, environmental crimes, gang crimes and violent street crime

His performance in this critical element is considered superior.

Initials of Employee

FBI/DOJ



[SEE INSTRUCTIONS ON REVERSE]

FD-699a (Rev. 6-26-91)

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1.	Payroll Name of Employee	2. Social Security Number
	JOHN P. O'NEILL	147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # <u>4</u> as listed on the Plan. 4a. Descriptor:

LIAISON

5. Rating Level: EXCEPTIONAL

ASAC O'NEILL has established and maintains outstanding relationships with Federal Inspectors General, as indicated previously, and with the Chicago Police Department and the Cook County Sheriff's Office. He has personally coordinated the creation of the Gang Crimes Squad with the Chicago Police Department's gang crimes commander and the Deputy Superintendent responsible for this program. He has also maintained close contact with the Chief of Detectives regarding "Safe streets" and the Violent Crime Program. He has established an outstanding relationship with banking officials within the Chicago Division and is enhancing those relationships with a seminar scheduled for June, 1992, regarding the Fast Track concept.

His performance in this critical element during this rating period is considered to be Exceptional.

Initials Employee

Honorable Henry E. Hudson Director United States Marshals Service 600 Army Navy Drive Arlington, Virginia 22202-4210

Dear Mr. Hudson:

Telephone Rm.

Thank you so much for your August 14th letter. I appreciate deeply your taking the time from your busy schedule to recognize the efforts of my associates in Chicago in connection with the shooting of Deputy United States Marshal and Court Security Officer

Your letter will be brought to the attention of Special Agent in Charge William Branon, Assistant Special Agents in Charge William C. Clancy, Jr., and John O'Neill, and Special Agents I know how much your kind comments will mean to them, and Mr. Clancy will be especially gratified by your acknowledgment of the assistance he rendered you. He and the others are sure to share my appreciation for your thoughtfulness and to add their thanks to mine.

Sincerely yours,

William S. Sessions Director SEP

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1 - SAC, Chicago (PERSONAL ATTENTION) - Enclosure Also, bring to the attention of ASACs William C. Clancy, Jr., and John P. O'Neill, SSA and SA (William D. Branon) - Enclosure 67-606062 MAILED Following approval of this letter, the yellow should NOTE: beurouted to the File Services Unit, Information Management Division, for the preparation of additional copies for the personnel files of named employees. The names of the two Marshals Service employees shot in this case were obtained from a letter that Director Sessions sent to Mr. HUDSON on Dep. Dir. 7-29-92 to extend the sympathy of the FBI. ADD Adm. ADD Inv. Asst. Dir.: JB:cap (5) Adm. Servs. Crim. Inv. Ident. Info. Mgnt. insp. Intell 000 Lab. Com Off of Liaison Legal Coun. Date of a _ ident S ITH Afts Un: Un Tech. Servs. Off of Info. Ment ADD Adm Training Inspection Public AH ADD-Inv Cong. Alis. Cong. Affs. Off. Úif. Intell. 011. of EEO Off. of EEO Off. Liaison & Int. Affs. Off. of Public Affs. MAIL ROOM

U.S. Department of Justice

United States Marshals Service

Director

600 Army Navy Drive Arlington, VA 22202-4210

August 14, 1992



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The Honorable William S. Sessions Director Federal Bureau of Investigation J. Edgar Hoover Building, Room 7176 9th and Pennsylvania Avenue, N.W. Washington, DC 20535

Dear Bill:

I want to reiterate to you how much the men and women of the United States Marshals Service appreciate the assistance and support provided by your Chicago Field Office during the recent tragic shooting of two of our employees. Deputy Director John Twomey, who headed up an internal shooting review team on site, advises me that your agents have undertaken an impressively thorough and aggressive investigation of the circumstances attending the attempted escape of the assailant, I have every confidence that this matter will be brought to a successful conclusion.

The employees of the United States Marshals Service join me in saluting the agents of your Chicago Field Office for a superbly conducted investigation. I especially wish to commend Special Agent in Charge William D. Branon, Assistant Special Agents in Charge William J. Clancy, Jr., and John P. O'Neill, Supervisory Special Agent and Special Agent

Aside from the investigative aspects of the Chicago incident, your agents in that office have provided an unforgettable level of support and sensitivity for our employees. Although our offices in Chicago have traditionally enjoyed an excellent working relationship, this event forged an unprecedented bond.

Undated (Syped 9/11/92 Discop signed 9/11/92



On a personal note, I want to commend Bill Clancy for the assistance rendered to me while I was in Chicago at the time this event occurred. Many of the decisions required during the incident were difficult for a newly appointed director of a law enforcement agency. Bill's wisdom and experience provided invaluable guidance to me as I charted our course that evening.

I am grateful for the continuing support and friendship of the FBI.

Best wishes,

Henry E. Hudson Director

August 11, 1992

Dear	
Dour	

On behalf of the Federal Bureau of Investigation (FBI) Criminal Investigative Division, I want to thank you for your letter of appreciation concerning the ongoing cooperative investigative effort between _____ and the FBI.

As you indicated in your letter and as we discussed during our meeting in April, it is extremely important that the FBI ______further develop our working relationship. The cooperation and mutual assistance that are derived from such a relationship will become increasingly more important to our common efforts to combat International Organized Crime.

Sincerely yours,

Larry A. Potts Assistant Director Criminal Investigative Division



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149

NOVEMBER 20, 1991

MR. JOHN P ONEILL FEDERAL BUREAU OF INVESTIGATION CHICAGO, IL 60604

DEAR MR. ONEILL:

It is a pleasure to take this opportunity to commend you for your EXCEPTIONAL performance of duties during the past appraisal year. To further recognize your laudable efforts, I wish to present to you the enclosed check valued at \$1,207.82 which symbolizes the award you have merited under the Performance Management and Recognition System.

I thank you for your exemplary performance during this time and encourage you to continue these fine efforts in support of the FBI's critical mission.

Sincerely yours,

William S. Sessions Director

Enclosure

110

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143 ~ 0-93 (Rev. 01/25/91) DEPARTMENT OF JUSTICE DERAL BUREAU OF INVESTIGATIO **COMMUNICATION MESSAGE FORM** TRANSMIT VIA: **PRECEDENCE: CLASSIFICATION: X** Teletype Immediate **TOP SECRET Priority** SECRET DATE: 4/23/92 **X** Routine CONFIDENTIAL UNCLAS E F T O ^PAGE 1 OF 2 X UNCLAS FM DIRECTOR FBI TO FBI CHICAGO/ROUTINE/ ВΤ UNCLAS CITE: //0653// PASS: ASAC JOHN P. O'NEILL.

SUBJECT: HEALTH CARE FRAUD SEMINAR, FORT LAUDERDALE, FLORIDA, 5/4-8/32.

RE BUREAU TELCALL TO CHICAGO DATED 4/22/92.

THIS WILL CONFIRM ATTENDANCE OF ASAC JOHN P. ⁶O'NEILL¹ CHICAGO DIVISION¹ AS A SPEAKER FOR CAPTIONED SEMINAR. ASAC O'NEILL IS SCHEDULED TO ADDRESS THE CONFERENCE ON 5/5/92 ON THE TOPIC OF COORDINATING NATIONAL HEALTH CARE FRAUD INVESTIGATIONS.

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	*****	** FOR COMM CEN	TER USE ONLY *	****
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DEPARTMENT OF JUSTICE DERAL BUREAU OF INVESTIGATIO COMMUNICATION MESSAGE FORM

PAGE 3

Drafted By: JLF:MAY {3} Room/TL #: 3865 Phone No: 5682

COPY DESIGNATIONS:



b6 b7C

March 12, 1992

PERSONAL

Mr. Delbert N. Dilbeck Federal Bureau Of Investigation Chicago, Illinois

Dear Del:

This is to commend Assistant Special in Charge (ASAC) John P. O'Neill and Supervisory Special Agent (SSA) for their efforts in connection with the Environmental Crimes (ECS) Training Conference recently held in Oakbrook, Illinois.

As you are aware, an ECs task force comprised of Federal, state, and local agencies was recently formed in your Division. ASAC O'Neill recognized this as an opportunity for the FBI to take a lead role in the task force and to develop an aggressive ECs program in the Division. With the support of ASAC O'Neill, SSA arranged for the White-Collar Crimes Section, FBIHQ, to provide a two-day basic training conference.

I have been advised that SSA did an exceptional job organizing the conference and ensured that representatives from all of the Federal, state, and local environmental law enforcement agencies were invited to attend. Over 100 individuals representing over 25 agencies were in attendance. Moreover, the conference was well received, and the criminal intelligence base and liaison relations of the Division were well served.

1 - Personnel File of Delbert N. Dilbeck 1 - Personnel File of John P. O'Neill 1 - Personnel File of William J. Clancy Jr. 1 - Personnel File of _______ 1 - ______(Attention: ________ RJC:rjc (8)

DUPLICATE YELLOW





Mr. Delbert N. Dilbeck

I would also like to take this opportunity to express my appreciation to ASAC William J. Clancy Jr. for making the opening remarks at the conference.

Please express my personal appreciation to ASACs O'Neill and Clancy and SSA for a job well-done.

I wish you and the Division's ECs efforts continued success.

Sincerely,

William J. Esposito Chief, White Collar-Crimes Section Criminal Investigative Division

b6 b7C



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4. Your home mailing address (Number and street)		5. Social Security Number	Yes No		
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FD-699 (Rev. 1-19-88)

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[SEE INSTRUCTIONS ON REVERSE]

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FD-699 (Rev. 1-19-88) Revision to item 10 per 5/8/90 Airtel captioned, "PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (PMRS), POLICY REVISIONS"

10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement and/or office of preference transfer, and may be the basis for my reassignment, reduction in grade or removal. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and onehalf or no general increase. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it.

Initials of employee

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FD--599a (Rev. 1-19-88)

Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee	2. Social Security Number
	JOHN P. O'NEILL	147-42-1004
3.	Specify general nature of assignment during most of the appraisal period.	
	UNIT CHIEF, GOVERNMENTAL FRAUD UN SECTION	IT, WHITE-COLLAR CRIMES
4.	Critical Element # 1 as listed on the Plan. 4a. Descriptor: PROGRA	AM/RESOURCE MANAGEMENT
5.	Rating Level: EXCEPTIONAL	
	Unit Chief (UC) O'Neill has served	d as Chief of the Governmental
	Fraud Unit (GFU) of the White-Collar Crimes	Section (WCCS) since January,
	1991. For an approximate period of one mon	
	current position, he also served as Acting	Chief of the newly formed
	Economic Crimes Unit of the WCCS.	

