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FEDERAL BUREAU OF INVESTIGATION
FOI/PA
DELETED PAGE INFORMATION SHEET
FOI/PA# 1315356-0

Total Deleted Page(s) = 2
Page 70 ~ b6; b7C; b7D;
Page 72 ~ b6; b7C; b7D;

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FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE
WASHINGTON, D. C. 20535

Date
January 1, 1970

NOTICE: Application must be typewritten or clearly printed in ink. All questions must be answered, if applicable. If not, indicate NA (not applicable). Applications which are not complete and legible will not be considered. If space provided is not sufficient for complete answers, or you wish to furnish additional information, attach sheets of the same size as this application, and number answers to correspond with questions.

Check Position Applied For:

<input type="checkbox"/> Special Agent	<input type="checkbox"/> Laboratory Aid or Technician	<input type="checkbox"/> Clerk-Stenographer
<input type="checkbox"/> Special Agent (Accountant)	<input type="checkbox"/> Translator	<input type="checkbox"/> Clerk-Typist
<input type="checkbox"/> Radio Maintenance Technician*	<input type="checkbox"/> Nurse	<input checked="" type="checkbox"/> Clerk-Fingerprint Tech

* Applicants for this position must complete "Questionnaire for Radio Maintenance Technician Position."

Other _____

1. PERSONAL HISTORY

a. Name in full (Last, first, middle) O'Neill, John, Patrick b. Social Security Number 147-42-1004

c. List all other names you have used including nicknames; if female, furnish maiden name. If you have ever used any surnames other than your true name, during what period and under what circumstances were these names used? If you have ever legally changed your name, give date, place, and court.

O'Neill, John, Francis, Jr. --1963-1969 Religious Confirmation Middle Name

O'Neill, John, Francis, --1963-1969 Also Same As [Redacted]

d. Birth date (Month, day, year) February 6, 1952 e. Are you a U. S. citizen? Yes No Naturalized? Yes No Derivative? Yes No

Place of birth Ventnor, N.J. Naturalization # _____ Place _____ Court _____

Explain derivative citizenship _____

2. MARITAL STATUS

Single Married _____ Date _____ Place of Marriage _____ No. of Children _____

Widowed Divorced _____ Date _____ Place of Divorce or Legal Separation _____ Court _____

Separated _____ Date _____ Place of Divorce or Legal Separation _____ Court _____

3. RESIDENCES

a. Present Residence Address: (Apartment, street, city, state, zip code) Apt.#B1 1722 Atlantic Ave. Atlantic City, N.J. 08401 Telephone Numbers: Residence 348-1840 Business 646-3000

b. Complete address to which you wish mail or telegram sent (include zip code and telephone number if different from above).

Apt. #B1, 1722 Atlantic Ave, Atlantic City, N.J. 08401

c. List chronologically ALL of your residences in the past 10 years (include addresses while attending school if away from home and all military addresses including any off military base).

Dates		Apt. #	Street Address	City	State
From	To				
1954	1967	B2	4 North Illinois Avenue	Atlantic City	N.J.
1967	1969	B1	1722 Atlantic Avenue	Atlantic City	N.J.

REC-130

67-617-1-1

10 JAN 23 1970

THREE

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SERIALIZED FILED

The Federal Bureau of Investigation is an equal opportunity employer.

JAN 9 1970
FBI - NEWARK

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RK

4. AVAILABILITY OF APPLICANT

a. Have you previously applied for employment with the Federal Bureau of Investigation?
 No Yes Date _____ Place _____

b. Are you willing to proceed to Washington, D. C., or other duty station, at your own expense?
 Yes No

c. Will you accept a lesser position if no vacancy exists or you fail to qualify for the position sought?
 Yes No

d. If appointed to a clerical position, I am willing to serve a minimum period of one year.
 Yes No

e. If appointed as a Special Agent or Radio Maintenance Technician, are you willing and prepared to accept assignment or transfer to any part of the United States or Puerto Rico for either temporary or permanent duration?
 Yes No

f. If appointed as a Special Agent, I agree to serve a minimum period of three years and completely understand that I must be available for assignment wherever my services are needed.
 Yes No

g. Earliest date available for employment.
 June 20, 1970

h. How much notice of reporting date do you need?
 March 1, 1970

5. EDUCATION

a.	Name of School	Location	Dates		Course Pursued	Degrees or Diplomas
			From	To		
High Schools	Holy Spirit High	Absecon N.J.	1966	1970	Col. Prep.	
Colleges						
Graduate School						
Miscellaneous						

b. Were you ever dismissed from a school, or was any disciplinary action including scholastic probation ever taken against you during your scholastic career?
 No Yes

School _____ Date _____ Type of Action _____

c. List awards, honors, citations, positions held in school organizations, athletic endeavors, and any other special recognition you received while attending school.
 JV Track Letter
 Audio Visual Club

d. List any special abilities, interests, sports or hobbies with degree of proficiency.
 Surfing, Basketball, Football
 Science, Models

e. Indicate your proficiency in each phase of each foreign language listed as "slight," "good," "fluent."

Name of Language	Speak	Understand	Read	Write
German	slight	slight	slight	slight

f. Are you a member of the bar?
 No Yes Date(s) _____ State(s) _____

g. Are you a certified public accountant?
 No Yes Date(s) _____ State(s) _____

h. Are you a licensed automobile operator?
 No Yes State(s) New Jersey 05905 40777 02525

6. REFERENCES

Give three references (not relatives, former or present employers, fellow employees or school teachers) who are responsible adults of reputable standing in their communities, such as property owners, business or professional men or women including your physician, if you have one, who have known you well for at least five years, preferably those who have known you during the past five years. If retired, give former occupation.

Complete name	Addresses:
[Redacted]	[Redacted] Atlantic City, N.J.
No. yrs. acq.	Residence
14	Same
Occupation	Business
[Redacted]	Same

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Complete name [Redacted]		Addresses: Residence: [Redacted]	
No. yrs. acq. 15	Occupation Store Owner	Business [Redacted]	Atlantic City, N.J.
Complete name [Redacted]		Addresses: Residence: [Redacted] Atlantic City, N.J.	
No. yrs. acq. 5	Occupation Atl. County [Redacted]	Business Prosecutor's Office, Bld. Atlantic City, N.J.	

Give three social acquaintances in your own age group including both sexes.

Complete name [Redacted]		Addresses: Residence: [Redacted] N.J.	
No. yrs. acq. 2	School or Occupation Holy Spirit High	School or Business New Road, Absecon, N.J.	
Complete name [Redacted]		Addresses: Residence: [Redacted] Atlantic City, N.J.	
No. yrs. acq. 9	School or Occupation Holy Spirit High	School or Business New Road, Absecon, N.J.	
Complete name [Redacted]		Addresses: Residence: [Redacted] N.J.	
No. yrs. acq. 4	School or Occupation Holy Spirit High	School or Business New Road, Absecon, N.J.	

7. EMPLOYMENT

List chronologically all employments, including summer and part-time employments while attending school. All time must be accounted for. If unemployed for a period, indicate, setting forth dates of unemployment.

Name and Address of Employer	Dates		Salary	Position and Kind of Work	Name of Supervisor	Reason for Leaving
	From	To				
a. Name [Redacted] Address New York Ave. & Boardwalk City & State Atlantic City, N.J.	1964	1966	.75 per hr. 1.25 "	Usher	[Redacted]	Better Position
b. Name [Redacted] Address Pennsylvania Ave. & Boardwalk City & State Atlantic City, N.J.	1966	1966	.65 a hour	Busboy	[Redacted]	School Reopened
c. Name Unemployed Address [Redacted] City & State	1966	1967				
d. Name Deauville Hotel ([Redacted]) Address Brighton Ave. & Boardwalk City & State Atlantic City, N.J.	1967	1967	.81 an hr.	Busboy	[Redacted]	Better Position

NK

Name and Address of Employer	Dates		Salary	Position and Kind of Work	Name of Supervisor	Reason for Leaving
	From	To				
e. Name Circus of Values [redacted] Address 2408 Boardwalk City & State Atlantic City, N.J.	1968	1968	1.50 an hr.	Floor- boy	[redacted]	Close for Winter
f. Name Gelula Jewelers ([redacted]) Address 1532 Atlantic Avenue City & State Atlantic City, N.J.	Winters 1968	1969	1.40 an hr.	Engraver	[redacted]	Part Time Till Xmas
g. Have you ever been dismissed or asked to resign from any employment or position you have held? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes						
Employer's Name _____ Date _____ Reason _____						
h. Are you now or have you ever been employed by an agency of the Federal Government? (Include part-time employment.) <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes						
From _____ To _____ Agency _____ Location _____						
i. Do you have any sources of income other than your salary or that of your spouse? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes						
Specify each with amount _____						
8. MILITARY RECORD						
a. Are you registered for Selective Service? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes						
Selective Service # _____ Local Board # _____ City _____ State _____						
b. What is your current classification?		Have you received any notice indicating you may be called into the Armed Forces in the near future? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes				
If so, give approximate date. _____						
c. If classified 1-Y (registrant qualified for military service only in time of war or national emergency) or 4-F (registrant not qualified for any military service), furnish reasons.				d. Have you ever served on active duty in the Armed Forces of the United States? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes		
				Highest rank attained _____		
e. Branch of military service			f. Serial number		g. Dates of active duty (month, day & year)	
					From _____ To _____	
h. Type of Discharge		Basis for Discharge		i. Member of Reserve? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> Ready <input type="checkbox"/> Standby		
				Service Branch _____		
j. Was any type of disciplinary action taken against you in the service? <input type="checkbox"/> No <input type="checkbox"/> Yes Nature of: _____				k. National Guard <input type="checkbox"/> Present <input type="checkbox"/> Former <input checked="" type="checkbox"/> None If you attend drills, meetings, or camps, give name of unit and location.		
l. Do you claim veterans preference? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes Basis: <input type="checkbox"/> Active duty between 12-7-41 and 7-1-55 <input type="checkbox"/> Active duty subsequent to 1-31-55 in excess of 180 consecutive days <input type="checkbox"/> Service-connected disability <input type="checkbox"/> Wife <input type="checkbox"/> Widow <input type="checkbox"/> Mother						
9. FOREIGN TRAVEL - (MILITARY SERVICE, RESIDENCE, VISIT)						
a. Have you ever visited or resided in any foreign country (including travel in the Armed Forces of the U. S.)? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes						
Passport # _____ Date issued _____ Place issued _____						
Countries Visited	Dates		Reason for Travel			
	From	To				

13. RELATIVES (Continued)

Complete Name, including Middle Name (no initials); Complete Address	Occupation & Name & Address of Firm where Employed	Date & Place of Naturalization, if Applicable
i. Brothers & Sisters of your Husband or Wife (Continued) NA Address Birth date Place of birth		
k. Other relatives with whom you have resided for an extended period of time (indicate relation) Mrs. Grace Garthier (Grandmother) Address 1722 Atlantic Ave. Atlantic City, N. J. Birth date Place of birth 10/23/95 New Bedford, Mass.	None	NA
Name Address Birth date Place of birth		

Wife

14. RELATIVES EMPLOYED BY THE GOVERNMENT

List the complete names of any of your close relatives (including in-laws) who are employed in the Federal Government.