UC O'Neill has managed the GFU and the Governmental Fraud Subprogram (GFSP) of the White-Collar Crime Program in an exceptional manner during the period from January, 1991 to the present. The GFSP currently utilizes 17% of WCCP investigative resources fieldwide and includes a myriad of complex investigations directed at fraud in Federally funded programs and agencies, environmental crimes, violations of antitrust laws, civil matters involving the U.S. Government. Priority investigative emphasis has been and continues to be placed on the high priority GFSP areas of defense procurement fraud, housing program fraud, health care fraud and environmental crimes.

The GFU, under UC O'Neill's direction, is involved on a daily basis in the management of highly sensitive undercover operations, T IIIs and utilization of cooperating witnesses in GFSP investigations. Title The GFU has managed the FBI's ongoing national initiatives in the areas of defense procurement fraud (product substitution and subcontractor bribery), housing program fraud (equity skimming and loan origination), health care fraud (pharmacy fraud) and environmental crimes. The GFU The GFU is a strong advocate of innovative investigative techniques in GFSP investigations and is recognized and praised by SACs and ASACs for its demonstrated expertise and support of these investigations.

Date

6. Initials of Employee

JOHN P. O'NEILL - 1 42-1004 Unit Chief, Governmental Fraud Unit, White-Collae Crimes Section Critical Element #1 continued

UC O'Neill additionally coordinated a computer crimes working group of field Agents temporarily assigned to the WCCS for the purpose of reviewing the FBI's efforts and policy and making appropriate recommendations for changes to increase performance and formulate an appropriate fieldwide response to this crime problem. The implementation of recommendations made by this working group will significantly improve the FBI's performance in this areas of the WCCP.

Initials of Employee

FD-599a (Rev. 1-19-88)

Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report – Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee	2. Social Security Number
	JOHN P. O'NEILL	147-42-1004
3.	Specify general nature of assignment during most of the appraisal period. UNIT CHIEF, GOVERNMENTAL FRAUD UNI SECTION .	T, WHITE-COLLAR CRIMES
4.	Critical Element # as listed on the Plan. 4a. Descriptor: SUPERV	ISION OF SUBORDINATES

5. Rating Level: EXCEPTIONAL

UC O'Neill directly supervises five Supervisory Special Agents (SSAs) and five support employees assigned to the GFU. These employees, under O'Neill's direction, have exhibited high quality supervision and oversight of GFSP matters. UC O'Neill has personally reviewed the analytical workload of the GFU and realigned the responsibilities of GFU analysts to provide for more efficient utilization and increased cross training and skill development for these personnel. Employees assigned to the GFU have displayed a team approach to short deadline projects and taskings and their work products are routinely of the highest quality. UC O'Neill did a commendable job in supervising the computer crimes working group of field Agents assigned temporarily to the WCCS for 60 days. UC O'Neill's performance in this critical element has been outstanding and deserving of an exceptional rating.

6. Initials of Employee

9/4/91 Date

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Federal Bureau of Investigation Periodian Peri

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee	2. Social Security Number	2. Social Security Number			
	JOHN P. O'NEILL	147-42-1004				
3.	Specify general nature of assignment during most of the appraisal period.					
	UNIT CHIEF, GOVERNM	MENTAL FRAUD UNIT, WHITE-COLLAR CRIMES				
4.	Critical Element # as listed on the Plan. 4a. 1	Descriptor: COMMUNICATION SKILLS				

5. Rating Level: EXCEPTIONAL

UC O'Neill has demonstrated exceptional oral and written communication skills. The GFU's written communications, including frequent informative notes to the Director and Executive Management on sensitive investigations and issues, are well written, thorough and timely. Oral briefings are very effectively presented and demonstrate expertise in WCCP matters. UC O'Neill's advice on sensitive issues impacting upon the GFSP is regularly sought by senior FBI and DOJ officials. The written report of the computer crimes working group is an outstanding work product as are frequent briefing books prepared by the GFU. UC O'Neill has made several presentations on GFSP investigations, policy and related issues at national conferences and in-service training seminars.

6. Initials of Employee

Date

FD₇699a (Řev. 1–19–88)

Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report – Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee 2. Social Security Number
	JOHN P. O'NEILL 147-42-1004
3.	Specify general nature of assignment during most of the appraisal period.
	UNIT CHIEF, GOVERNMENTAL FRAUD UNIT, WHITE-COLLAR CRIMES SECTION
4.	Critical Element # as listed on the Plan. 4a. Descriptor: LIAISON

5. Rating Level:

EXCEPTIONAL

The GFU has liaison responsibilities with the Offices of Inspectors General throughout the Federal government, the Antitrust, Civil and Environment and Natural Resources Divisions of DOJ, and the Fraud Section of the Criminal Division, DOJ. The direct liaison efforts of UC O'Neill and SSAs assigned to the GFU have been outstanding and have contributed substantially to the GFSP and the WCCP. These liaison efforts have directly supported ongoing national initiatives within the GFSP and have contributed to the recognition of the FBI's demonstrated expertise in these matters. The GFU additionally supports the membership of the Associate Deputy Director - Investigations on the President's Council on Integrity and Efficiency. UC O'Neill has pursued an aggressive liaison role, both individually and in directing the unit's liaison efforts, and his performance in this critical element has been exceptional.

Date

6. Initials of Employee

Standard Form 52-B Rev. 8/88 U.S. Office of Personnel Mana FPM Chapter 296	gement	j.E	EQUEST	FOR PE	RSONN	EL ACT					Ъб Ъ70	
PART A—Requestin	ng∘Office (Al	so comple	art∘B, Items 1, 1	7-22, 32, 33, 3	6 and 39.)				2. Re	equest Nurr	iber	
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SAC WILLIA	M J. CLAN	VCY	-		SAC DE	ELSERT	N. DI	LBECK				
PART B—For Preparation of SF 50 (Use only codes in FPM Supplement 2						292-1. Show all dates in month-day-year order.)				09-12-91		
. Name (Last, First, Middle)			•		2. Social Security Number 3. Date of Birth 147-42-1004 02-06-52				h 4. Ei	4. Effective Date		
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1-None 2-5 Point	3-10 Point/Disabilit 4-10 Point/Comper		Point/Other Point/Compensable	/30%						YES	XNO	
7. FEGLI									29.	Pay Rate D	eterminant	
0. Retirement Plan			31 Service Cor	mp. Date (Leave)					nal 33.	Part-Time I	Hours	
CSRS-	SPEC		06-22-			-Full-time -Part-time	G-FT Seasonal Q-PT Seasonal	H—FT On Call R—PT On Call		Per	Biweekly Pay F	
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4. Position Occupied				-Exempt	36. Appropria	ation Code			37.	Bargaining	Unit Status	
2-Excepted Servi 2. Duty Station Code	ce 4-SES Career	Reserved		Nonexempt Ion (City-County	State or Ove	rseas Location)			I			
0. Agency Data	41.	42.		43.		44.						
5. Educational Level	46. Year Degree A	Attained 47. A	cademic Discipline	48. Functio	nal Class	49. Citizen	ship	50. Vietnam	Era Vet 51.	Supervisor	y Status	
						1 1	SA 8—Other	V—Yes	NN0 3 V	/	6	
PART C-Reviews			used by request	- · · · · · · · · · · · · · · · · · · ·	14			Late 1- 101	· · · · · · · · · · · · · · · · · · ·		Dete	
1. Office/Function	lnit	ials/Signature		Date	Office/ D.	Function		Initials/Sigr	nature		Date \	
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).					F.		1				71	
·				<u> </u>	<u> </u>		1			A = -	roval Dete	
2. Approval: I certify th					s						roval Date 18-91	
the proposed action	is in compliance v	with statutory a	and regulatory f	equirements.	11					Ψľ.	1977	

to Supervisors: Do you know of additional or conflicting reasons for the employee's resignation/retirement? If "YES", please state these facts on a separate sheet and attach to SF52-B.)	YES	NO NO
	<i>.</i>	
		,
		*

Privacy Act Statement

You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue

regulations with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary or Labor or a State agency in connection with administration of unemployment compensation programs.

The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled.

1. Reason for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day-midnight-unless you specify otherwise.)

2. Effective Date	3. Your Signature	4. Date Signed	5. Forwarding Address (Number, Street, City, State, ZIP Code)
		1	
PART F-Re	marks for SP 50	Qı C	1 . O

	Federa	National Mor	rtgage Associatio				
FNMA RUES	ST FOR VEI	,			YMENT		
INSTRUCTIONS: LENDER- Complete items 1 t	thru 7. Have applica	Int complete iter	m 8. Forward di	rectly to emp	ployer named in item 1.		
EMPLOYER-Please complete	either Part II or Par	t III as applicab	le. Sign and retu	ırn directly t	o lender named in item 2.		
	PART I	REQUEST					
1. TO (Name and address of employer) FBI		2. FROM(Name	e and address of len	ider)			
10th and Pennsylvania Ave. N.W. Washington, DC 20535 ATT: Verfication Dept. Room 4274		Associates Na P.O. Box 226 Dallas, TX 75		prporation	Ъ6 Ъ7С		
				<u></u>			
	4. TITLE Loan	Processer	5. DA	.te ./29/91	6. LENDER'S NUMBER (optional)		
<u> </u>							
I have applied for a mortgage loan and stated that I am n information.	now or was formerly en						
7. NAME AND ADDRESS OF APPLICANT (Include em John P. O'Neill SS#147 42 1004 3530 Westmoreland Dr. PART II-V		any and all info credit or mortga	My/Our signature(s) to compation requested co	pelow is my/our a oncerning my/our otes National Mor	ortgage Corporation for a home authorization to you to release r employment, bank accounts, rtgage Corporation for its con- dit report.		
EMPLOYMENT DATA					1519-		
9-APPLICANT'S DATE OF EMPLOYMENT	12A. CURRENT	Co-Bori		* *****			
6/22/70	Check Period	d) 🖾 ANNUAL	HOURLY	PAY GRADE	C		
10: PRESENT POSITION	\$ 69,644		(Specify)	TYPE			
Supervisory Special Agent	1991	128 EARNINGS	<u>**</u> 	BASE PAY	* \$		
11 PROBABILITY OF CONTINUED EMPLOYMENT	TYPE Y	TEAR TO DATE	PAST YEAR				
His position in this Bureau*	R STORES		•	FLIGHT OR	\$		
13.IF OVERTIME OR BONUS IS APPLICABLE, IS ITS CONTINUANCE LIKELY?	S BASE PAY		59,544.00	HAZARD	⁴ \$		
	AUO AUO AUO AUO S	15,998.40	8,395.20 \$	CLOTHING			
	Premium Pay	601.16	1,682.39 \$	QUARTERS	S \$		
	Retransformer and	,		PRO PAY	\$		
	A BAR BAR BAR	51,707.82	\$1,288.33	OVER SEAS OR COMBA	\$ \T \$		
14-REMARKS (if paid hourly, please indicate average h		the water in the	and past year)				
Lis employee being transfer	med at company	request?	وتيرية فعرهم فمعتما				
Effective date of transfer?	To w	hat location?		· · · · ·			
	· · · ·	** * *					
15. DATES OF EMPLOYMENT	ERIFICATION			MENT			
	OVE				BONUS .		
17. REASON FOR LEAVING				·	BONUS		
The REASON FOR LEAVING		18. POSITIO	N HELD		4 per a		
	、			<u> </u>	oring 12-91		
					19 0		
19. SIGNATURE OF EMPLOYER (AND PHONE NUM			21. DATE 417		
		ice Record) 324-416	ds Superv 4	isor	12-12-91		
The confidentiality of the information you have fu		erved except wi	here disclosure (of this inform			
applicable law. The form is to be transmitted direct	ctly to the lender ar	nd is not to be to	ransmitted throu	igh the applic	cant or any other party.		

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AIRTEL

9/23/91

Director, FBI

Legat, London SACs, Atlanta Chicago Houston Jacksonville

Los Angeles Knoxville New York Washington Metropolitan

EXECUTIVE DEVELOPMENT INSTITUTE (EDI) I SECOND SESSION 10/28-11/8/91 AMM P. P. Maile

Special Agents in Charge are requested to notify their field office personnel who have been selected to attend the next EDI session.

This two-week EDI is presented in a new format. Its primary focus is personal development. People selected for EDI I are field or headquarters supervisors, and any ASACs appointed without previously attending.

A second program, called EDI II, will concentrate on operational skills development, such as administering crisis situations, major cases, and leadership. People selected for this program will be ASAC-eligible or newly appointed ASACs, or unit chiefs.

Participants are expected to arrive in time for breakfast which begins at 7:30 a.m., Monday, 10/28/91. The graduation ceremonies will end at 12 noon, Friday, 11/8/91. Participants are requested to confirm attendance via FD-313, Attention: Administrative Services Unit, Quantico. A general information sheet regarding Academy Training is attached.

An overview, class roster, and further details regarding the program will be sent directly to the participants at a later date.

If you have any questions regarding the program, feel free to contact the Management Science Unit, Quantico, Virginia, FTS 878-1222, for Supervisory Special Agent (SSA) or 878-1153 for SSA

Enclosure

pt2, PEY/25m

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ADD Adm. ADD Inv.

Asst. Dir.: Adm. Servs.

Crim. Inv. .

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Telephone Rm.

Director's Office

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Airtel to Legat, London, et al. RE: Executive Development Institute (EDI) I Second Session 10/28-11/8/91

The Career Board has approved the following individuals for attendance at the Executive Development Institute (EDI) I, Session Two, for the period 10/28-11/8/91:

NAME

DIVISION

	Criminal Investigative Criminal Investigative	
	Inspection	•
	ADD - Investigations	
	Criminal Investigative	
	Atlanta	
	Knoxville	
	Legat, London	
	Criminal Investigative	
	Chicago	
	Intelligence Administrative Services	
	Criminal Investigative	b6
	Inspection	b7C
	Intelligence	
	Houston	
	Criminal Investigative	
	New York	
	Criminal Investigative	
	Criminal Investigative	
Megary, William C. O'Neill, John P.	Equal Employment Opportunity Chicago	
	Criminal Investigative	
	Los Angeles	
	Criminal Investigative	
	Jacksonville	
	Washington Metropolitan	
	Inspection	
	Criminal Investigative	•
	Chicago Training	
	Criminal Investigative	

FD-595 (Rev. 1-13468)	
	- T
Federal Bureau of Investig	
Performance Management and Reco Performance Plan - Not	
4 4, 2	
[SEE INSTRUCTIONS ON REVERSE]	
1. Payroll Name of Employee	2. Social Security Number
JOHN P. O'NEILL	147-42-1004
3. Position Title and Grade Supervisory Special Agent (ASAC), GM-15	4. Office of Assignment Chicago
This Defense and Display to an elistent with the providing description of the approximation of the	therease of the mission and goals of the FBI
This Performance Plan is consistent with the position description of the employee and is in the * i'w Grmattion was i'w advectently placed i'w the 5.	- Internet Sector ON miles in the
* INFORMATION WAS INACTURATENTY PRICED TO	
Signature of Rating Official	Date
6	
Signature of Reviewing Official	. Date
performance on any element may be the basis for my reassignment, reduction in grade, or re	·
Signature of Employee	Date
The attached modification to this Plan is consistent with the position description of the emplo	
* De ana star Di enice a	yee and is in furtherance of the mission and goals of the FBI. $9/13/91$
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8. Signature of Rating Official	9/13/91
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8. Decentro Diececto Signature of Rating Official 9. Weldon L. Lennedy	9/13/91 Date 10/10/91 Date
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FBI/DOJ

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I have been advised of my critical elements and performance standards for the forthcoming appraisal period and am aware that performance below the Fully Successful level on any element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer and may be the basis for my reassignment, reduction in grade, or removal. In addition, I am aware that performance resulting in a summary rating below the Fully Successful level may the basis for a zero merit increase and one-half or no general increase.

'Cgnature of Employee

9/13 Date

EDERAL BUREAU OF INVESTIGATION



PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM 15 (ASAC)

_					N	
1.	Payroll Name of Employee	2.	. Social Security Numb	ær		
			•			

: OPERATIONS MANAGEMENT: Manages investigative and administrative operations/programs as assigned Critical Element # through direction and oversight of personnel and material resources. Develops and/or maintains systems of internal accounting and control to monitor efficiency of operations and to prevent or minimize potential losses from fraud, waste or abuse.

4. (a) Initial Assignm	ment; (b) Adjustment; (c) Addition; (d) Termination						
5.	· PERFORMANCE STANDARDS						
Minimallŷ Acceptable							
2 4 A MAR MAR 1		······································					

NOT APPLICABLE EFFECTIVE 5/8/90

Fully Successful

Works with the SAC to establish/modify office priorities to correspond to changing local conditions; develops and manages workload accordingly. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones. Assignment of responsibilities to subordinate personnel reflects their varying levels of experience and personal qualifications, thereby ensuring the effective use of personnel resources. Skillfully uses communications techniques, including periodic reviews of program accomplishments, to convey office/squad goals and priorities and program requirements to subordinates.

Establishes, maintains and regularly monitors' effective systems of internal accounting and control that assure full compliance with applicable regulations, etc., and introduces viable modifications to established methods to improve efficiency of allocation and utilization of resources. Impact of control systems is sufficient to enhance cost efficiency of operations and frequently results in reduction of specific investigative/program costs.

Superior

Works aggressively with the SAC to develop priorities and management methods that correspond to office and FBIHQ guidelines, taking into consideration changes in local and national circumstances. Consistently anticipates potential variations/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration.

Full, personal involvement in, and effective communications regarding, program management assure efforts of pertinent personnel are focused on priority assignments. Effectively assigns responsibility for various specific. functions to subordinates, resulting in more efficient achievement of objectives.

Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Control mechanisms are continually reviewed and adjusted as necessary to encourage compliance with requirements, resulting in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.

6. Initials of Employee

Date

THREE

FBI/DO.I

FEDERAL BUREAU OF INVESTIGATION



PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM 15 (ASAC)

1.	Payroll	Name	of	Employee	
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2. Social Security Number

2 Critical Element # -: SUPERVISION OF SUBORDINATES: Assigns and reviews work of subordinates, evaluating and striving to develop demonstrated ability of each to perform designated duties. Conducts file reviews and completes full range of personnel actions, including performance appraisals, recommendations for within-grade and quality step increases, promotions, reassignments, and the like. Maintains oversight of time and attendance and other related administrative records.

4.	(a) Initial Assignment;	(b) Adjustment; (c) Addition; (d) Termination	
5.		· PERFORMANCE STANDARDS	4
		Minimally Acceptable	, ,
	Oha		

NOT APPLICABLE EFFECTIVE 5/8/90

Fully Successful

Observes, evaluates and corrects activities of each subordinate on a regular basis, recognizing and appropriately responding to circumstances requiring adjustments to normal schedule of review. When practical, makes work assignments that are reflective of subordinates' interests and potential, in addition to demonstrated ability. Reviews performance on a personal basis tailored to meet individual strengths and weaknesses. Makes a conscientious effort to provide on the job training and recommend formal training opportunities for eligible employees when same may enhance individual effectiveness or promote morale.

Effectively integrates various personnel actions affecting subordinates, thereby demonstrating awareness of continuing significance of basic principles of personnel management. Assures the propriety, accuracy and timeliness of personnel action submissions and administrative recordkeeping completed personally or by subordinates. When feasible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses.

Superior

Actively works with each subordinate, as appropriate, to assure that individual assignments and performance equate reasonably to the individual's abilities. Observes, evaluates and corrects activities of each subordinate on a continuing basis, and in accordance with standard procedures, employing effective methods of time management to ensure reasonable allocation of time to both operational and administrative assignments. Through personal involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.

Utilizes full range of personnel actions, including on the job and formal training, to acknowledge and improve the skills and performance of subordinates. Consistently ensures the submission of personnel actions prior to deadlines, when feasible, and in accordance with both the basic requirements and the intent of pertinent policy, including equal employment opportunity and affirmative action. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates.