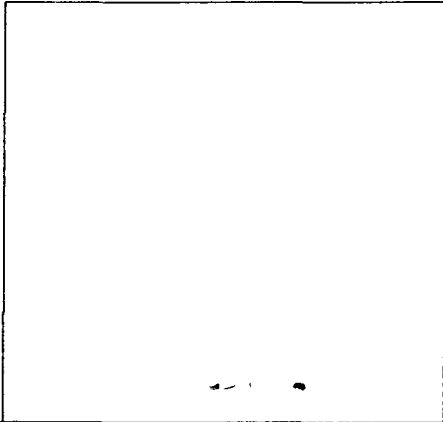
Complete Name	Relation	Agency by which Employed	Location
NA			

15. FRIENDS OR ACQUAINTANCES EMPLOYED BY THE FEDERAL BUREAU OF INVESTIGATION

Complete Name	Location	Length of Acquaintance
NA		

16. RELATIVES FORMERLY EMPLOYED BY THE FEDERAL BUREAU OF INVESTIGATION

Complete Name under which Employed	Current Address	Relationship
NA		



ALL APPLICANTS

Attach an unmounted full face photograph of yourself, not larger than 2 1/4 x 2 1/4 inches. Print your name plainly on the back of the photograph. The photograph must have been taken not more than 3 months prior to the date of this application.

17. PHYSICAL DATA

a. Height without shoes 6 1/2" b. Do you now have or have you ever had any of the following: nervous, mental, or emotional disorder of any sort; tuberculosis; epilepsy, fainting spells or severe headaches; diabetes; ulcers; rheumatic fever or heart disease; or asthma? No Yes (If "yes" identify, describe, and give dates)

Weight without clothes
182 lbs.

c. Do you now have or have you ever had any chronic or serious illnesses; or have you ever had any serious operations or injuries? No Yes (If "yes" describe and give dates)

d. Have you ever been hospitalized? No Yes

Dates	Hospital	Location	Reason
Dec. 15-18, 1960	Ventnor Fospital	Ventnor, N.J.	Tonsils Removed
Oct. 26 - Nov. 5, 1963	Atlantic City	Atlantic City, N.J.	Appendix Removed

e. Describe any past or present physical handicap, defect, or disability not previously covered, but including extent of defective vision, if any, with and without glasses (Snellen) and deficiencies in color vision and hearing.

NA

f. How many days have you lost from work or school due to illness during the past five years? 11 Nature of illness(es) Bad Colds

g. Have you ever received, is there pending, have you applied for, or do you intend to apply for pension or compensation for existing disability? No Yes (If "yes," specify what kind, granted by whom, and what amount, when, why. If applicable, include Veterans' Administration claim number.)

NA

h. Male Applicants Only: Do you have any physical defects such as, but not limited to, a bone, joint, or other deformity or loss of a finger, which would preclude unrestricted, regular participation in all phases of the FBI's firearms training, physical training and defensive tactics? No Yes (If "yes" describe)

I understand that all appointments are probationary for a period of one year during which I must demonstrate my fitness for continued employment by the Federal Bureau of Investigation. I also understand that, in many parts of the Bureau, it has been necessary to establish regular night and midnight shifts in view of which I must be available for such assignments as the needs might require. I further understand that any appointment tendered me will be contingent upon the results of a complete character and fitness investigation, and I am aware that willfully withholding information or making false statements on this application will be the basis for dismissal from the Federal Bureau of Investigation, and constitutes a violation of Section 1001, Title 18, U. S. Code. I agree to these conditions and I hereby certify that all statements made by me on this application are true and complete, to the best of my knowledge.

John P. O'Neill
Signature of Applicant as Usually Written (Do not use nickname)

13. RELATIVES (Continued)

Complete Name, including Middle Name (no initials); Complete Address	Occupation & Name & Address of Firm where Employed	Date & Place of Naturalization, if Applicable
<p>g. Wives and Husbands of Brothers & Sisters (Continued)</p> <p align="center">NA</p> <p>Address</p> <p>Birth date Place of birth</p>		
<p>Name</p> <p>Address</p> <p>Birth date Place of birth</p>		
<p>Name</p> <p>Address</p> <p>Birth date Place of birth</p>		
<p>h. Father-in-law</p> <p align="center">NA</p> <p>Address</p> <p>Birth date Place of birth</p>		
<p>i. Mother-in-law (Include maiden name)</p> <p align="center">NA</p> <p>Address</p> <p>Birth date Place of birth</p>		
<p>j. Brothers & Sisters of your Husband or Wife</p> <p align="center">NA</p> <p>Address</p> <p>Birth date Place of birth</p>		
<p>Name</p> <p>Address</p> <p>Birth date Place of birth</p>		
<p>Name</p> <p>Address</p> <p>Birth date Place of birth</p>		

13. RELATIVES (Continued)

Complete Name, including Middle Name (no initials); Complete Address	Occupation & Name & Address of Firm where Employed	Date & Place of Naturalization, if Applicable
e. Brothers		
NA Address		
Birth date	Place of birth	
Name		
Address		
Birth date	Place of birth	
Name		
Address		
Birth date	Place of birth	
f. Sisters		
NA Address		
Birth date	Place of birth	
Name		
Address		
Birth date	Place of birth	
Name		
Address		
Birth date	Place of birth	
g. Wives and Husbands of Brothers & Sisters		
NA Address		
Birth date	Place of birth	
Name		
Address		
Birth date	Place of birth	

b. Are you now, or have you ever been a member of the Communist Party, U.S.A., or any communist or fascist organization? No Yes

c. Are you now or have you ever been a member of any foreign or domestic organization, association, movement, group, or combination of persons which is totalitarian, fascist, communist, or subversive, or which has adopted, or shows a policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States, or which seeks to alter the form of Government of the United States by unconstitutional means? No Yes
(If answer to any of these is "Yes," explain fully.)

13. RELATIVES

All applicants must give complete information concerning their relatives. If you have been married more than once, give the requested information concerning each former husband or wife. Furnish similar information, including date and place of action, for any members of your immediate family who have been divorced. Even though a relative is deceased, give all the information requested, and indicate last residence and year of death. Include stepbrothers and sisters, half brothers and sisters. If you or your wife have stepparents, legal guardians or others who have reared you instead of your parents, the requested information should be furnished concerning them, as well as your real parents. If you are engaged to be married or contemplating marriage in the near future, complete information must be included under sections c, h, i and j regarding your future husband or wife and future in-laws, and clearly show that such relationship is a future one.

Complete Name, including Middle Name (no initials); Complete Address	Occupation & Name & Address of Firm where Employed	Date & Place of Naturalization, if Applicable
a. Father [Redacted] [Redacted] Atlantic City, N.J. Birth date: [Redacted] Place of birth: [Redacted]	[Redacted]	NA
b. Mother (Include maiden name) [Redacted] [Redacted] Atlantic City, N.J. Birth date: [Redacted] Place of birth: [Redacted]	[Redacted] Atlantic City, N.J. [Redacted]	NA
c. Wife or Husband (If wife, include maiden name) NA Address: Birth date: Place of birth:		
d. Children NA Address: Birth date: Place of birth:		
Name: Address: Birth date: Place of birth:		
Name: Address: Birth date: Place of birth:		

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b. Have you ever served in the Armed Forces of a foreign country? No Yes
 (Specify countries; dates)

c. Do you have any relatives, including in-laws, now residing outside the United States (except those in the Armed Forces of the United States or those employed by the United States Government living abroad)? No Yes. If so, list below and furnish degree of association and contact you and members of your immediate family have with these relatives.

Name	Relation	Age	City	Country	Citizen of what Country

10. CREDIT RECORD

a. Has your credit record ever been considered unsatisfactory, or have you ever been refused credit? No Yes
 (If "yes," give dates, places, names of creditors and circumstances.)

b. Are you indebted to anyone? No Yes
 (List any debt over \$100. Also list any debt, regardless of the amount, where payment is past due.)

Creditor	Address	Amount	Loan or Acct. #

11. COURT RECORD

a. Have you ever been arrested or charged with any violation including traffic, but not parking tickets? No Yes
 (List all such matters even if not formally charged, or no court appearance, or found not guilty, or matter settled by payment of fine or forfeiture of collateral.)

RH

Date	Place	Charge	Final disposition	Details
8/69	Philadelphia, Penn.	Traffic Vio.	5.00 Fine	Too far over cross

b. Has any member of your family or close relative (including in-laws) ever been arrested for other than traffic violations? No Yes

Name	Relation	Date	Place	Charge	Final Disposition

c. Have you ever been a plaintiff or defendant in a court action including divorce actions? No Yes (Give date, place, court, names of parties involved, nature of action, and final disposition.)

12. ORGANIZATION MEMBERSHIP

a. Are you now, or have you ever been a member of any club, society or organization? No Yes. If yes, list below, do not abbreviate.

Name	City and State	Former	Present (List position held and extent of activity)

7. Employment (Continued)

g. Howard Johnson's *RK* 1968-Present 5.35 per Banquet
 meal Waiter
Arkansas & Pacific Avenues Still Available
Atlantic City, New Jersey

h. Dennis Hotel *RK* 1967-Present 5.35 per Banquet
Michigan & Boardwalk meal Waiter &
Atlantic City, N.J. Room Service
Waiter
Still Available

i. Weaver's Pharmacy *RK* 1969-Present 1.60 Delivery
Indiana Ave. & Pacific per hr. Boy
Atlantic City, N.J.
Still Working At Present

OUT OF SERVICE

Name		SALARY CHANGES		
JOHN P. O'NEILL		Date	Grade	Salary
EOD Clerk				
6-22-70		7-8-76	GS-10	\$14,824
EOD Special Agent				
7-8-76		10-10-76	GS-10	15,524
Adjusted EOD				
		7-17-77	GS-10	16,041
Social Security Number				
147-42-1004		10-1-77	GS-10	17,177
Office	Date	7-96-78	GS-11	18,867
SCHOOL	7-5-76	10-9-78	GS-11	19,905
BALTIMORE AS FA	10-21-76	7-5-79	GS-11	20,547
Criminal Investigative Div		10-7-79	GS-11	21,985.
Inspection Div.	10-22-81	7-13-80	GS-11	22,672
Criminal Invest. Div	12-2-90	7-27-80	GS-12	24,703
		10-5-80	GS-12	26,951
		7-26-81	GS-12	27,849
Retirement	8-22-01	10-4-81	GS-12	29,187
		7-25-82	GS-12	30,124
		10-3-82	GS-12	31,332
		7-24-83	GS-10	32,311
PERMANENT BRIEFS AND SECURITY REVIEWS				
Perm. Brief	Security Rev.	Date	Name of Briefer	
	✓	5-13-82	Jfa/egg	7-24-83 GS-13 34,930
	✓	12-20-93	SLI, JEM/pals	10-2-83 GM-13 34,930
				8-05-84 GM-14
				12-02-90 GM-15

WARNING

DOCUMENTS CANNOT BE SCANNED

DESCRIPTION

Negatives

SUCH IS CHARGED WITH THE DUTY OF INVESTIGATING VIOLATIONS OF THE LAWS OF THE UNITED STATES, COLLECTING EVIDENCE IN CASES IN WHICH THE UNITED STATES IS OR MAY BE A PARTY IN INTEREST, AND PERFORMING OTHER DUTIES IMPOSED BY LAW.

OFFICE OF THE DIRECTOR
FEDERAL BUREAU OF INVESTIGATION



1996



BY ORDER OF:
THE ATTORNEY GENERAL
OF THE UNITED STATES

John L. O'Neil

SIGNATURE

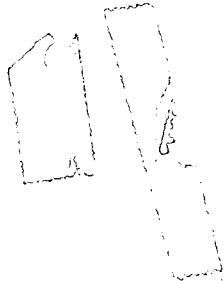
Rm LB903 JEH

JUL 6 1976

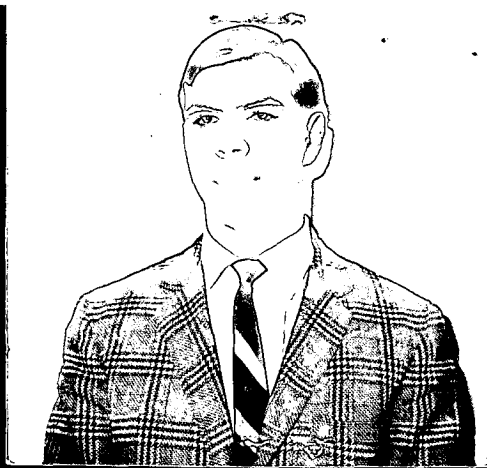
SPECIAL AGENT CREDENTIAL CARD

John P. O'Neill

GLB/SMM



NAC-Quantico



JOHN F. O'NEILL, JR.