Initials of Employee

Date THREE

FD-698a (1-28-66)

REDERAL BUREAU OF INVESTIGATION

PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

SUPERVISORY SPECIAL AGENT GM 15 (ASAC)

1. Payroll Name of Employee	2. Social Security Number
	1

4. (a) Initial Assignment; (b) Adjustment;	(c) Addition; (d) Termination
5.	PERFORMANCE STANDARDS
	Minimally Acceptable

NOT APPLICABLE EFFECTIVE 5/8/90

Fully Successful

Ensures continuity of operations is maintained in accordance with the SAC's established preferences by maintaining thorough familiarity with on-going and proposed operations and by regularly attending and participating in general briefings. In addition to maintaining thorough familiarity with written policy material addressing areas of assigned responsibilities, establishes good rapport with pertinent controlling entities at FBIRO to resolve complex policy and/or procedural issues that may arise. Completes assigned administrative responsibilities accurately and effectively, in accordance with established policy, and consistently on a timely basis.

Internal and external liaison contacts are effectively established and maintained, resulting in a meaningful and efficient exchange of work-related information. Professional demeanor enhances the FBI's image and increases the likelihood of the adoption of Bureau preferences by outside agencies. Aggressively works to foster and enhance useful contacts that may serve to further office/program objectives.

Superior \

Regularly and effectively participates in operational and administrative briefings, and makes meaningful contributions to policy-making process within the office. Reliably and authoritatively assures continuity and progression of office operations in the absence of, or as delegated by, the SAC. Thorough familiarity with full range of assigned administrative topics and quality of pertinent liaison contacts at FBIHQ enables the SAC to delegate broad areas of substantive responsibility without necessity for more than cursory review.

Consistently demonstrates ability to effectively handle full range of liaison responsibilities in a professional manner, even when confronting those who are antagonistic to the FBI. Fosters and enhances high quality liaison contacts that result in significant strides toward the achievement of office/program objectives.

6. Initials of Employee

Date THREE

PERFORMANCE PLAN - CRITICAL ELEMENT AND PERFORMANCE STANDARDS PAGE

[SEE INSTRUCTIONS ON REVERSE]

FD-698a (1-28-86)

1. Payroli Name of Employee	2. Social Security Number	
	、 · · ·	

3. Critical Element # ______: LIAISON: Carries out a liaison function with the business community, civic groups, professional societies, law enforcement agencies, and municipal governments. Furthermore, he/she represents the FBI to the media and general public. Makes speeches, appears on TV and radio shows, and generally represents the FBI to various audiences.

4.	(a) Initial Assignment; ((b) Adjustment;	(c) Addition;	(d) Termination	•	•	,	
5.			PERFORM	ANCE STANDARDS				
<u></u>			. Minia	nally Acceptable				
							and a second second the second s	

NOT APPLICABLE EFFECTIVE 5/8/90

Fully Successful-

Regularly persuades personnel of external agencies to accept FBI concepts for use in joint programs and consistently represents the FBI on operational issues within bounds of management intentions. Responds aggressively to defend or promote Bureau's interests.

Superior

During periods of liaison with external agencies, consistently persuades those parties to adopt FBI methods for use in joint operations. Represents the FBI and presents its operational issues in an appealing manner to outside parties. Control methods utilized in liaison result in benefits to the FBI's investigative and administrative operations.

6. Initials of Employee

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Date

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Standard Form 50-B	
Rev. 8/88	
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FPM Chapter 296	
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September 4, 1991

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PERSONAL

Mr. John P4 O'Neill Federal Bureau of Investigation Washington, D.C.

Dear Mr. O'Neill:

Dep. Dir. ADD Adm.

ADD Inv.

Asst. Dir.:

Ident.

Insp. Inteil.

Lab.

Training

Int. Affs.

It is a pleasure to take this opportunity to commend you for your valuable service in developing new procedures for solving computer crimes. I am pleased to present to you a portion of a group award, which the enclosed check represents.

One of your assignments was to devise new guidelines to improve current Bureau policies for computer crime cases, which you completed superbly. In addition, you laudably recommended the personnel who would become involved with the new program. As a result of your efforts, the Bureau can look forward to becoming the leading agency in investigating illegal computer activities. It is a pleasure to thank you for your excellent contributions to this endeavor.

Sincerely yours,

William S. Sessions Ŕ Director с Ш - 52 . J. - 1 . - 33' Eficlosure 1 - Mr. Baker (Personal Attention) Enclosures (2) (\$500 award) You should personally present this cuard and should this not be possible or should presentation delayed by your _____sent it. Inform absence official acting for years employee net amount of check represents this award less withholding Adm. Servs. tax. Crim. Inv. Ъб Based on FD-255 from Mr. Baker to Director dated 8/2/91 Info. Mgnt. b7C with addendum of ASD 8/28/91 re and others, recommendation for incentive awards. Legal Coun. DAMV(4) #3779-91G Tech. Servs. Cong. Affs. Off. Off. of EEO . Off. Liaison & Off. of Public Affs. ____ Telephone Rm. **Director's Office**



July 2, 1991

PERSONAL

Mr. John P. O'Neill Federal Bureau of Investigation Washington, D. C.

Dear Mr. O'Neill:

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Your headquarters is changed for official reasons from Washington, D. C., to Chicago, Illinois, as Assistant Special Agent in Charge, effective upon your adrival there on or after this date.

Travel and transportation expenses and applicable allowances and benefits for you and your dependents incidental to this transfer as provided by the Administrative Expenses Act of 1946, as amended; General Services Administration Federal Travel Regulations dated May, 1989, and implementing regulations prescribed by this Bureau, shall be paid to you or on your behalf. However, before these expenses can be paid by the Government you must agree in writing (Bureau Form 3-34b) to remain in the service of the Government for one year following the first day you report for duty at the new station.

You are reminded that pursuant to Internal Revenue Service regulations, certain moving expenses paid incidental to this transfer are subject to an income tax.

Sincerely yours,

Steven L. Pomerantz/ Deputy Assistant Director -Personnel Officer Administrative Services Division

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- SAC, Chicago (Personal Attention) (67-HQ-679605) Advise arrival -date. 1 - Mr. Baker (Personal Attention) (Enclosures 4) See note, page 2.]l – (Room 6012) 1 SPAU (Sent Direct) :...l. -- <u>RTSU (Sent Direct)</u> 1 1 - Voucher Unit 🐎 1 - Payroll Distribution 1 - Facilities Management & 1 - Property Management Unit Deo. Dir. Security Section ADD Adm. SAH: cmm (14) Cmh ADD inv. Asst. Dir.: to Mr. Kennedy, dated Based on memorandum from Adm. Servs. 6/25/91, AED:lfr. Crim. Inv. ident. intell. Lab. Legal Coun. Rec. Mant. Tech. Servs. Training Cong. Affs. Off. Off. of EEO Off. Liaison & Int. Affs. Off. of Public Affs. Telephone Rm. MAIL ROOM Director's Sec'y.

Mr. John P. O'Neill

Note to Mr. Baker: Enclosed for SA O'Neill are his Transfer Authorization Number ______, Forms 3-34b, and Relocation Information forms. Have him execute Forms 3-34b and return the original and copy, as well as the Relocation Information form, to the Voucher and Payroll Section. SA O'Neill should make appropriate arrangements with the Training Division to insure that he is afforded one day of firearms training. He should contact Property Management Unit, Room 1B122, regarding Bureau property. Instruct him to contact ______ x3514, to arrange for 4 1/2 days of orientation prior to departure on transfer. SA O'Neill should advise SAC's secretary, Chicago Division, of contemplated arrival date.

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Mem	orand	um ,		Dep. Dir. ADD Adm. ADD Inv. Asst. Dir.: Adm.Servs. Crim.Inv. Ident. Insp.
To	:	Mr. Kennedy	Date 6/25/91 b6	- Intell. Lab. Legal Coun. Rec. Mgnt. Tech. Servs. Training. Cong. Affs. Off.
From	:	Chairman FBIHQ Mid-Level Career Board	b7C	Cong. Afts. Off Off. of EEO Off. Liason & Int. Affs Off. of Public Affs Telephone Rm
Subject	:	PERSONNEL CHANGE CAREER BOARD MATTER		Director's Sec'y

The Director has approved the selection of SSA John P. O'Neill, currently assigned to the Criminal Investigative Division, to be transferred and designated Assistant Special Agent in Charge (ASAC), Chicago Division, at no change in grade or salary. SSA O'Neill was rated Fully Successful or above in all elements of his last Performance Appraisal Report. There are no current administrative inquiries or recent administrative action of this Special Agent that would prohibit his transfer.

RECOMMENDATION:

Administrative Services Division prepare the necesary communications to effect the above action.

APPROVED:	Adm. Servs.	Legal Coun(Off. of Liaison
	Crim. Inv.	_Rec. Mgnt	& Int. Affs.
Ourector	_Ident	_Tech. Servsy St. 1.1/(Off. of
ep. Dir	_Inspection	Training (du) m	Public Affs.
D-Adm	Intell	_Cong. Afts. Off	
400-Inv	_Laboratory	_Off. of EEO	

Transfer letter prepared, dated 7/2/9/ by Cmm

AED:lfr

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· * FD-638	SUPERVISORY VACAN	CY REQUEST FOR
то:	Director, FBI Attn: Chairm	an, Career Board, Room 7150 .
From: N	Assistant Director, Crimina	l Investigative Division
Subject:	CAREER DEVELOPMENT VACANCY	
	<u>Special Agent in Charge, Ba</u> (Title of Field/HQ Division	ltimore Field Office
	(TICLE OF TICLUING DIVISION	Advertising vacancy
	Assistant Special Agent in (Squad or Unit where vacanc	<u>Charge, Baltimore Field Office</u> y exists)
	Tahn D. Murdill	
	<u>John P. ඊ'Neill</u> (Name of Agent Applying)	n
		; Career Development Program; m, dated 5/30/91.
1. EOD:		6/22/70 (Clerk); 7/6/76 (SA)
2. Education	on (Year/Field of Study):	1974 Bachelor of Science (Criminal
	· · · · ·	Justice); 1978 Master of Science
		(Forensic Science)
3. EOD Cur	rent Division:	12/4/90
		: 4/8/87 - CID (WCCS); 10/23/89 -
	ng (bivibion, beetion, onic)	
•		Office of Inspections; 12/4/90 - CID
	a 1 (a) a b	(WCCS)
	Supervisor (Date Approved):	8/78
MAP (Da	te of Attendance):	8/16-27/81 MAP I (No contingencies);
		8/19-24/90 MAP II (No contingencies)
6. Previou	s Assignments:	
Division	Begin/End Date	Work Specialty
Baltimore	10/76 - 4/78	SA/FCI
Baltimore	24/78 - 2/83	SA/Organized Crime
Doltzman		
Baltimore		SSA/WCC; OC Squad
		SSA/WCC Program Manager
FBIHQ - Div	· 6 4/87 - 10/89	SSA/Public Corruption Unit, WCC Section
FBIHQ - Div	. 6 8/89 - 10/89	SSA/Acting Unit Chief, Public
	-,,	Corruption Unit, WCCS
FBIHQ - Div.	10 10/89 - 11/90	Inspector's Aide, Office of
~	, , _, _ _	Inspections
FBIHQ - Div.	6 12/90 - 2/91	Acting Unit Chief, Economic Crimes
		Unit, WCC Section
FBIHQ - Div.	6 <u>1/91</u> - Present	Unit Chief, Governmental Fraud Unit,
C.		WCC Section
Sec me	my to Kimud	WCC Section M. 7/19/91. Lom
7. Bureau S	peciarcies: General Police I	instructor, Fingerprint Instructor,
Organized Cr	ime IS, Labor Racketeering T	S, Public Corruption Seminar, FBI
Supervisor Ma	anagement Seminar - Comprehe	ensive, Bureau Management Training
Level TT Cr	isis Management School, Exec	utive Stress Management b6
Environmenta	1 Crimes Training, numerous	training conferences and seminars b7C
Concerning M	hito-Collar Onime matters	craining conferences and seminars
		Numerous schools and lectures
regarding FO	renarc actence and crime sce	ne search techniques. Attended
several confe	erences on Hostage Negotiati	ons and Crisis Management.
·		
1 - <u>Chairman</u>	<u>, Ca</u> reer Board, Room 7150 (s	ent direct) 3K:Lom
1 -	(sent direct)	
1 - Mr. Rive	ra (sent direct)	•
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3. Pre-FBI Experience Ingerprint Technician, Statification Division, FBIHQ, 6/70 through 7/75. Research Analyst, FOIPA, Records Management Division, FBIHQ, 7/76 through 6/76.

9. Concise narrative of investigative experience: Upon completion of new Agent training, I was assigned to FCI responsibilities and developed and managed an UCO successfully targeting a specific area of FCI interest. In 1977, I designed and implemented a forensic response team which remains in operation to this date. Through my participation in this team I was involved in the processing of numerous homicides; Bureau shooting incidents; a major airplane crash; kidnapping, extortion, drug, and robbery sites. Beginning in 1978, I developed and managed a long-term complex RICO investigation. Numerous investigative techniques were used to include a Group I UCO, over 400 consensually monitored conversations, and multiple Title III coverage, resulting in 11 convictions. On 2/1/83, I was designated Acting Supervisor of a newly formed Public Corruption/Labor Racketeering (PC/LR) Squad. On 7/6/83, I was designated a stationary supervisor of this squad with 16 Agents and three detectives assigned. Cases managed on the squad included the full menu of PC and LR matters, both in the WCC and OC Programs. The squad successfully developed several Group I and Group II UCOs and employed three Title IIIs. The squad conducted a significant drug investigation involving Columbians and LCN members, all of who were convicted. In March, 1986, I was designated the Baltimore Division WCC program manager. On 4/8/87, I was assigned to the Public Corruption Unit, WCCS, FBIHQ, as an SSA. During this assignment, I was responsible for program management of PC violations and cases within numerous FBI field divisions. My assignments included .b6 coordination of the Bureau's assistance in the congressional impeachment b7C trial of USDC Judge Miami, Florida. This assignment required close liaison with the U.S. House of Representatives and Senate. From 8/89 to 10/89, I shared Acting Unit Chief responsibilities with another SSA in the Public Corruption Unit. From 10/89 to 11/90, I was assigned as an Inspector's Aide and conducted several WCC Program and Drug Program audits along with all other major program audits. During this time, I participated in the inspection of the largest and smallest field offices, RAs, and Legats and fully participated in the Shooting Incident Review conducted in July, 1990, in Las Vegas, Nevada. From 12/4/90 - 2/19/91, I was assigned as the Acting Unit Chief of the newly formed Economic Crimes Unit, WCCS. During this period, I undertook efforts to staff the unit and arrange for appropriate office space and furniture. I organized and carried out a major review of all aspects of the FBI's response to a growing computer crime problem. I also initiated a detailed review of the issue of insolvency in the Nation's insurance industry. Through this assignment I expanded my knowledge of telemarketing fraud, bankruptcy fraud, securities and commodities frauds, insurance and computer crimes. On 1/4/91, while still Acting Unit Chief of the Economic Crimes Unit, I assumed the duties of Unit Chief of the Governmental Fraud Unit. I have initiated several administrative changes in the Unit and have sought to enhance the FBI's liaison efforts with the 63 Inspectors General, EPA, and the various components of DOJ. Several national initiatives in health care fraud and transportation fraud have been initiated. The Unit currently is handling 42 Group I or II UCOs and 4 Title IIIs and is attempting to be fully responsive to the field's needs.

10. Division Head Comments:

(SEE ATTACHED CID ADDENDUM)



Supervisory Vacancy Request Form from Assistant Director William M. Baker, CID, to Director, FBI Attn: Chairman, Career Board, Room 7150 RE: CAREER DEVELOPMENT VACANCY

ADDENDUM: CRIMINAL INVESTIGATIVE DIVISION (CID), 6/13/91, HJE:vc

Mr. O'Neill is a very competent, experienced Special Agent. He has been the Unit Chief of the Governmental Fraud Unit since 1/91 and has performed in an exceptional manner. He has personally been involved in fast-moving, sensitive investigations and in those situations exhibited sound judgement. His written and oral communication skills are excellent. He is very much qualified for the position of ASAC and is deserving of CID's highest recommendation.

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то:	Director,	FBI Attn: Chair	man, Career Board, Room 7150
From: W	<u>Assistant</u>	Director, Crimir	al Investigative Division
Subject:	CAREER DE	VELOPMENT VACANCY	<u> </u>
· _	<u>Special A</u> (Title of	gent in Charge, C Field/HQ Divisio	chicago Field Office on Advertising Vacancy)
		<u>Special Agent ir</u> Unit where vacar	<u>Charge, Chicago Field Office</u> cy exists)
	John P.(O (Name of	Neill Agent Applying)	
	Reference	Notice of Vacance Division, dated	y; Career Development Program; Chicago 5/15/91.
		Tield of Study):	6/22/70 (Clerk); 7/6/76 (SA) 1974 Bachelor of Science (Criminal Justice); 1978 Master of Science (Forensic Science)
	rent Divis HQ (Divisi	ion: on, Section, Unit	Office of Inspections; 12/4/90 - CID
	Supervisor ate of Atte	(Date Approved): endance):	(WCCS) 8/78 8/16-27/81 MAP I (No contingencies); 8/19-24/90 MAP II (No contingencies)
6. Previou Division	_	ents: Begin/End Date	Work Specialty
Baltimore		10/76 - 4/78	SA/FCI
Baltimore		4/78 - 2/83	SA/Organized Crime
Baltimore Baltimore		2/83 - 4/87	SSA/WCC; OC Squad
FBIHQ - Div	7. 6	5/86 - 4/87 4/87 - 10/89	SSA/WCC Program Manager SSA/Public Corruption Unit, WCC
FBIHQ - Div			Section
		8/89 - 10/89	SSA/Acting Unit Chief, Public Corruption Unit, WCCS
FBIHQ - Div.		10/89 - 11/90	Inspector's Aide, Office of Inspections
FBIHQ - Div.		.2/90 - 2/91	Acting Unit Chief, Economic Crimes Unit, WCC Section
FBIHQ - Div.		<u> 1/91</u> - Present	Unit Chief, Governmental Fraud Unit,
Organized Cr Supervisor M II, Crisis M Training; nu Crime matter crime scene	pe <mark>cialties</mark> ime IS, La lanagement lanagement merous tra s. Numero search tec	General Police bor Racketeering Seminar - Compret School, Executive School, Executive Schools and le	WCC Section Instructor, Fingerprint Instructor, IS, Public Corruption Seminar, FBI Mensive, Bureau Management Training Leve Stress Management, Environmental Crime and seminars concerning White-Collar ectures regarding Forensic Science and ed several conferences on Hostage
	n, Career B beck (sent	Board, Room 7150 (direct)	(sent direct) 3/ALD: RTL

Concise narrative of investigative experience: Upon completion of 9. new Agent training, I was assigned to FCI responsibilities and developed and managed an UCO successfully targeting a specific area of FCI interest. In 1977, I designed and implemented a forensic response team which remains in operation to this date. Several other field offices have copied the Baltimore model. Through my participation in this team I was involved in the processing of numerous homicides; Bureau shooting incidents; a major airplane crash; kidnapping, extortion, and robbery sites. Beginning in 1978, I developed and managed a long-term complex RICO investigation. Numerous investigative techniques were used to include a Group I UCO, over 400 consensually monitored conversations, and multiple Title III coverage, resulting in 11 convictions. On 2/1/83, I was designated Acting Supervisor of a newly formed Public Corruption/Labor Racketeering (PC/LR) Squad. On 7/6/83, I was designated a stationary supervisor of this squad with 16 Agents and three detectives assigned. Cases managed on the squad included the full menu of PC and LR matters, both in the WCC and OC Programs. The squad successfully developed several Group I and Group II UCOs and employed three Title IIIs. In March, 1986, I was designated the Baltimore Division WCC program manager. On 4/8/87, I was assigned to the Public Corruption Unit, WCCS, FBIHQ, as an SSA. During this assignment, I was responsible for program management of PC violations and cases within numerous FBI field divisions. My assignments included coordination of the Bureau's assistance in the congressional impeachment trial of USDC Judge Miami, Florida. This assignment required close liaison

with the U.S. House of Representatives and Senate. From 8/89 to 10/89, I b6 shared Acting Unit Chief responsibilities with another SSA in the Public b7C Corruption Unit. From 10/89 to 11/90, I was assigned as an Inspector's Aide and conducted several WCC Program audits along with all other major program audits. During this time, I participated in the inspection of the largest and smallest field offices, RAs, and Legats and fully participated in the Shooting Incident Review conducted in July, 1990, in Las Vegas, Nevada. From 12/4/90 - 2/19/91, I was assigned as the Acting Unit Chief of the newly formed Economic Crimes Unit, WCCS. During this period, I undertook efforts to staff the unit and arrange for appropriate office space and furniture. I organized and carried out a major review of all aspects of the FBI's response to a growing computer crime problem. I also initiated a detailed review of the issue of insolvency in the Nation's insurance industry. Through this assignment I expanded my knowledge of telemarketing fraud, bankruptcy fraud, securities and commodities frauds, insurance and computer crimes. On 1/4/91, while still Acting Unit Chief of the Economic Crimes Unit, I assumed the duties of Unit Chief of the Governmental Fraud Unit. I have initiated several administrative changes in the Unit and have sought to enhance the FBI's liaison efforts with the 63 Inspectors General, EPA, and the various components of DOJ. Several national initiatives in health care fraud and transportation fraud have been initiated. The Unit currently is handling 41 Group I or II UCOs and 4 Title IIIs and is attempting to be fully responsive to the field's needs.