John P. ^{on file} Onnell

25th 6/22

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Rec'd 4/5/95

x

John P. O'Neill





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JOHN P. ONEILL

7-11-73



John P O'Neill

SUCH IS CHARGED WITH THE DUTY OF INVESTIGATING VIOLATIONS OF THE LAWS OF THE UNITED STATES, COLLECTING EVIDENCE IN CASES IN WHICH THE UNITED STATES IS OR MAY BE A PARTY IN INTEREST, AND PERFORMING OTHER DUTIES IMPOSED BY LAW.

OFFICE OF THE DIRECTOR
FEDERAL BUREAU OF INVESTIGATION



BY ORDER OF:
THE ATTORNEY GENERAL
OF THE UNITED STATES

10-90

SIGNATURE

UNITED STATES GOVERNMENT

Memorandum

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- Assoc. Dir. _____
- Dep. AD Adm. _____
- Dep. AD Inv. _____
- Asst. Dir.:
- Adm. Serv. _____
- Ext. Affairs _____
- Fin. & Pers. _____
- Gen. Inv. _____
- Ident. _____
- Inspection _____
- Intell. _____
- Laboratory _____
- Legal Coun. _____
- Plan. & Eval. _____
- Rec. Mgnt. _____
- Spec. Inv. _____
- Training _____
- Telephone Rm. _____
- Director Sec'y _____

TO :

DATE: 7-1-76

FROM : S. R. Burns

SUBJECT: JOHN P. O'NEILL
Research Analyst
Records Management Division

PERMANENT BRIEF

Entered on Duty	6-22-70
Present Grade and Salary	GS-7, \$11,782
Last Salary Change	11-23-75 - Grade Promotion
Age	24 - Born 2-6-1952
Place of Birth	Ventnor, New Jersey
Marital Status	Married - 1 Child
Education	Bachelor of Science Degree
Office of Preference	None
1975 Annual Performance Rating	EXCELLENT
Last Performance Rating	EXCELLENT (11-13-75)
Immediate Relatives in Bureau	None
Offices of Assignment:	
6-22-70	assigned
11-23-75	reported
3-4-76	changed to
	Identification Division
	Files & Communications Division
	Records Management Division

LS: sms
(1)



John P. O'Neill

7-6-76

This employee entered on duty 6/22/70 as a Fingerprint Clerk at \$5212 per annum in Grade GS-3 and was assigned to the Identification Division.

He was on the overweight list from 7/10/70 to 9/29/70 inasmuch as he was 5 pounds overweight.

On 9/30/70 he received a rating of SATISFACTORY.

On 10/29/70 Bureau approval was granted for him to accept part-time employment as a Banquet Waiter at Howard Johnson's, Atlantic City, New Jersey. On 2/26/71 he terminated this employment.

On 12/27/70 he was PROMOTED to the position of Fingerprint Clerk, \$5853 per annum in Grade GS-4.

On 1/10/71 he received a Basic Increase to \$6202 per annum in GS-4. On 3/2/71 he was interviewed by [redacted] in connection with the Bureau's Tour Training Program. He was favorably recommended. On 6/4/71 he was interviewed by SA Stapleton who stated he was a clean-cut, well-spoken, and gave the definite impression of being alert and energetic. He appeared to be a good prospect and was approved for the special class forming 6/14/71. Upon completion of this training he would be considered a qualified tour leader.

On 7/7/71 he received a rating of SATISFACTORY.

On 7/11/71 he was PROMOTED to the position of Fingerprint Clerk, \$6938

Memorandum dated 8/25/71 reflected that he requested that he be furnished an employability letter as now required for a Law Enforcement Education Program loan necessary under new guidelines laid down by the Law Enforcement Assistance Administration. It was recommended and approved that a letter be furnished to the college for O'Neill's use in applying for a loan. This was done by letter dated 8/31/71.

Memorandum dated 9/21/71 reflected he was monitored and O'Neill gave every indication of being completely qualified to handle the responsibilities of a tour leader.

On 9/30/71 he received a rating of SATISFACTORY.

On 10/1/71 he was monitored by SA [redacted] and Inspector's Aide [redacted]. It was recommended that he be continued as a tour leader.

On 11/19/71 he was monitored by SA [redacted]. He appeared most knowledgeable of the subject matter along the tour route and his delivery was clear and well-modulated. It was the opinion of the monitoring Agent that he was an excellent tour leader.

On 1/9/72 he received a Basic Increase to \$7319 per annum in GS-5.

By letter dated 1/10/72 he was COMMENDED through Mr. Stapleton, along with others, for handling his responsibilities so effectively in connection with the FBI's tour program during 1971.

By letter dated 4-13-72 he was COMMENDED through Mr. Walters, along with the personnel of the division who performed so effectively in connection with tours of Bureau Headquarters which were conducted during Easter week.

On 7-9-72 he received a Within-Grade Increase to \$7563 per annum in GS-5.

On 7-12-72 he was rated EXCELLENT.

On 7-23-72 he was PROMOTED to Grade GS-6, \$8153 per annum in the position of Fingerprint Clerk.

On 9-30-72 he was rated EXCELLENT.

On 10-1-72 he received a Basic Increase to \$8572 per annum in GS-6.

On 7-22-73 he received a Within-Grade Increase to \$8858 per annum in GS-6.

By letter dated 8-30-73 he was COMMENDED through [redacted] along with the personnel of the Identification Division who served the FBI so effectively incident to the tour program over a considerable length of time.

On 9-30-73 he was rated EXCELLENT.

On 10-14-73 he received a Basic Increase to \$9276 per annum in GS-6.

On 12-21-73 he was Reassigned to the position of Fingerprint Examiner with no change in grade or salary.

On 7-21-74 he received a Within-Grade Increase to \$9575 per annum in GS-6.

On 9-30-74 he was rated EXCELLENT.

On 10-13-74 he received a Basic Increase to \$10,105 per annum in GS-6.

On 5-14-75 he was interviewed by Deputy Assistant Director R. L. Pietsch who commented that Mr. O'Neill was articulate, made a fine personal appearance and was rated as an outstanding prospect and recommended for further processing for the Special Agent position.

On 7-20-75 he received a Within-Grade Increase to \$10,421 per annum in GS-6.

Memorandum dated 7-28-75 advised that during April, 1975, he was afforded the academic achievement test for consideration for an assignment as a reviewer-analyst in the Freedom of Information Act Section of the Files and Communications Division and was scored with -3- 105.

JOHN P. O'NEILL

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On 8-12-75 he was rated EXCELLENT.

On 9-30-75 he was rated EXCELLENT.

On 10-12-75 he received a Basic Increase to \$10,942 per annum in GS-6.

On 11-12-75 he was interviewed by SA [REDACTED] who commented that Mr. O'Neill was a well-poised, mature young man who dressed in a conservative businesslike manner. He was considered to be an outstanding candidate for the Special Agent position and was recommended for further processing.

On 11-13-75 he was rated EXCELLENT.

On 11-18-75 he was interviewed by Inspector T. P. Druken who commented that Mr. O'Neill made an extremely favorable initial appearance, dressed in a businesslike manner and during the interview, displayed poise and maturity. He was completely available for assignment and the Inspector recommended him as an above-average Agent candidate.

On 11-23-75 he reported to the Files and Communications Division and was PROMOTED to the position of Research Analyst at Grade GS-7, \$11,782 per annum.

From 1-4-76 to 1-16-76 he attended the Clerical Employees Police Instructor Course in Fingerprint Matters.

On 3-4-76 the Files and Communications Division was changed to the Records Management Division.

On 6-30-76 Section Chief William Bailey reaffirmed the favorable recommendation of employee for the Special Agent position.

FBI Personnel Status and Security Questionnaire
(please print or type clearly)

Date 1/27/89

This Questionnaire is to elicit information which was not previously furnished to FBI Headquarters (FBIHQ) on a prior FD-285, or by other communication. To protect the confidentiality of your responses, you may, at your discretion, enclose this Questionnaire in a sealed envelope addressed to FBI Security Programs Manager, FBIHQ, Washington, D.C., Attention: Security Programs Unit. Field employees must furnish a duplicate copy of this form to their SAC.

Privacy Statement

The information solicited in this FBI Personnel Status and Security Questionnaire is based upon security criteria enumerated in Executive Order 10450. Submission of this Questionnaire is mandatory in accordance with the Federal Personnel Manual, Chapter 736, Subchapter 2-6, pertaining to reinvestigations of incumbents holding critical-sensitive positions (all FBI positions are considered critical-sensitive). The information solicited and the results of any subsequent investigation will be evaluated to determine your continued suitability to hold a critical-sensitive position and required national security clearances. Failure to complete this Questionnaire could also affect your continued suitability to hold this type position.

(1) Name: (last, first, middle - as it appears on Bureau Rolls)

O'Neill, John P.

(2) Other Names Used: (maiden name, names by former marriages, former names changed legally or otherwise, aliases & nicknames)

(3) Date of Birth

2-6-52

(4) Social Security Account Number

147-42-1004

(5) Marital Status: Single Separated Married Divorced Widow Widower

(6) Spouse: Name (maiden if female)

Date of Birth

Residence Address if it Differs from Yours

Place of Employment

(7) Names of Your Immediate Relatives: (if deceased, so state) (use supplemental sheet if necessary)

Children, Stepchildren and Their Spouses Relationship Date of Birth Residence (city & state) (if known)

Parents (including foster parents, stepparents, guardian, etc.), Brothers and Sisters

Relationship

Date of Birth

Residence (city & state) (if known)

ATLANTIC CITY, NJ
ATLANTIC CITY, NJ

(8) Education: (other than FBI during the past five years). FBIHQ previously advised? Yes No If no, complete the following:

Name of School

Address

From (year) TO (year)

Degree

N/A

(9) Employment: (other than FBI during the past five years). FBIHQ previously advised? Yes No If no, complete the following:

Name of Employer (firm or agency)

Address

From (year) To (year)

Type of Work

Reason for Leaving

N/A

(10) Have you or members of your immediate family been arrested, taken into custody, held for investigation or questioning, or charged by any law enforcement authority within the past five years? Yes No (You may omit traffic violations except when aggravated resulting in arrest by local authorities or when use of alcoholic beverages or controlled substances was cited as part of the offense.) If yes, complete the following:

Name

Date

Charge

Place

Law Enforcement Authority

Action Taken

NOT RECORDED

ADMP

has been the subject of prior FBI investigations, all of which the Bureau is aware of. I believe that this was at least 5 years ago, but am reporting here, just in case.

(11) Have you ever suffered from or been treated for any form of mental illness, or had psychiatric consultation of any kind within the past five years which has not been reported to FBIHQ? Yes No If yes, provide name and address of physician, approximate date and summary of specifics.