10. Division Head Comments:

Supervisory Vacancy Request Form from Assistant Director William M. Baker, CID, to Director, FBI Attn: Chairman, Career Board, Room 7150 RE: CAREER DEVELOPMENT VACANCY

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ADDENDUM: CRIMINAL INVESTIGATIVE DIVISION (CID), 5/29/91

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Mr. O'Neill is an experienced Agent who possesses a strong work ethic. He is very dedicated and well respected by his peers. He is a self-starter, aggressive and utilizes excellent judgement in administrative and operational issues. He has an excellent background in White-Collar Crimes as well as other priority programs. He presently is the subprogram manager for the White-Collar Crimes Section's Governmental Fraud Subprogram which he is overseeing in an exceptional manner. Mr. O'Neill is well qualified for the position of ASAC and is highly recommended by CID.

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LE/4/90 UNCLAS E F T 0 ROUTINE		
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Honorable Shirley D. Peterson Assistant Attorney General Tax Division Department of Justice Washington, D.C.

Dear Ms. Péterson:

Thank you for your letters of May 2nd and 3rd about the assistance you have received from Supervisory Special Agent and other representatives of our Criminal Investigative Division in connection with your crusade against motor fuel excise tax evasion.

I will share your comments with Bill Baker so that he can pass them along to the others you so thoughtfully mentioned. I know they were glad to support the Tax Division in this project and will all be as appreciative as I am of your kind comments.

Sincerely yours,

William S. Sessions Director

DUPLICATE YELLOW

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1 - Mr. Baker - Enclosures (2)
 Personal Attention: Also bring to the attention of
 DAD Larry A. Potts, and SSAs William J. Esposito,
 and John P. O'Neill.
1 - Mrs. Munford

- 1 67-617299 (William M. Baker) Enclosure 1 - 67-722735 (Larry A. Potts) - Enclosure
- 1 <u>67-604982 (William J. Esposito)</u> Enclosure 1 - _______- Enclosure (1)- 67-679605 (John P. O'Neill) - Enclosure

ESH: amm (9)





Dear Director Sessions:

In re-reading my recent letter to you about the Bureau's assistance in our campaign against motor fuel excise tax evasion, I noticed that I inadvertently failed to mention what a fine help John O'Neill has been. He has taken an active interest in the proposal and has been a tremendous help.

Thank you again for your and the Bureau's support.

Sincerely,

Shirley D. Peterson Assistant Attorney General Tax Division

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-nn P. O'Neill 67-679605 SSA-Unit Chief Div. 6 Gov. Fraud NO and VERNEERS

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46. Employing Department or Agency FEDERAL BUREAU OF INVEST		50. Signature/Authentication and Title of Approving Official	, , <u>,</u>	26
47. Agency Code 48. Personnel Office ID 4	9. Approval Date 01-10-91	WILLIAM S. SESSIONS Director		

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FD~699 (	Rev. 6	-26-91)
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V11/2/93

Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Cover Page

(SEE INSTRUCTIONS ON REVERSE) Payroll Name of Employee 2. Office of Assignment ONEILL JOHN P CHICAGO 3150 Social Security Number 3. 4. PMRS Indicator 147-42-1004 ΜЗ Position Title and Grade 5. 6. Summary Rating SUPERVISORY SPECIAL AGENT GM 15 EXCEPTIONAL 7. Rating of Critical Element(s) Е Е Е # 1 <u>#_3</u> 2 8 b6 b7C Date 9. I have reviewed and approved this appraisal. ( )See my comments attached. Nund Signature of Reviewing Official Date 10. I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion, administrative advancement, and/or office of preference transfer, and may be the basis for my reassignment, reduction in grade or removal. In addition, I am aware that my summary rating, if below the Fully Successful level, may be the basis for a zero merit increase and one-half or no general increase. My signature only indicates that I have reviewed this appraisal, not that I am necessarily in agreement with the information herein or that I am relinquishing my right to request reconsideration of it. Signature of Employee Date 11 Type of Appraisal PRAU USE ONLY Logged Ø Annual-Type X Regular А Reviewed С Conversion Entered L Delayed Date Verified T □ Special-Type Position Change Date 0 Change in Rating Official Printout Date Ν <u>0</u>67 2 *Currênt :Appraisal Date ۵ Requested by FBIHO. Date D Conclusion of Detail Date F. PADPER, POSUPE. HDASSO. 2412/23 EE

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### Instructions for Preparing the **12** 12 **13** Formance Appraisal Report Cover Page

NOTE: Rating official is to complete the necessary Evaluation Page(s) prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, the names and titles of rating and reviewing officials may be typewritten below their signatures.

Preprinted form FD-699 will be furnished by the Performance, Recognition and Awards Unit (PRAU) for use in the preparation of the employee's annual appraisal. The biographical data on this form should be verified, with any discrepancies being corrected in ink, and the form returned to the PRAU as the first page of the Report. Refer to items 1-5 listed below for instruction in completing the biographical data on a special appraisal.

- Items 1–3 Self-explanatory.
- Item 4 Circle one PMRS indicator. The indicator M1, M3, M4 or M5 is assigned when an employee is in a supervisory or managerial position at the GM 13, 14 or 15 level. Assignment of the appropriate indicator is the responsibility of the office and coordinated by the Pay and Position Management Unit.
- Item 5 Self-explanatory.
- Item 6 Complete item 7 prior to determining the summary rating. The summary rating is determined by reference to the Combinations Table in policy material. (NOTE: When any critical element is rated below the Fully Successful level, the summary rating may be no higher than the lowest element rating assigned.) For annual conversions, simply copy the summary rating from the prior special.
- Item 7 Record the rating level assigned to each CE on the Evaluation Page(s). List the CEs consecutively by number and record the rating level assigned to each on the line above. For annual conversions, simply copy the element levels from the prior special.
- Item 8 Rating official is to sign and date the appraisal before submitting to higher level official for review.
- Item 9 Reviewing official is to sign and date the appraisal before it is presented to the employee. He/she must assure the validity and fairness of the appraisal. Any modifications made must be justified with comments on plain white bond paper. The reviewing official may not modify a conversion appraisal.
- Item 10 Self-explanatory. If the employee refuses to sign the appraisal, the rating official must document the refusal and the date of same in the space allowed for this item.
- Item 11 Record the reason the appraisal is being issued and enter the date of the action causing the issuance. (Example: An appraisal required due to the departure of a rating official would be marked as "change in rating official" and the last working day of the supervisor would be used for the date.)

The date of the action causing the appraisal does not need to match the signature dates. No date is necessary for appraisals issued at the end of the annual period unless the period is extended past September 30th for reasons set forth in policy material. In this case, "Delayed" is to be marked and the date of same.

Refer to policy material for additional guidance on the preparation of Reports for employees rated below Fully Successful.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee	2.	Social Security Number	-
	JOHN P. O'NEILL		147-42-1004	
3.	Specify general nature of assignment during most of the appraisal period.	•		-

Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # ____las listed on the Plan. 4a. Descriptor:

OPERATIONS MANAGEMENT

#### 5. Rating Level: EXCEPTIONAL

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During the entire rating period ASAC O'NEILL has been responsible for the oversight of Chicago's White Collar Crime Program, the Violent Crime and Major Offenders Program, and the Interstate Theft Program. He has also been responsible for the coordination of the Chicago Division Undercover activities and the Alias/False Identification Program.

ASAC O'NEILL's impact on the programs for which he is responsible has been nothing short of remarkable. Because of his proactive approach to investigative matters, he is principally responsible for the development of highly significant impact cases and the establishment of a highly comprehensive intelligence base which feeds all of Chicago's investigative programs.

As the ASAC responsible for the oversight of Chicago's number one investigative priority, the White Collar Crime Program, ASAC O'NEILL has been responsible for a number of initiatives to include the following: Chicago has established an informal task force consisting of the FBI, IRS, U.S. Postal Inspector's Office, and the U.S. Trustee's Office, to address significant bankruptcy frauds which have been identified in the Chicago area. Through his contacts with the Federal Trade Commission, ASAC O'NEILL has established a case referral system relating to boiler room and telemarketing frauds. Through his direction, continuing contacts have been developed with major universities in the Chicago area, as well as major businesses, for the purpose of developing computer fraud Chicago is continuing contacts with a variety of agencies to cases. include the Securities Exchange Commission, the National Association of Securities Dealers, the Chicago Board Options Exchange, the Chicago Board of Trade, and the Chicago Mercantile Exchange, to insure that Chicago has maintains its lead position in the investigation of securities and commodities frauds.

*** OESOLETE EVALUATION PAGE ORAY TO ACCEPT PER CONVERSATION BETWEEN ON 8/12/92.

6. Initia Employee

10/13/9 3

#### Instructions for Preparing the Performance Appraisal Report Evaluation Page

NOTE: No Evaluation Pages are required in the conversion of a special appraisal to an annual.

With the exception of the employee's initials and date, information on this form is to be typewritten. Use one Evaluation Page for each critical element (CE) assigned.

Items 1-2 Self-explanatory.