N/A

(12) Have you visited or resided in any foreign country during the past five years? Yes No If yes, complete the following:

Countries Visited	Dates	Reason for Travel
FRANCE Belgium	11/87	OFFICIAL BUREAU BUSINESS
NETHERLANDS, Germany	1/87	PLEASURE
BARBADOS	5/88	PLEASURE

(13) Do you or your spouse have relatives (grandparents, parents, children, brothers & sisters) residing in a foreign country? Yes No If yes, complete the following:

N/A

Name	Relationship	Age	City	Country	Citizenship

(14) To the best of your knowledge, have you, or members of your immediate family and persons to whom you are bound by affection or obligation:

- A. Ever committed or attempted to commit, or aided or abetted another who committed or attempted to commit an act of sabotage, espionage, treason or sedition? Yes No
- B. Publicly or privately advocated revolution by force or violence to overthrow the Government of the United States by unconstitutional means? Yes No

(15) Other than when on official business, to the best of your knowledge, have you or members of your immediate family and persons to whom you are bound by affection or obligation:

- A. Knowingly established an association with individuals whom you have reason to believe to be suspected of espionage or sabotage? Yes No
- B. Knowingly established an association with representatives of foreign nations whom you have reason to believe have interests which may be hostile to the interests of the United States? Yes No

(16) Unless a matter of record at FBIHQ or FBI Field Office. Have you, or your spouse:

- A. Used drugs regulated by the Controlled Substances Act (narcotics, depressants, stimulants, hallucinogens and cannabis which includes marijuana and hashish), except as prescribed or administered by a physician licensed to dispense drugs in the practice of medicine? Yes No
- B. Ever been or are now a habitual user of alcoholic beverages? Yes No
- C. Any financial indebtedness or obligations which you are unable to meet at this time? Yes No
- D. Incurred any financial indebtedness or obligations which you were unable to meet within the past five years? Yes No
- E. Ever filed for bankruptcy? Yes No

(If your response to Question 14, 15, or 16 is "yes," furnish pertinent details on a separate page and attach to this form.)

(17) Within the past five years have you been a plaintiff or defendant in a court action, including divorce actions? Yes No If yes, furnish specific action and details.

N/A

(18) In case of emergency please notify:

Name Relationship
 Street Address
 City and State ATLANTIC CITY, NJ 10 Zip Code 08401
 Telephone

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(19) In the event person to notify in case of emergency, above, is your spouse, list one other person to be contacted in case of emergency:

Name N/A Relationship _____
 Street Address _____
 City and State _____ Zip Code _____
 Telephone () _____

(20) Physician

Address _____
 Telephone _____ BALTO, MD 21210

I am aware that making false statements on the Personnel Status and Security Questionnaire may be the basis for dismissal from the Federal Bureau of Investigation, and constitutes a violation of Section 1001, Title 18, United States Code. I hereby certify that all statements made by me on this Questionnaire are true and complete to the best of my knowledge.

J.P. O'Neill
(signature)

Supervisory Special Agent
(title)

CID
(division)

FBI PERSONNEL STATUS AND SECURITY QUESTIONNAIRE

(please print or type clearly)

DATE 10-3-86

This questionnaire is to elicit information which was not previously furnished to FBI Headquarters (FBIHQ) on a prior FD-285, or by other communication. TO PROTECT THE CONFIDENTIALITY OF YOUR RESPONSES, YOU MAY, AT YOUR DISCRETION, ENCLOSE THIS QUESTIONNAIRE IN A SEALED ENVELOPE ADDRESSED TO FBI SECURITY MANAGER, FBIHQ, WASHINGTON, D.C., ATTENTION: SECURITY PROGRAMS UNIT. Field employees must furnish a duplicate copy of this form to their SAC.

Privacy Statement

The information solicited in this FBI Personnel Status and Security Questionnaire is based upon security criteria enumerated in Executive Order 10450. Submission of this questionnaire is mandatory in accordance with the Federal Personnel Manual, Chapter 736, Subchapter 2-6, pertaining to reinvestigations of incumbents holding critical-sensitive positions (all FBI positions are considered critical-sensitive). The information solicited and the results of any subsequent investigation will be evaluated to determine your continued suitability to hold a critical-sensitive position and required national security clearances. Failure to complete this questionnaire could also affect continued suitability to hold this type position.

(1) NAME: (last, first, middle - as it appears on Bureau Rolls) O'NEIL, JOHN P.

(2) OTHER NAMES USED: (maiden name, names by former marriages, former names changed legally or otherwise, aliases & nicknames)

(3) DATE OF BIRTH 02-06-52 (4) SOCIAL SECURITY ACCOUNT NUMBER 147-42-1004

(5) MARITAL STATUS: [] SINGLE [X] SEPARATED [] MARRIED [] DIVORCED [] WIDOW [] WIDOWER

(6) SPOUSE: NAME (maiden if female) [REDACTED] DATE OF BIRTH [REDACTED] RESIDENCE ADDRESS IF IT DIFFERS FROM YOURS

PLACE OF EMPLOYMENT NONE

(7) CHILDREN: NAMES OF CHILDREN, STEPCHILDREN AND THEIR SPOUSES RELATIONSHIP AGE (if known) RESIDENCE (city & state) (if known)

Table with 4 columns: CHILDREN NAMES, RELATIONSHIP, AGE, RESIDENCE. Row 1 is mostly redacted.

(8) EDUCATION: (other than FBI during the past five years). FBIHQ previously advised? [X] Yes [] No If no, complete the following: NAME OF SCHOOL ADDRESS FROM (year) TO (year) DEGREE

Table with 4 columns: NAME OF SCHOOL, ADDRESS, FROM (year) TO (year), DEGREE. All rows are empty.

(9) EMPLOYMENT: (other than FBI during the past five years). FBIHQ previously advised? [] Yes [] No If no, complete the following: NAME OF EMPLOYER (firm or agency) ADDRESS FROM (year) TO (year) TYPE OF WORK REASON FOR LEAVING

Table with 5 columns: NAME OF EMPLOYER, ADDRESS, FROM (year) TO (year), TYPE OF WORK, REASON FOR LEAVING. All rows are empty.

(10) Have you or members of your immediate family been arrested, taken into custody, held for investigation or questioning, or charged by any law enforcement authority within the past five years? [] Yes [X] No (You may omit traffic violations except when aggravated resulting in arrest by local authorities or when use of alcoholic beverages or controlled substances was cited as part of the offense.) If yes, complete the following: DATE CHARGE PLACE LAW ENFORCEMENT AUTHORITY ACTION TAKEN

Table with 5 columns: DATE, CHARGE, PLACE, LAW ENFORCEMENT AUTHORITY, ACTION TAKEN. All rows are empty.

(11) Have you ever suffered from or been treated for any form of mental illness, or had psychiatric consultation of any kind within the past five years which has not been reported to FBIHQ? [] Yes [X] No If yes, provide name and address of physician, approximate date and summary of specifics

NOT RECORDED 9 OCT 30 1986

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(12) Have you visited or resided in any foreign countries during the past five years? Yes No If yes, complete the following:
COUNTRIES VISITED _____ DATES _____ REASON FOR TRAVEL _____

(13) Do you or your spouse have relatives (grandparents, parents, children, brothers & sisters) residing in a foreign country? Yes No If yes, complete the following:

NAME	RELATIONSHIP	AGE	CITY	COUNTRY	CITIZENSHIP
------	--------------	-----	------	---------	-------------

(14) To the best of your knowledge, have you, or members of your immediate family and persons to whom you are bound by affection or obligation:

- A. EVER COMMITTED OR ATTEMPTED TO COMMIT, OR AIDED OR ABETTED ANOTHER WHO COMMITTED OR ATTEMPTED TO COMMIT AN ACT OF SABOTAGE, ESPIONAGE, TREASON OR SEDITION? Yes No
- B. PUBLICLY OR PRIVATELY ADVOCATED REVOLUTION BY FORCE OR VIOLENCE TO OVERTHROW THE GOVERNMENT OF THE UNITED STATES BY UNCONSTITUTIONAL MEANS? Yes No

(15) Other than when on official business, to the best of your knowledge, have you or members of your immediate family and persons to whom you are bound by affection or obligation:

- A. KNOWINGLY ESTABLISHED AN ASSOCIATION WITH INDIVIDUALS WHOM YOU HAVE REASON TO BELIEVE TO BE SUSPECTED OF ESPIONAGE OR SABOTAGE? Yes No
- B. KNOWINGLY ESTABLISHED AN ASSOCIATION WITH REPRESENTATIVES OF FOREIGN NATIONS WHOM YOU HAVE REASON TO BELIEVE HAVE INTERESTS WHICH MAY BE HOSTILE TO THE INTERESTS OF THE UNITED STATES? Yes No

(16) Unless a matter of record at FBIHQ or FBI Field Office. Have you, or your spouse:

- A. USED DRUGS REGULATED BY THE CONTROLLED SUBSTANCES ACT (narcotics, depressants, stimulants, hallucinogens and cannabis which includes marijuana and hashish), EXCEPT AS PRESCRIBED OR ADMINISTERED BY A PHYSICIAN LICENSED TO DISPENSE DRUGS IN THE PRACTICE OF MEDICINE? Yes No
- B. EVER BEEN OR ARE YOU NOW A HABITUAL USER OF ALCOHOLIC BEVERAGES? Yes No
- C. ANY FINANCIAL INDEBTEDNESS OR OBLIGATIONS WHICH YOU ARE UNABLE TO MEET AT THIS TIME? Yes No
- D. INCURRED ANY FINANCIAL INDEBTEDNESS OR OBLIGATIONS WHICH YOU WERE UNABLE TO MEET WITHIN THE PAST FIVE YEARS? Yes No
- E. EVER FILED FOR BANKRUPTCY? Yes No

(If your responses to Question 14, 15, or 16 is "yes," furnish pertinent details on a separate page and attach to this form.)

(17) Within the past five years have you been a plaintiff or defendant in a court action, including divorce actions? Yes No If yes, furnish specific action and details.

(18) IN CASE OF EMERGENCY PLEASE NOTIFY:

NAME _____ RELATIONSHIP _____
STREET ADDRESS _____
CITY AND STATE ATLANTIC CITY, NJ ZIP CODE 08401
TELEPHONE _____

(19) IN THE EVENT PERSON TO NOTIFY IN CASE OF EMERGENCY, ABOVE, IS YOUR SPOUSE, LIST ONE OTHER PERSON TO BE CONTACTED IN CASE OF EMERGENCY:

NAME _____ RELATIONSHIP _____ b6
STREET ADDRESS _____ b7C
CITY AND STATE _____ ZIP CODE _____
TELEPHONE (_____) _____

(20) PHYSICIAN _____
ADDRESS _____ Baltimore, MD
TELEPHONE _____

I AM AWARE THAT MAKING FALSE STATEMENTS ON THE PERSONNEL STATUS AND SECURITY QUESTIONNAIRE MAY BE THE BASIS FOR DISMISSAL FROM THE FEDERAL BUREAU OF INVESTIGATION, AND CONSTITUTES A VIOLATION OF SECTION 1001, TITLE 18, UNITED STATES CODE. I HEREBY CERTIFY THAT ALL STATEMENTS MADE BY ME ON THIS QUESTIONNAIRE ARE TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE.

J. P. O'Neill
(signature)

Supervising Senior Agent
(title)

Baltimore
(division)

FBI PERSONNEL STATUS AND SECURITY QUESTIONNAIRE

(please print or type clearly)

DATE 7-9-81

This questionnaire is to elicit information which was not previously furnished to FBI Headquarters (FBIHQ) on a prior FD-285, or by other communication. To protect the confidentiality of your responses, you may, at your discretion, enclose this questionnaire in a sealed envelope addressed to FBI Security Officer, FBIHQ, Washington, D. C., Attention: Classification Training, Review and Clearances Unit. Field employees must furnish a duplicate copy of this form to their SAC.

Privacy Act Statement

The information solicited in this FBI Personnel Status and Security Questionnaire is based upon security criteria enumerated in Executive Order 10450. Submission of this questionnaire is mandatory in accordance with the Federal Personnel Manual, Chapter 736, Subchapter 2-6, pertaining to reinvestigations of incumbents holding critical-sensitive positions (all FBI positions are considered critical-sensitive). The information solicited and the results of any subsequent investigation will be evaluated to determine your continued suitability to hold a critical-sensitive position and required national security clearances. Failure to complete this questionnaire could also affect continued suitability to hold this type position.

(1) NAME: (last, first, middle - as it appears on Bureau Rolls) O'NEILL, JOHN P.

(2) OTHER NAMES USED: (maiden name, names by former marriages, former names changed legally or otherwise, aliases & nicknames)

(3) DATE OF BIRTH 02-06-52

(4) SOCIAL SECURITY ACCOUNT NUMBER 147-42-1004

(5) MARITAL STATUS: SINGLE SEPARATED MARRIED DIVORCED WIDOW WIDOWER

SPOUSE: NAME (maiden if female)

RESIDENCE ADDRESS IF IT DIFFERS FROM YOURS N/A

PLACE OF EMPLOYMENT

(6) CHILDREN: NAMES OF CHILDREN, STEPCHILDREN AND THEIR SPOUSES, RELATIONSHIP, AGE (if known), RESIDENCE (city & state) (if known)

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(7) EDUCATION: (all schools attended and correspondence courses taken during the past five years). FBIHQ previously advised? Yes No If no, complete the following:

Table with 4 columns: NAME OF SCHOOL, ADDRESS, FROM (year) TO (year), DEGREE

(8) EMPLOYMENT: (other than FBI during the past five years). FBIHQ previously advised? Yes No If no, complete the following: N/A

Table with 4 columns: NAME OF EMPLOYER (firm or agency), ADDRESS, FROM (year) TO (year), TYPE OF WORK, REASON FOR LEAVING

(9) Have you been arrested, taken into custody, held for investigation or questioning, or charged by any law enforcement authority within the past five years? Yes No (You may omit traffic violations except when aggravated resulting in arrest by local authorities or when use of alcoholic beverages was cited as part of the offense.) FBIHQ previously advised? Yes No If no, complete the following:

Table with 5 columns: DATE, CHARGE, PLACE, LAW ENFORCEMENT AUTHORITY, ACTION TAKEN

(10) Have you ever suffered from or been treated for any form of mental illness, insanity, or had psychiatric consultation of any kind within the past five years? Yes No FBIHQ previously advised? Yes No If no, provide name and address of physician, approximate date and summary of of specifics.

37-NOV RECORDED 10 SEP 29 1981

FBI/DOJ

(11) Have you visited or resided in any foreign countries during the past five years? Yes No FBIHQ previously advised? Yes No If no, complete the following if your travel or residence was for purposes outside the scope of your FBI employment:

COUNTRIES VISITED	DATES	REASON FOR TRAVEL

(12) Do you or your spouse have relatives (*grandparents, parents, children, brothers & sisters*) residing in a foreign country? Yes No FBIHQ previously advised? Yes No If no, complete the following:

NAME	RELATIONSHIP	AGE	CITY	COUNTRY	CITIZENSHIP

- (13) Other than when on official business, have you or your spouse:
- A. EVER COMMITTED OR ATTEMPTED TO COMMIT, OR AIDED OR ABETTED ANOTHER WHO COMMITTED OR ATTEMPTED TO COMMIT AN ACT OF SABOTAGE, ESPIONAGE, TREASON OR SEDITION? Yes No
 - B. KNOWINGLY ESTABLISHED AN ASSOCIATION WITH INDIVIDUALS RELIABLY REPORTED AS SUSPECTED OF ESPIONAGE OR SABOTAGE? Yes No
 - C. KNOWINGLY ESTABLISHED AN ASSOCIATION WITH REPRESENTATIVES OF FOREIGN NATIONS WHOSE INTERESTS MAY BE HOSTILE TO THE INTERESTS OF THE UNITED STATES? Yes No
 - D. OR ANY OTHER MEMBER OF YOUR IMMEDIATE FAMILY, INCLUDING IN-LAWS, HAD ANY CONTACT WITH FOREIGN DIPLOMATIC ESTABLISHMENTS OR THEIR REPRESENTATIVES IN THE UNITED STATES OR ABROAD WITHIN THE PAST FIVE YEARS? (*includes commercial, counselor, news media, trade or travel organizations*) Yes No
 - E. PUBLICLY OR PRIVATELY ADVOCATED REVOLUTION BY FORCE OR VIOLENCE TO OVERTHROW THE GOVERNMENT OF THE UNITED STATES BY UNCONSTITUTIONAL MEANS? Yes No

- (14) Unless a matter of record at FBIHQ, have you or your spouse:
- A. EVER BEEN OR ARE YOU NOW A USER OF DRUGS REGULATED BY THE CONTROLLED SUBSTANCES ACT (*narcotics, depressants, stimulants, hallucinogens and cannabis which includes marijuana and hashish*), EXCEPT AS PRESCRIBED OR ADMINISTERED BY A PHYSICIAN LICENSED TO DISPENSE DRUGS IN THE PRACTICE OF MEDICINE? Yes No
 - B. EVER BEEN OR ARE YOU NOW A HABITUAL USER OF ALCOHOLIC BEVERAGES? Yes No
 - C. ANY FINANCIAL INDEBTEDNESS OR OBLIGATIONS WHICH YOU ARE UNABLE TO MEET AT THIS TIME? Yes No

(If your responses to Question 13 or 14 are "yes," furnish pertinent details on a separate page and attach to this form.)
 (15) Within the past five years have you been a plaintiff or defendant in a court action, including divorce actions? Yes No FBIHQ previously advised? Yes No If no, furnish specific action and details.

(16) Are you now, or within the past five years, have you been a member of any group, society or organization? Yes No (List only those memberships which were not previously reported to FBIHQ. Do not abbreviate.) *FBIHQ Advised.*

NAME	CITY & STATE	FORMER	PRESENT	POSITIONS HELD AND EXTENT OF ACTIVITY

(17) IN CASE OF EMERGENCY PLEASE NOTIFY:

NAME	RELATIONSHIP
STREET ADDRESS	ZIP CODE
CITY AND STATE	
TELEPHONE	

(18) PHYSICIAN ADDRESS TELEPHONE

I AM AWARE THAT MAKING FALSE STATEMENTS ON THE PERSONNEL STATUS AND SECURITY QUESTIONNAIRE MAY BE THE BASIS FOR DISMISSAL FROM THE FEDERAL BUREAU OF INVESTIGATION, AND CONSTITUTES A VIOLATION OF SECTION 1001, TITLE 18, UNITED STATES CODE. I HEREBY CERTIFY THAT ALL STATEMENTS MADE BY ME ON THIS QUESTIONNAIRE ARE TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE.

John P. O'Neill
 (signature)
 Special Agent, FBI
 (title)

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Memorandum



To : SAC, Baltimore

Date 10/8/81

From : Director, FBI

Subject : MANAGEMENT APTITUDE PROGRAM (MAP)
ASSESSMENT REPORTS

Special Agent: John P. O'Neill
Assessment Period: 8/16 - 8/27/81

Transmitted with this letter is the final assessment report of captioned Special Agent.

You are directed to the Manual of Administrative Operations and Procedures, Part I, Section 3-4, entitled "Management Aptitude Program (MAP) Assessment Reports". This will provide guidelines for you concerning the administrative handling of this report. It will also contain instructions for your interview with this Special Agent concerning his MAP report as well as guidelines for developmental activities when this is appropriate.

Since the MAP participant no longer reviews the written report prior to returning to the Field Office, this Special Agent should be given an opportunity for prompt review of the report.

Enclosure

BUREAU FILE COPY

67-NOT RECORDED
62 OCT-13 1981

A/G/
Barfs

FEDERAL BUREAU OF INVESTIGATION
MANAGEMENT APTITUDE PROGRAM

Original maintained at
MAP Center, Quantico

Name of Participant John P. O'Neill	Division of Assignment Baltimore	EOD Date 7/6/76	GS Level 12
Social Security Number 147-42-1004	Level of Assessment Supervisory	Assessors <div style="border: 1px solid black; width: 100px; height: 50px;"></div>	
Assessment Period 8/16 - 8/27/81	Date of Assessment Interview 8/21/81		
Administrator's S <div style="border: 1px solid black; width: 150px; height: 30px;"></div>	Participant's Signature and Date <i>J.P. O'Neill</i> 8/21/81		
MAP Synopsis	Report by GEG: mel		

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SA O'Neill's performance during the MAP exercises demonstrated management aptitude.

ADMINISTRATIVE SKILL (Satisfactory)

Problem Analysis	3
Judgment	3+
Planning & Organizing	3+
Written Communication	3
Management Control	3+
Use of Delegation	3+

PERSONAL SKILL (Satisfactory)

Leadership	3+
Decisiveness	3
Initiative	3

INTERPERSONAL SKILL (Satisfactory)

Oral Communication	4
Oral Presentation	4-
Sensitivity	3+

BUREAU FILE COPY

James L. McKenzie
Assistant Director

Report will be destroyed upon promotion to target level position

Participant's Comments:

ENCLOSURE

FOREWORD

To facilitate use of the MAP report by management in selection, promotion, or development purposes, the twelve dimensions have been grouped into three general skill classifications. A score of 3 in a particular dimension represents the norm or that level necessary to satisfactorily perform as a field supervisor. A score of 3- indicates a need for marginal improvement and, conversely, a score of 3+ represents behavioral characteristics slightly above the norm. The MAP report represents a demonstration of aptitude for the field supervisory position and is not a measure of current performance.

DIMENSION ANALYSIS

ADMINISTRATIVE SKILL (Satisfactory)

The assessee was rated above the norm in four of the six dimensions that fall within the administrative skill category. He was rated above the norm in Judgment, Planning & Organizing, Management Control, and Use of Delegation. He was rated at the norm in the dimensions of Problem Analysis and Written Communication. In general terms the participant appeared to improve greatly as time went on in these exercises. His biggest problem areas were in the areas of Written Communication and Problem Analysis as reflected in the In-Basket exercise which was held on the first full day. In terms of the assessee's Problem Analysis most of this problem stemmed from the fact that he failed to pay attention to important details and did not note the critical interrelationships among the items. Of the thirty-two items in the In-Basket the assessee handled twenty-two of them, however, on some of the priority items he did not get to them since it appeared that he got bogged down in too much trivial detail. The assessee for example, did not recognize the potential conflict of interest in the bowling party and did not recognize that the safety committee was a do nothing organization. He did not note that the first twenty questions were missing from the employee survey and did not note the confusing format of the affirmative action report. Unfortunately, some of the assessee's written communications were unreadable and required the assessor to clarify areas in the oral feedback session which should have been handled during the course of the written exercise. Although the instructions set out in the majority of the items were written logically with a normal amount of rationale, the assessee has some problem with spelling, clarity and development of a well organized format.

Although the assessee did not have the benefit of oral feedback from the assessor before he completed the Analysis Problem it was apparent that the assessee has a much better grasp of his Written Communication and Problem Analysis skills than was evidenced in the In-Basket exercise. Given an adequate time for preparation the assessee in most instances expressed his ideas clearly. In the Analysis Problem there was a well organized format with a formal introduction, a body, and a summary. He did have a tendency to ramble somewhat and his spelling indicates that he should spend more attention to detail. However, the recommendations that he set out in the Analysis Problem for his superior were very specific and well understood. The report in general was very neatly prepared and very legible.