Item 3 Record the employee's organizational title, e.g., Squad Supervisor, Unit Chief, or the like, and the type of duties performed during the appraisal period. If more than one Evaluation Page is utilized, this item need only be completed on the first such page.

Item 4 Record the CE by its identifying number from the Performance Plan and provide, in item 4a., its title and/or a brief summary of the element.

5 Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved. Enter the appropriate rating level in the space provided and summarize in narrative fashion the employee's demonstrated performance concerning the CE, including specific examples of accomplishments/deficiencies noted during the appraisal period.

Narrative summaries are required for each CE rated above or below the Fully Successful level. If the employee's performance meets the Fully Successful level, a narrative summary is not required.

Narratives for CEs rated below Fully Successful must include a reference to the Performance Improvement Plan (PIP) or PIP Resolution, particularly the date of issuance to the employee.

Item 6 Self-explanatory.

Employees are to be afforded access to their Performance Appraisal Reports (PARs). Upon request, employees are to be provided copies of their PARs, unless the classification of the information therein prohibits release.

Item 5

Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee	2.	Social Security Number	
	JOHN P. O'NEILL		147-42-1004	-
3.	Specify general nature of assignment during most of the appraisal period.	•		

Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # _____las listed on the Plan. 4a. Descriptor:

OPERATIONS MANAGEMENT

#### 5. Rating Level: EXCEPTIONAL

The Chicago Division is also responsible for handling over 400 Financial Institution Fraud cases of which over 200 involve losses exceeding Three of Chicago's cases involve national bank failures, \$100,000.00. and 18 of those cases involve savings and loan failures. Furthermore, it was through ASAC O'NEILL's efforts that the Fast Track Program was reinstituted in Chicago to deal with the less complex FIF investigative ASAC O'NEILL is also responsible for the reinvigoration of matters. Chicago's Public Corruption Program. At present, the Chicago Division is involved in a large number of corruption cases involving a wide variety The establishment of Chicago's Health Care Fraud of local officials. Squad was largely due to the efforts of ASAC O'NEILL, and that squad has developed significant cases in a wide variety of Health Care areas.

Again, it was largely due to ASAC O'NEILL's initiative that Chicago formed a Gang Crimes Squad and a Fugitive Squad. In all, the Chicago Division operates three Safe Streets Task Forces consisting of personnel from the FBI, Chicago Police Department, and the U.S. Marshall's Service. It should be noted that the creation of these task forces staffed by local police has helped minimize jurisdictional problems. The Chicago Division is confronting the problem of street gangs with a strategy developed by ASAC O'NEILL which complements the Chicago Police Department Gang Crimes Unit. The goal of the task force to eliminate the leadership of Chicago's street gangs. It should be noted here that ASAC O'NEILL prepared a comprehensive study of the street gang problem within the City of Chicago which identified a total gang membership which exceeds 77,000 members.

b6 b7C *** OBSOLETE EVALUATION PAGE OKAY TO ACCEPT PER CONVERSATION BETWEEN ON 8/12/92.

Initials of Employee

0/13/92

Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee	2.	Social Security Number		-
	JOHN P. O'NEILL		147-42-1004	-	_

3. Specify general nature of assignment during most of the appraisal period.

Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # ___las listed on the Plan. 4a. Descriptor:

OPERATIONS MANAGEMENT

5. Rating Level: EXCEPTIONAL

All of the investigative programs and sub-programs overseen by ASAC O'NEILL during the rating period have recorded significant impact accomplishments and are currently involved in significant, impact investigations.

In summary, ASAC O'NEILL's performance in this critical element has been Exceptional.

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 *** OBSOLETE EVALUATION PAGE OKAY TO ACCEPT PER CONVERSATION BETWEEN ON 8/12/92.

Date

6. Initials of Employee

Federal Bureau of Investigation Performance Management and Recognition System **Performance Appraisal Report - Evaluation Page** 

[SEE INSTRUCTIONS ON REVERSE]

1.	Payroll Name of Employee	2.	Social Security Number
	JOHN P. O'NEILL		147-42-1004
3.	Specify general nature of assignment during most of the appraisal period.	÷	

Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # 2as listed on the Plan. 4a. Descriptor:

SUPERVISION OF SUBORDINATES

#### 5. Rating Level: EXCEPTIONAL

ASAC O'NEILL is in constant contact with his supervisory staff and holds them accountable for all matters within their program responsibilities, but he allows them independent management and development of their subordinates. He invites input from the supervisors whom he manages and encourages a free exchange of information. That input from his supervisors and other subordinates provides comprehensive justification for investigative program decisions. Through his leadership, the performance of the supervisors assigned to him has shown a dramatic improvement. He has developed extremely close working relationships with his supervisory staff, and the marked improvement in the morale of that staff is clearly evident to this rating official. His performance in this critical element is considered to be Exceptional.

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Initials

2 10/13/23 Date

Federal Bureau of Investigation Performance Management and Recognition System Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee	2.	Social Security Number
JOHN P. O'NEILL		147-42-1004

3. Specify general nature of assignment during most of the appraisal period.

Assistant Special Agent in Charge - White Collar Crime, Violent Crime and Major Offenders, and Interstate Theft Program

4. Critical Element # _____ 3as listed on the Plan. 4a. Descriptor:

ASSOCIATE EXECUTIVE RESPONSIBILITY

5. Rating Level:

EXCEPTIONAL

ASAC O'NEILL coordinated and served in place of the SAC in a wide variety of executive level contacts with federal and local agencies. He also chaired the Chicago Division Undercover Committee which reviews and passes on all proposed undercover operations in the division. He has attended numerous meetings, in and out of the division, representing the SAC and the Chicago Office.

ASAC O'NEILL represented the division in numerous media contacts, and it was through his initiative that a local cable news channel now regularly features a "fugitive of the week" segment which features a fugitive for which a UFAP warrant has been issued.

ASAC O'NEILL also delivered numerous presentations/speeches before a wide variety of official and community groups, consistently representing the FBI in the most professional manner.

His successful efforts in this critical element merits an Exceptional rating.

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* OBSOLETE EVALUATION PAGE OKAY TO ACCEPT PER CONVERSATION BETWEEN ON 8/12/92.

Initials of Employee

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FD-727 (Rev	v. 10-13-87)		Perform	mance Manage	reau of Investigati ment System - Sp ce <b>Plan - Notice</b>	ecial Agent	Page 1 of
(SEE INSTR	RUCTIONS O	N REVERSE	1.	*y			
1. Payrol	Name of En	nployee	3			2. Social Security Numbe	r ·
J	OHN P.	0'NEIL	L 、			147-42-1004	1
3. Positio	on Title, Grade	e and Numbe	r		•	4. Office of Assignment	
ASSISTA	NT SPECIA	AL AGENT	IN CHAI	RGE (ASAC)	<b>1811-15-78</b> F0 <b>-714</b>	Chicago	•
This Perform	mance Plan is	consistent w	ith the positi	on description of t	he employee and is in	furtherance of the mission and	goals of the FBI.
5.	NI	19	nu	nor	1	1230-	93
Signati	ure of Rating	Official	2	1			Date
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and goals of		to this Plan	is consistent	with the position	description of the empl	loyee and is in furtherance of the	ne mission
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	are of Review	ing Official				•	Date
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Signatu	are of Employ	ee					Date
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#### Instructions for Preparing the Notice Page

A Performance Plan is comprised of a Notice Page and Critical Element and Performance Standards Page(s), FD-727a. This Notice Page is used to document the communication of one or more critical elements (CEs) and their performance standards (PSs) to an employee. A Plan is to be issued within 30 days after an employee (1) assumes new responsibilities requiring the communication of new CE(s) and/or PS(s), or (2) is promoted or demoted. Failure to provide or renew notice of the Plan in accordance with this schedule invalidates the appraisal process.

With the exception of signatures and dates, the information on this form must be typewritten. While items 1-7 are self-explanatory, it is noted that the rating and reviewing officials must sign and date before presenting this form to the employee for signing and dating. If the employee refuses to sign, the rating official must document the refusal and the date of same in the space for item 7. A copy of the Plan must be retained by the rating official. The original Plan, in its entirety, must be submitted to FBIHQ, Attention: Performance, Recognition and Awards Unit (PRAU).

When the same Plan is continued from one appraisal period to the next, the rating and reviewing officials and the employee are to review the Plan (including each CE and PSs Page) within 30 days after the beginning of the new period. The annual renewal of notice of the Plan must be documented by the rating and reviewing officials and the employee by initialing and dating this form near items 5, 6, and 7, respectively. The employee is also to initial and date each CE and PSs Page. No submission to the PRAU is necessary.

Items 8-10 of the retained office copy are to be completed when the Plan as originally issued is modified through the addition, deletion, or adjustment of CE(s)/PS(s). Once completed, a new copy is to be made for retention by the rating official and the original copy, with current signatures and dates thereon, is to be submitted with appropriate CE and PSs Page(s) to the PRAU. Plans may not be modified more than one time. If additional modifications become necessary, the Plan must be reissued in its entirety.

Employees are to be afforded access to their Performance Plans. Upon request, employees are to be provided copies of their Plans, unless the classification of the information therein prohibits release. A rating official's copy of a Plan is to be included in a field employee's personnel file when the Plan is terminated or when the employee is transferred to another office.

FD-727a (3-30-87)



#### Federal Bureau of Investigation Performance Management System - Special Agent Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]	
1. Payroll Name of Employee	2. Social Security Number
JOHN P. O'NEILL	147-42-1004

#### 3. Critical Element# 1

**OPERATIONS MANAGEMENT:** Manages assigned investigative and administrative operations/programs through direction and oversight of personnel and material resources. Operations/programs may include, but are not limited to, White-Collar Crimes, Organized Crime, Foreign Counterintelligence, Applicant, Informant, or the like. Develops and/or maintains systems of internal accounting and control to monitor efficiency of operations and to prevent or minimize potential losses from fraud, waste or abuse.

4.	(a) X Initia	l Assignment; (b)	Adjustment;	(c)	Addition;	(d)	Termination	
5.	Performance Standards							
	Minimally Acceptable							

Develops and manages workload in accordance with guidelines and priorities established by FBIHQ and the Special Agent in Charge (SAC). Establishes feasible approaches for achieving program/case objectives within set timeframes and at acceptable cost levels. Objectives are determined through analysis of obvious factors and relevant precedent. Control is occasionally hampered by use of nonspecific or inflexible milestones. Allocates resources according to current availability and in compliance with established priorities; accommodates fluctuations in availability of resources to minimize disruption of operations. Delegates authority to subordinates when necessary.