It was also readily apparent to the assessors that in both the Employee Discussion exercise and in the Analysis Problem the assessee could effectively analyze the major problems of both situations. In the Analysis Problem he noted the critical interrelationships among the items and handled the majority of the problems correctly as they related to the budget cuts and staff requests, the affirmative action policy, the responsiveness and the service of the organization, and the community participation of the agency. The assessee noted that the workload in the agency was not equitably distributed and noted that there was a lack of complete and up-to-date information regarding that agency. He failed to identify that the secretaries used by the investigative clerks could account for their higher productivity and also failed to note that the number of complaints increased over the time span. He did note that the investigative clerks and the special employees could be combined into one job since they do basically the same thing. The assessee did have some novel suggestions regarding vehicle violations stating that the local police should handle them except in aggravated cases.

In the Employee Interview exercise the assessee showed that he could quickly and effectively identify the problem areas which were discussed. The assessee utilized all the material provided to him in an excellent manner making full use of the data and effectively getting his points across to the role player in a logical and fully understood way. The assessee was not convinced following the role player's explanation of the court case and set out further instructions to the role player as to how he wanted follow-up reports handled.

The assessee was rated slightly above the norm in the dimension of Judgment. In the In-Basket exercise the assessee correctly refused to make decisions without all the necessary data and he did develop alternatives to solutions to various problems but had some difficulty in specific areas. For example, in regards to the invitation to the Senate hearing he did make an assignment for various employees to develop data necessary for the presentation but failed to notify his superior of the invitation.

He attempted to develop information regarding the complaint by the Senator, however, failed to respond to the Senator as directed by his superior. The assessee did an excellent job in handling the budget reduction/hiring freeze giving specific assignments and directions to those to whom he had delegated this assignment. Similarly he did an excellent job in delegating the legislative audit. The assessee's judgment as evidenced by the Analysis Problem was greatly above the norm. The decisions and recommendations as set out in his report were responsible in terms of their impact on the employees, the public, and the business community. Although he did not hit on all the items, those that he did address would have a reasonable chance of solving the problems as presented.

The dimension of Planning & Organizing could be considered one of the stronger administrative skills developed by the participant. Although, as stated above, he has a tendency to get bogged down in trivia, he generally has an above average ability to plan and organize his workload so that the problems can be solved effectively. In the In-Basket exercise the participant directly set out various contingency plans and prioritized the assignments in terms of importance and due dates. He specifically provided his secretary with instructions on scheduling his appointments and he correctly noted that the convention was to begin his first week on the job. He correctly noted that the audit is scheduled during his absence and delegated responsibility for this to one of his subordinates.

In the Interview Simulation exercise the participant was well prepared for the interview with the role player. He did an excellent job of putting the role player at ease regarding personal questions, complimenting the employee, and generally had a good handle on all of the data necessary for that interview. He set forth specific plans for the role player with well understood procedures to ensure that his instructions were carried out.

The dimension of Management Control primarily involves the establishment of procedures to monitor or regulate processes, tasks, or the activity of subordinates. It also involves the ability to evaluate the results of delegated assignments and projects. This dimension was one of the participant's strongest areas and it was evident that the participant has had some experience in administrative desk work. On both the In-Basket exercise and the Employee Discussion exercise he effectively set specific dates and times for completion of various tasks he assigned. He did more than was necessary-in fact, summarizing the tickler dates and times for his secretary on a separate sheet of paper. The participant asked for feedback from the role player in the Employee Discussion exercise after he set out his instructions. He ensured that follow-up reports would be forthcoming and he also set up procedures to ensure that this was accomplished.

In the dimension of Delegation in regards to the In-Basket exercise the participant delegated nine out of twenty-two items. In each case he delegated to the correct person and in most cases he gave specific instructions as to what he expected from the individual who had been the recipient of delegation. He also adequately provided the authority to act along with the responsibility given to that individual.

INTERPERSONAL SKILL (Satisfactory)

The interpersonal skills of Oral Communication, Oral Presentation and Sensitivity were handled generally above the norm by the participant. Although the participant had minor problems in terms of Sensitivity in the In-Basket exercise, his Oral Communication and Oral Presentation skills throughout the MAP exercises were greatly above the norm.

In terms of Sensitivity, in the In-Basket exercise, it was apparent that the participant generally responded thoughtfully and diplomatically to others' arguments and opinions. In some cases he did not allow others to present their viewpoints and did not adequately recognize some of the subtle information which could have made him a more effective manager. For instance, the participant failed to send a thank you note to his secretary and also failed to send a communication to one of his employees who had submitted a suggestion. He noted that the Senatorial hearing was a sensitive issue; however, failed to accept the invitation and also failed to notify his superior that he had received it. The participant appeared to be much more sensitive in a group interaction setting than he was when forced by time constraints as in the In-Basket exercise. In the National Executive Council exercise the participant was very effective in drawing the quiet members into the discussion. Although he did not necessarily acknowledge the merit of the others' suggested projects, he did allow the participants to state their cases without interruption. In addition, the participant defended the position of another member of the council who did not have a chance to restate his proposal. The participant was definitely not over sensitive but struck a fine balance between assertiveness and allowing others to present their viewpoints. In the Employee Discussion exercise, the participant was very supportive of the role player advising that he came up through the ranks as the role player had and developed an excellent rapport with the role player taking a problem solving approach to all the issues presented to him.

In the dimension of Oral Presentation the participant was considerably above the norm as measured in the Analysis Problem presentation and the National Executive Council. The participant has a persuasive and clear presentation. He has

excellent clarity, volume, eye contact and enthusiasm. Although in the Analysis Problem presentation he went over the time limit, he nevertheless prepared an extensive ten-page outline which was a synopsis of the twenty-six page report. His presentations in the National Executive Council exercise were more persuasive and more enthusiastic than that which he showed in the Analysis Problem. The participant was very effective in defending one of the participants who had been interrupted and when challenged on his proposals maintained a consistent, thorough, and firm delivery with the other participants. He has good voice and modulation and effective hand gestures. The participant's Oral Communication skills as differentiated from his Oral Presentation skills are equally impressive. He speaks in a clear, articulate, and fluent manner using little excess verbiage and well constructed sentences. At times his use of hand gestures may be somewhat distracting but in most cases is effective and appropriate. He is logical in his thought processes and is concise in his presentations. In the group exercises he did not have to repeat or explain his meaning but was easily understood by the participants.

PERSONAL SKILL (Satisfactory)

The participant displayed an above average degree of Leadership throughout the exercises. He was rated at the norm in the personal skills of Decisiveness and Initiative. The participant got off to a rather slow start in his Leadership skills in the Management Problem and in the In-Basket exercise. It appeared he had some problems on the first evening relating to the other participants and did not take an active role in presenting his proposals. In the In-Basket exercise due primarily to his willingness to involve himself in too much trivial detail, he displayed a degree of leadership slightly below the norm. This was evidenced by his lack of action to correct the unproductive safety committee; his failure to provide guidelines to ensure promptness of the quarterly report; his failure to provide guidelines for the release of material to the press and his inability to provide specific guidelines in handling the sensitive homosexual problem. In spite of these limitations, the participant reflected a high degree of leadership in the NEC six man exercise as well as the Employee Discussion. The participant in the NEC formal exercise effectively motivated the entire group. He acted effectively as a mediator between opposing groups and suggested numerous alternatives for the group to consider in order to break a deadlock. Toward the end of the discussion he made other proposals to resolve the deadlock and made a final suggestion to cut his expenditures in half if another department would do the same. This resolved the deadlock in the final few minutes and he took it upon himself to write the summary for the entire group. In the Employee Discussion exercise he did not rely solely on his authority but guided the role player explaining specifically what it was the role player was to do. He listened

to the role player's various explanations and took a problem solving approach to the situation rather than being authoritative. He admitted that he had not reviewed the questionable report but set guidelines for general policy which were readily accepted by the role player.

As in the dimension of Leadership, the participant's Decisiveness, although somewhat lacking in the In-Basket exercise, improved greatly in the Analysis Problem and in the Employee Discussion. In the In-Basket exercise the participant did not present his ideas forcefully and persuasively. He appeared to want to put off making decisions and attempting to defer them rather than meet them head on. On interview he stated that this amount of insecurity and hesitency on his part was due primarily to the fact that he was allegedly new on the job and did not want to make a lot of decisions in three hours that could affect a lot of people without having the benefit of more information. This explanation was taken into consideration in the final analysis. The participant's approach to the Interview Simulation was handled in a very low key manner but was very forceful and persuasive in its delivery. In spite of the counter arguments from the role player, the participant handled all of the tough questions in an effective manner. The role player had no doubt about the instructions that were given by the participant. This Decisiveness was further exemplified in the Analysis Problem where the participant made numerous decisions on all aspects of the agency's operations.

The participant was rated at the norm in the dimension of Initiative. This dimension, generally defined as actively influencing events rather than a passive acceptance of them, was measured in the In-Basket exercise, the Management Problem and the National Executive Council exercise. In the In-Basket exercise in most cases the participant took actions which were somewhat extra-that is went beyond mere responses to information provided to him. In one instance he determined from the instructions that there were overlapping responsibilities in the Department of Consumer Protection and poor communications appeared to be the cause. Although this was not really part of the instructions, he took the initiative and sent a memorandum to one of his subordinates to ask him to study the problem and report back to him by a certain date. Although this showed excellent initiative, in some of the other responses, they were delegated with very little depth. In some cases, he would merely instruct his subordinates to study or review a problem and send him a report. In most of these instances the participant did not furnish adequate direction to the subordinates for them to perform effectively. It was apparent that the participant's initiative is better observed in a group discussion than in a personal analysis of data. The participant's initiative was judged to be above the norm in the National Executive Conference exercise as evidenced by the participant's willingness to make suggestions to obtain a joint resolution to the problem. The participant

suggested various ways to divide the money and was willing to compromise when others were not. The participant was very effective in his arguments to gain the support of the group and was the leader in capitalizing on the coalition with other group members to obtain their support.

SUPPLEMENTAL TO 7/7/76 FD287a

(Please type or print)

Name (Last, first, middle - as it appears on Bureau Rolls) O'NEILL, JOHN P. Date 2/21/78
 Check one: SA SAA Date of Birth 2/6/52 EOD 7/6/76

Education

Name of School	Location	Dates		Degree (Give descriptive title, i.e., BS in Civil Eng.)
		From	To	
College AMERICAN UNIVERSITY	WASH. D.C.	71	74	B.S. Major ADMINISTRATION OF Minor JUSTICE
Graduate School GEORGE WASHINGTON UNIVERSITY	WASH. D.C.	74	77	M.S. Major FORENSIC SCIENCE Minor GRANTED 2/20/78
Miscellaneous or Special Schools (Include Vocational and Radio Schools)				

List all college courses of 10 hours or more studied in mathematics, engineering and sciences, including chemistry, physics, biology, radio, communications, etc., regardless whether degree obtained. (Use supplemental sheet if necessary.)

Course	Hours	Course	Hours	Course	Hours	Course	Hours

BARS: Federal _____ Year _____ State _____ Year _____ CPA (State) _____ Year _____
 Other _____

Foreign Language and Dialects

(Evaluate your present proficiency in each phase as Excellent, Very Good, Good, Fair, or Unsatisfactory.)

Name of Language	Read	Write	Speak	Understand	Translate

Source of Proficiency

Name of Language	Native Tongue	Bureau School	Academic	No. Yrs. Studied	Foreign Assignment	Bur. Test Taken	
						Yes	No

If you can handle any foreign language or languages fluently with little or no hesitation, and without use of a dictionary specify same.

If you have had any TRAINING or EXPERIENCE in the writing field including newspaper reporting, writing for a periodical, and creative writing of any kind, set forth as follows:

Training College Courses	No. of Hours	Experience	Period of Experience
<u>5</u>	<u>94</u>		

[Handwritten signature]

Previous Employment

Type of work and in what capacity	Proficiency	Period of Experience

Vocations and Avocations

(Give detailed information regarding any special knowledge, abilities, talents, hobbies, trades, etc., you possess, including athletics.)

Vocation or Avocation	Professional	Amateur	Proficiency	Period of Experience

If you feel your experience in any of your previous employments, vocations or avocations is sufficient so that you could use it as a cover in an undercover assignment, identify same.

Special Abilities

Typing ability _____ W.P.M. Have you passed Bureau test? Yes No

Shorthand ability _____ W.P.M. Have you passed Bureau test? Yes No

Name of Shorthand system you use other than Gregg _____

Foreign Travel (Six Months or More)

List all foreign countries you have traveled in; in what capacity, and period there.

Military Training

Active duty: Branch _____ Dates of Service _____ Rank _____

Specialized Military Training _____

Radio and Electronic Equipment Maintenance Experience

(State degree of proficiency and length of time spent)

FM Radio Equipment Maintenance _____

Other Communications Equipment _____

Other Electronic Equipment _____

FCC Licenses Held _____

Equipment Design and/or Construction _____

Miscellaneous

List any other information, qualifications and accomplishments.



TOP DOCUMENT

OFFICIAL PERSONNEL FILE (OPF)

Electronic Communication 66-HQ-A1240026-1243 dated 3/5/01, established revised filing procedures for the OPF. The Office of Personnel Management (OPM) Operating Manual "The Guide to Personnel Recordkeeping" will normally be used to establish personnel record guidelines. Additionally, the National Archives and Records Administration has identified many personnel related documents as "temporary" and has established short-term retention periods which are set forth in "General Records Schedule Item 1", dated December 1998.

Therefore, it is noted that some documents have been serialized, but not filed in the OPFs, as they were determined to not be appropriate for long term retention.

DO NOT REMOVE

Authorized by: Personnel Verification and Records Unit Chief, 7/16/01

55
OCTOBER 29, 1993

PERSONAL

JOHN P ONEILL
FEDERAL BUREAU OF INVESTIGATION
CHICAGO

DEAR MR ONEILL:

THIS IS TO INFORM YOU OF THE STATUS OF THE PERFORMANCE MANAGEMENT AND RECOGNITION SYSTEM (PMRS). THE PMRS CONCLUDES ON OCTOBER 31, 1993. THE PMRS TERMINATION ACT OF 1993, SECTION 4 OF PUBLIC LAW 103-89, PROVIDES FOR THE TRANSITION OF FORMER PMRS EMPLOYEES INTO THEIR AGENCY'S PERFORMANCE MANAGEMENT SYSTEM (PMS) AND GENERAL SCHEDULE (GS) PAY PLAN. THEREFORE, THE APPRAISAL CYCLE WILL BE ADJUSTED FOR ALL FORMER GENERAL MANAGER (GM) EMPLOYEES TO COINCIDE WITH THAT OF EMPLOYEES UNDER THE PMS. SPECIFICALLY, THE APPRAISAL CYCLE FOR SPECIAL AGENT PERSONNEL FORMERLY IN THE GM POPULATION WILL BE CHANGED TO APRIL 1 THROUGH MARCH 31, THE APPRAISAL CYCLE FOR FIELD SUPPORT MANAGERS WILL BE JULY 1 TO JUNE 30, AND THE CYCLE FOR HEADQUARTERS SUPPORT MANAGERS WILL BE DECEMBER 1 TO NOVEMBER 30.

FURTHER, EFFECTIVE NOVEMBER 1, 1993, YOU WILL CONTINUE TO BE PAID AT YOUR CURRENT RATE OF PAY, AS ADJUSTED BY ANY FINAL MERIT INCREASE, EVEN IF THAT RATE IS NOT A DESIGNATED GS STEP RATE. THE BUREAU WILL CONTINUE TO USE THE PAY PLAN CODE 'GM', WHICH THE OFFICE OF PERSONNEL MANAGEMENT HAS REDEFINED TO DESIGNATE GS EMPLOYEES FORMERLY COVERED BY THE PMRS. YOU ALSO

ENCLOSURE

67-116-211-115

NOV 5 1993

MR JOHN P ONEILL

WILL BECOME ELIGIBLE FOR WITHIN-GRADE INCREASES (WIGI'S) WHENEVER YOU COMPLETE THE APPLICABLE REQUIREMENTS. YOUR LAST MERIT INCREASE WILL BE YOUR LAST EQUIVALENT INCREASE FOR THE PURPOSE OF BEGINNING YOUR WIGI WAITING PERIOD. FOR YOUR INFORMATION, A COPY OF THE PMS POLICY IS ATTACHED.

I WANT TO THANK YOU FOR THE MANY FINE CONTRIBUTIONS YOU HAVE MADE DURING YOUR TENURE IN THE GM POPULATION, AND ENCOURAGE YOU TO CONTINUE THOSE SUPERB EFFORTS IN SUPPORTING THE FBI'S MISSION IN THE FUTURE.

SINCERELY YOURS,

JOHN C. HARLEY, JR.
DEPUTY ASSISTANT DIRECTOR -
PERSONNEL OFFICER
PERSONNEL DIVISION

NOVEMBER 23, 1992

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 praiseworthy efforts, I wish to present to you the enclosed check valued at \$1,306.00 which denotes the award you have merited under the Performance Management and Recognition System.

I thank you for your many contributions throughout the year and encourage you to continue these fine efforts in support of the FBI's mission.

Sincerely yours,

William S. Sessions
Director

Enclosure

CHECK SENT BY PRAU

11/23/92

Federal Bureau of Investigation
Performance Management System - Special Agent
Performance Appraisal Report - Cover Page

[Handwritten initials and signatures]

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Position Title, Grade and Number ASSISTANT SPECIAL AGENT IN CHARGE (ASAC) 1811-15-78-FO-714	4. Office of Assignment 3150 CHICAGO
5. General Nature of Assignment WHITE COLLAR CRIME, ORGANIZED CRIME/DRUG, AND VIOLENT CRIME/MAJOR OFFENDERS PROGRAMS	

6. Summary Rating **EXCEPTIONAL**

b6
b7C

7. 4-15-94
Signature of Rating Official Date

I have reviewed and approved this appraisal. () See my comments attached.

8. *[Signature]* 4-15-94
Signature of Reviewing Official Date

I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion and/or office of preference transfer. In addition, I am aware that my summary rating, if below the Fully Successful level, may preclude my consideration for a within-grade increase (WIGI) 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.

9. *[Signature]* 4-15-94
Signature of Employee Date

10. Basis/Reason for Issuance	PRAU USE ONLY
A <input checked="" type="checkbox"/> End of Annual Period	Logged _____
T <input type="checkbox"/> Position Change Date _____	Reviewed <u><i>[Signature]</i></u>
O <input type="checkbox"/> Change in Rating Official Date _____	Entered <u><i>[Signature]</i></u>
N <input type="checkbox"/> Current Appraisal Date _____	Verified <u><i>[Signature]</i></u>
Q <input type="checkbox"/> Requested by FBIHQ Date _____	Printout _____
D <input type="checkbox"/> Conclusion of Detail Date _____	
W <input type="checkbox"/> Unacceptable - Warning Date _____	
F <input type="checkbox"/> Warning Resolution Date _____	

PBSIF AAOPER. ABSOPE. DEASSO d 12/30/93

[Handwritten mark]
THREE

Instructions for Preparing the Performance Appraisal Report Cover Page

Rating official is to prepare the necessary Evaluation and Narrative Pages prior to completing this form. With the exception of signatures and dates, the information on this form is to be typewritten. To improve legibility, name and title of rating and reviewing officials may be typewritten below their signatures. This Page is the first of any Performance Appraisal Report (PAR). All subsequent Pages are to be numbered consecutively.

Preprinted form FD-728 will be furnished at the end of the annual period by the Performance, Recognition and Awards Unit (PRAU). The biographical data on this form should be verified, with any discrepancies being corrected in ink.

Items 1-4 Self-explanatory.

Item 5 Record the type of cases/matters handled by the employee during the appraisal period. Do not simply insert the position title.

Item 6 Complete item(s) 4 on the Evaluation Page(s) 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.)

Item 7 Rating official is to sign and date the PAR before submitting it to a higher level official for review.

Item 8 Reviewing official is to sign and date the PAR before it is presented to the employee. He/she must assure the validity and fairness of the appraisal and attach comments, on plain white bond paper, to justify any modifications made.

Item 9 Self-explanatory. If the employee refuses to sign the PAR, the rating official must document the refusal and the date of same in the space allowed for this item.

Item 10 Record the reason(s) the PAR is being issued and enter the date of the action causing the issuance. (Example: A PAR 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 PAR does not need to match the signature dates. No date is necessary for PARs issued at the end of the annual period unless the period is extended past March 31st for reasons set forth in policy material.

In most cases, if an employee received a PAR after January 1st, no separate PAR for the end of the annual period will be necessary. For this reason, "end of annual period" is to be marked as well as the initial reason for the PAR, e.g., "position change", and the date of that action.

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

Employees are to be afforded access to their 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 System - Special Agent
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
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3. Critical Element# 1 as noted on the Plan. 3a. Title and/or brief summary of element:
OPERATIONS MANAGEMENT

4. Rating level: Exceptional* Minimally Acceptable*
 Superior Unacceptable*
 Fully Successful *See attached Narrative Page.

3. Critical Element# 2 as noted on the Plan. 3a. Title and/or brief summary of element:
SUPERVISION OF SUBORDINATES

4. Rating level: Exceptional* Minimally Acceptable*
 Superior Unacceptable*
 Fully Successful *See attached Narrative Page.

3. Critical Element# 3 as noted on the Plan. 3a. Title and/or brief summary of element:
ASSOCIATE EXECUTIVE RESPONSIBILITIES

4. Rating level: Exceptional* Minimally Acceptable*
 Superior Unacceptable*
 Fully Successful *See attached Narrative Page.

3. Critical Element# _____ as noted on the Plan. 3a. Title and/or brief summary of element:

4. Rating level: Exceptional* Minimally Acceptable*
 Superior Unacceptable*
 Fully Successful *See attached Narrative Page.

JS
5. Initials of Employee

4/15/94
Date

**Instructions for Preparing the
Performance Appraisal Report
Evaluation Page**

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

Items 1-2 **Self-explanatory.**

Item 3 **Record the critical element (CE) by its identifying number from the Performance Plan and provide, in item 3a., its title and/or a brief summary of the element.**

Item 4 **Review and compare the documentation collected during the appraisal period for the CE with its performance standards to determine the rating level achieved and check the appropriate box.**

If the employee's performance is at the Exceptional, Minimally Acceptable, or Unacceptable level, a Narrative Page (FD-728b) must be completed.

When the Performance Appraisal Report (PAR) is issued as an Unacceptable-Warning or as a Warning Resolution, a Narrative Page must be provided for each CE regardless of the level achieved.

Although not necessary when an employee's performance meets the Fully Successful or Superior level, except as required above, the rating official may choose to provide a Narrative Page and so indicate by entering an asterisk when marking the rating level achieved.

Item 5 **Self-explanatory.**

Employees are to be afforded access to their 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 System - Special Agent
Performance Appraisal Report - Narrative Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element# <u> 1 </u> . (Include specific examples of positive/negative performance.)	


OPERATIONS MANAGEMENT:

From the beginning of the rating period until January-1994, ASAC O'NEILL was responsible for oversight of the Chicago Division's White Collar Crime (WCC) and Violent Crimes/Major Offenders (VCMO) Programs. In conjunction with these assignments, he coordinated undercover matters and the Alias/False Identification Programs as well. Effective January-1994, ASAC O'NEILL became Program Manager for the Organized Crime/Drug Program. The exceptional management skills that ASAC O'NEILL brought to the WCC and VCMO Programs were the prime reason that he was given the OC/Drug Program responsibilities. In a short period of time, he has moved to prepare crime surveys, intelligence development, and a structural approach to this very significant program. The accomplishments of the WCC and VCMO Programs under his oversight have significantly enhanced the Chicago Division's ability to deal with these programs.