Clearly communicates priorities and assignments to appropriate personnel and reports progress according to set requirements. Establishes and/or maintains control and accounting systems that are sufficient to assure compliance with pertinent regulations, policies and FBI and DOJ guidelines. Required reports are clear, accurate and in compliance with applicable requirements. Periodic review of progress toward program objectives is conducted in sufficient depth to minimize time/resources lost due to inefficient/lack of progress.

#### Fully Successful

Works with the SAC to establish/modify office priorities to correspond to changing local conditions; develops and manages workload accordingly. Approaches established to achieve objectives are flexible, to encompass unforeseen changes of direction, and include specific, realistic milestones. Assignment of responsibilities to subordinate personnel reflects their varying levels of experience and personal qualifications, thereby ensuring the effective use of personnel resources. Skillfully uses communications techniques, including periodic reviews of program accomplishments, to convey office/squad goals and priorities and program requirements to subordinates.

Establishes, maintains and regularly monitors effective systems of internal accounting and control that assure full compliance with applicable regulations, etc., and introduces viable modifications to established methods to improve efficiency of allocation and utilization of resources. Impact of control systems is sufficient to enhance cost efficiency of operations and frequently results in reduction of specific investigative/program costs.

#### Superior

Works aggressively with the SAC to develop priorities and management methods that correspond to office and FBIHQ guidelines, taking into consideration changes in local and national circumstances. Consistently anticipates potential variations/problems when developing management plans and incorporates means to readily adjust to such changes. Whenever possible, maximizes effectiveness of personnel by taking personal assignment preferences into consideration.

Full, personal involvement in, and effective communications regarding, program management assure efforts of pertinent personnel are focused on priority assignments. Effectively assigns responsibility for various specific functions to subordinates, resulting in more efficient achievements of objectives.

Continuing direct management of internal control systems enhances the value of these systems and the cost effectiveness of assigned operations. Control mechanisms are continually reviewed and adjusted as necessary to encourage compliance with requirements, resulting in recognizable improvements in resource utilization and significant reductions of waste and inefficiency.

Initials of Employee Date

THREE

FD-727a (3-30-87)





Federal Bureau of Investigation Performance Management System - Special Agent Performance Plan - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]	·
1. Payroll Name of Employee	2. Social Security Number
JOHN P. O'NEILL	147-42-1004

#### 3. Critical Element# 2

**SUPERVISION OF SUBORDINATES:** Assigns and reviews work of subordinates, evaluating and striving to develop ability of each to perform designated duties. Completes full range of personnel actions, including performance appraisals, recommendations for within-grade and quality step increases, promotions, reassignments, and the like. Maintains oversight of time and attendance and other related administrative records. Implements and is actively supportive of DOJ/FBI Affirmative Action plans and EEO Program goals and policies.

4. (a) _	X Initial Assignment;	(b)Adjustment; (c)	Addition; (d)	Termination		
5.		Performa	nce Standards	مۇر.		
Minimally Acceptable						

Observes, evaluates and corrects activities of each subordinate on a regular basis, dependent upon workload and status of pending cases. Formally reviews performance at specified times, providing positive and negative feedback as necessary. Considers grade levels and workload in making assignments and provides clear, adequate instructions regarding objectives, making sure each subordinate is properly employed. Maintains awareness of training needs/opportunities and provides on-the-job training, and recommends formal training on request and/or as required to meet specific needs.

Meets obligations of equal opportunity and affirmative action as established by guidelines. Personally completes various required personnel actions in acceptable format, in accordance with governing policy and regulations, and within established time constraints, and reviews such actions completed by subordinates to assure equal acceptability. Keeps employees apprised of administrative and general interest matters. Oversight of records is adequate to ensure timely and accurate maintenance of same.

Fully Successful

Observes, evaluates and corrects activities of each subordinate on a regular basis, recognizing and appropriately responding to circumstances requiring adjustments to normal schedule of review. When practical, makes work assignments that are reflective of subordinates' interests and potential, in addition to demonstrated ability. Reviews performance on a personal basis tailored to meet individual strengths and weaknesses. Makes conscientious effort to provide on-the-job training and recommend formal training opportunities for eligible employees when same may enhance individual effectiveness or promotional opportunities.

Effectively integrates various personnel actions affecting subordinates, thereby demonstrating awareness of continuing significance of basic principles of personnel management. Assures the propriety, accuracy and timeliness of personnel action submissions and administrative recordkeeping is completed personally or by subordinates. When feasible, provides meaningful guidance in career development by engaging in individualized dialogue with subordinates to determine their strengths and weaknesses. Measurably impacts Affirmative Action plans and EEO goals and objectives.

Superior

Actively works with each subordinate, as appropriate, to assure that individual assignments and performance equate reasonably to the individual's abilities. Observes, evaluates and corrects activities of each subordinate on a continuing basis, and in accordance with standard procedures, employing effective methods of time management to ensure reasonable allocation of time to both operational and administrative assignments. Through personal involvement, recognizes desirable and undesirable trends of activity and potential problem areas, and provides timely advice or assistance, thereby averting major difficulties.

Utilizes full range of personnel actions, including on-the-job and formal training, to acknowledge and improve skills and performance of subordinates. Consistently ensures the submission of personnel actions prior to deadlines, when feasible, and in accordance with both the basic requirements and the intent of pertinent policy. Overall effectiveness of supervisory methods may be reflected favorably within the office by a high degree of morale, esprit de corps and/or improved performance on the part of subordinates. Significantly impacts Affirmative Action plans and EEO goals and objectives.

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Initials of Employee



#### Federal Bureau of Investigation Performance Management System - Special Agent Performance Plan - Critical Element and Performance Standards Page

<b>[SEE INSTRUCTIONS</b>	ON REVERSE

1. Payroll Name of Employee	2. Social Security Number
JOHN P. O'NEILL	147-42-1004
3. Critical Element# 3 :	· · · · · · · · · · · · · · · · · · ·

**ASSOCIATE EXECUTIVE RESPONSIBILITY:** Assumes the duties, or acts on the behalf, of the SAC during his/her absence and/or as designated with respect to specific investigative and/or administrative matters of the field office. Participates in such general administrative/executive functions as budget formulation, purchasing control, and fleet/property management.

4.	^(a)	X	Initial Assignment;	(b)	Adjustment; (c)	Addition; (d)	Termination	
5.			Performance Standards			د ۲۰۰۰ د ۲۰۰		
					Minimal	ly Acceptable		

Manages on-going office operations and makes commitments regarding new operations strictly in accordance with the SAC's established policies and objectives. Enhances ability to assure continuity of operations by maintaining awareness of ongoing and developing operations by participating as required in general office briefings. Ensures that records are kept and actions are taken in compliance with requirements through personal familiarity with existing policy issuances, including amendments thereto.

When representing Bureau management, both in-house and with external contacts, maintains professional demeanor and accurately reflects official stance on current issues. Diligently uses communications skills to emphasize advantages to FBI concepts and approaches, and persuade contacts to adopt FBI viewpoints.

Fully Successful

Ensures continuity of operations is maintained in accordance with the SAC's established preferences by maintaining thorough familiarity with on-going and proposed operations and by regularly attending and participating in general briefings. In addition to maintaining thorough familiarity with written policy material addressing areas os assigned responsibilities, establishes good rapport with pertinent controlling entities at FBIHQ to resolve complex policy and/or procedural issues that may arise. Completes assigned administrative responsibilities accurately and effectively, in accordance with established policy, and consistently on a timely basis.

Internal and external liaison contacts are effectively established and maintained, resulting in a meaningful and efficient exchange of work-related information. Professional demeanor enhances the FBI's image and increases the likelihood of the adoption of Bureau preferences by outside agencies. Aggressively works to foster and enhance useful contacts that may serve to further office/program objectives.

Superior

Regularly and effectively participates in operational and administrative briefings, and makes meaningful contributions to policy-making within the office. Reliably and authoritatively assures continuity and progression of office operations in the absence of, or as delegated by, the SAC. Thorough familiarity with full range of assigned administrative topics and quality of pertinent liaison contacts at FBIHQ enables the SAC to delegate broad areas of substantive responsibility without necessity for more than cursory review.

Consistently demonstrates ability to effectively handle full range of liaison responsibilities in a professional manner, even when confronting those who are antagonistic to the FBI. Fosters and enhances high quality liaison contacts that results in significant strides toward the achievement of office/program objectives.

ASSISTANT SPECIAL AGENT IN CHARGE (ASAC) 1811-15-78-FO-714 6. ACASSO Rev. 12/7/93

Initials of Employee

THREE

#### May 25, 1993

Mr. William D. Branon Federal Bureau of Investigation Chicago, Illinois

Dear Mr. Branon:

Thank you for providing an outstanding visit to the Chicago Division on May 17 through May 19, 1993, for of the Department of Justice Budget Staff and Supervisory Special Agent

The briefings regarding Violent Crime Task Forces and White-Collar Crime were exceptional. It was especially worthwhile for ______ to learn about the value of task force operations, and the payment of overtime to local law enforcement officers, from not only the FBI, but also from local police officials. This informative visit will assist in making appropriate recommendations regarding funding to address these matters.

Please extend my gratitude to Assistant Special <u>Agent</u> <u>in Charge John P. O'Neill</u> Su<u>pervisory Special</u> Agent (SSA)



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Federal Bureau of Investigation

Washington, D. C. 20535

January 19, 1993

John P. O'Neill Assistant Special Agent in Charge 219 South Dearborn Street, Room 906 Chicago, Illinois 60604

- Correspondence File, Room 5042 - Mr. O'Neill (Personnel File)

Dear John:

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GRE:dfon (4)

As you know, this month marks the one year anniversary of the Bureau's new Violent Crimes initiative "Safe Streets." In light of this, I want to express my appreciation to those in the field who have contributed significantly to the success of this initiative.

The Chicago Division's aggressive and proactive approach to addressing violent crimes has contributed in large part to this year's significant accomplishments in the Bureau's Violent Crimes Major Offenders Program (VCMOP). Furthermore, your personal involvement and direction in the VCMOP and in particular our new gang initiative is greatly appreciated.

Please convey to my appreciation for a job well done.



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