ASAC O'NEILL's ability to prioritize limited resources has not only helped the division, but FBIHQ as well. An example of this is the recently presented testimony of AMERICAN MEDICAL ASSOCIATION (AMA) representatives to Congress in regard to Health Care Fraud, which was extremely complimentary to the FBI's ability to deal with this burgeoning crime problem. This AMA position was developed through their favorable contacts with ASAC O'NEILL in particular and the FBI in general. Contacts and association with a whole range of entities involved with WCC enhanced all WCC subprograms, and these entities in turn allowed the FBI to maintain its preeminence in the WCC area.

FBI involvement in violent crime initiatives, primarily task force commitments, has allowed the Chicago Division to demonstrate its lead role in this area among all law enforcement entities. ASAC O'NEILL worked diligently to put the FBI in the position it occupies and the VCMO Program has flourished as a result.

Rapid refocusing of efforts in the OC/Drug Program area since January-1994 are demonstrative of ASAC O'NEILL's management and development of this most important program. The overall work effort of ASAC O'NEILL has allowed the Chicago Division, as a whole, to focus on the significant operational areas in an exceptional manner, with a minimum of resources.


 4. Initials of Employee


 Date

Federal Bureau of Investigation
Performance Management System - Special Agent
Performance Appraisal Report - Narrative Page


[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element# <u>2</u> . (Include specific examples of positive/negative performance.)	

SUPERVISION OF SUBORDINATES:

From the beginning of the rating period until January-1994, ASAC O'NEILL was responsible for the supervision of nine Squad Supervisors. With reassignment to the OC/Drug Program, he is now responsible for supervising six Squad Supervisors and two SSRAs. He has appropriately worked to develop his subordinates and encourage an open dialogue and free flow of information from them. His subordinates have been strictly accountable to him, and his delegating and developmental efforts assisted in the transition of supervisory responsibilities in the January office restructuring. He continues to recommend his staff for appropriate learning and developmental programs such as EDI II. ASAC O'NEILL paid particular attention to those serving as Acting Supervisors or ASACs in order to facilitate their development and allow them to perform their duties in a more effective manner. ASAC O'NEILL served as Chairman of the Chicago Division Career Board for a majority of the rating period as well.

ASAC O'NEILL has developed and maintained an atmosphere directed toward excellence and he continues to perform in an exceptional manner in this critical element.


4. Initials of Employee

4/15/94
Date

Federal Bureau of Investigation
Performance Management System - Special Agent
Performance Appraisal Report - Narrative Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element# <u>3</u> . (Include specific examples of positive/negative performance.)	

ASSOCIATE EXECUTIVE RESPONSIBILITIES:

As Program Manager for the three top investigative programs, ASAC O'NEILL has represented the SAC in a variety of forums, all in an exceptional manner. Due to the variety of his program responsibilities, he has dealt with the heads of federal, state, local and private agencies and worked to develop a high-level relationship with them to benefit FBI investigative efforts. His executive-level contacts have worked to afford the Chicago Division a respected reputation throughout the territory.

ASAC O'NEILL offered valuable assistance to the SAC with regard to the office restructuring in January-1994, and enabled the SAC to develop a sound structure for all investigative and administrative programs. The office was without the services of an Associate SAC and ASAC during the majority of the rating period, and ASAC O'NEILL very effectively absorbed additional responsibilities in the executive role.

Careful attention by ASAC O'NEILL to the fiscal administration of his programs ensured that the Chicago Division, through the SAC, effectively and efficiently managed its budget responsibilities. Demonstrative of ASAC O'NEILL's efforts in this area is the fact that a recently conducted financial audit of Chicago operations for the last three years resulted in no findings of error by the FBIHQ Audit Staff. Chicago is the only Top 12 office to achieve such an inspection result. The December inspection of the Chicago Division's operations found the office to be operating in a highly effective and efficient manner.

JB
4. Initials of Employee

4/15/94
Date

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OCTOBER 21, 1993

PERSONAL

MR. JOHN P ONEILL
FEDERAL BUREAU OF INVESTIGATION
CHICAGO, IL 60604

DEAR MR. ONEILL:

In recognition of your EXCEPTIONAL performance of duties during the preceding appraisal year, I take great pleasure in presenting you with the enclosed check valued at \$1,216.00 which denotes the award you have merited under the Performance Management and Recognition System.

In thanking you for your many contributions throughout the year, I encourage you to continue these superb efforts in the support and enhancement of the FBI's mission.

Sincerely yours,

Louis J. Freeh
Director

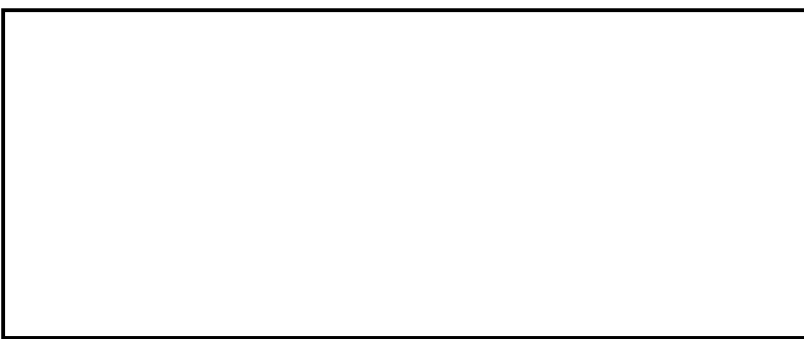
Enclosure

check sent
by PRAW 10/21/93
3/8/k

109

b6
b7C
b7D

November 25, 1994



Thank you for writing to bring to my attention your high regard for Assistant Special Agent in Charge John O'Neill, Supervisory Special Agent [redacted] and Special Agents [redacted]. It is always a pleasure for me to receive good reports about our personnel.

I am glad that Agents O'Neill, [redacted] [redacted] were able to be of assistance in the investigation into allegations [redacted].

[redacted] I am sure they are pleased by your commendation of their efforts, and I know they will join me in thanking you for your complimentary remarks. Please be assured of our continued cooperation whenever possible.

Sincerely yours,

Louis J. Freeh

Louis J. Freeh
Director

- 1 - SAC, Chicago (PERSONAL ATTENTION) - Enclosure
- Bring to the attention of appropriate personnel.
- 67-679605 (John P. O'Neill) - Enclosure
- 1 - [redacted] - Enclosure

NOTE: Following approval, yellow should be routed to the Information Services Unit, IRD, for preparation of file copies for additional employees named.

JMM:majh

majh
LPL
WJW

LPL
WJW

NOV 25 1994

[FBI]

- Dep. Dir. _____
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.: _____
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res.
- Insp. _____
- Lab. _____
- National Sec. _____
- Personnel _____
- Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

MAIL ROOM

John P. O'Neill
67-0679605
ASAC
Chicago FO
NS

b6
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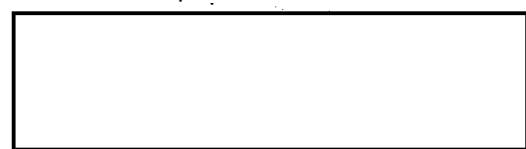
RECEIVED DIRECTOR
CORRESPONDENCE UNIT
OCT 27 1 02 PM '54

RECEIVED DIRECTOR

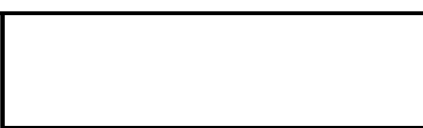
LC



Field Supervisor
Chicago F.O.
NS



Relief Supervisor
Chicago F.O.
NS



Principal Relief Sup.
Minneapolis
NS

SEARCHED
SERIALIZED
INDEXED
FILED

OCT 27 1954
FBI - CHICAGO

OCT 27 1954
FBI - CHICAGO

[Handwritten initials]

Federal Bureau of Investigation
Performance Management System - Special Agent
Performance Appraisal Report - Cover Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Position Title, Grade and Number ASAC 1811-15-78-FO-714	4. Office of Assignment 3150 CHICAGO
5. General Nature of Assignment OVERSIGHT OF ORGANIZED CRIME/DRUG PROGRAM	

6. Summary Rating **EXCEPTIONAL**

7. *2-3-95* b6
b7C

Signature of Rating Official Date

I have reviewed and approved this appraisal. () See my comments attached.

8. *[Signature]* *2-3-95*

Signature of Reviewing Official Date

I am aware that a rating of less than Fully Successful on any critical element may preclude me from consideration for promotion and/or office of preference transfer. In addition, I am aware that my summary rating, if below the Fully Successful level, may preclude my consideration for a within-grade increase (WIGI) 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.

9. *[Signature]* *2-3-95*

Signature of Employee Date

10. Basis/Reason for Issuance

A	<input checked="" type="checkbox"/>	End of Annual Period	Date	<u>2/3/95</u> <i>to Div. 5</i>
T	<input checked="" type="checkbox"/>	Position Change	Date	<u>2/3/95</u>
O	<input checked="" type="checkbox"/>	Change in Rating Official	Date	_____
N	<input type="checkbox"/>	Current Appraisal	Date	_____
Q	<input type="checkbox"/>	Requested by FBIHQ	Date	_____
D	<input type="checkbox"/>	Conclusion of Detail	Date	_____
W	<input type="checkbox"/>	Unacceptable - Warning	Date	_____
F	<input type="checkbox"/>	Warning Resolution	Date	_____

PRAU USE ONLY

Logged _____

Reviewed _____

Entered _____

Verified *[Signature]*

Printout _____

ppd 12/30/97

[Handwritten notes]

[Signature]
THREE

Federal Bureau of Investigation
Performance Management System - Special Agent
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. Critical Element# 1 as noted on the Plan. 3a. Title and/or brief summary of element:
OPERATIONS MANAGEMENT

4. Rating level: Exceptional* Minimally Acceptable*
 Superior Unacceptable*
 Fully Successful *See attached Narrative Page.

3. Critical Element# 2 as noted on the Plan. 3a. Title and/or brief summary of element:
SUPERVISION OF SUBORDINATES

4. Rating level: Exceptional* Minimally Acceptable*
 Superior Unacceptable*
 Fully Successful *See attached Narrative Page.

3. Critical Element# 3 as noted on the Plan. 3a. Title and/or brief summary of element:
ASSOCIATE EXECUTIVE RESPONSIBILITIES

4. Rating level: Exceptional* Minimally Acceptable*
 Superior Unacceptable*
 Fully Successful *See attached Narrative Page.

3. Critical Element# _____ as noted on the Plan. 3a. Title and/or brief summary of element:

4. Rating level: Exceptional* Minimally Acceptable*
 Superior Unacceptable*
 Fully Successful *See attached Narrative Page.

5. Initials of Employee JS Date 2/3/95

Federal Bureau of Investigation
Performance Management System - Special Agent
Performance Appraisal Report - Narrative Page

b2
b7E

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element# <u>1</u> . (Include specific examples of positive/negative performance.)	

OPERATIONS MANAGEMENT:

ASAC O'NEILL had responsibility for oversight of the Chicago Division's Organized Crime/Drug Program (OC/DP) during the entire rating period. As part of this responsibility, he was the Program Manager for the OC/DP and ensured that appropriate oversight was given, furthering the goals and objectives of the division. He directed that updated crime surveys be conducted which assisted in the prioritization of resources and focused the division's efforts on specific crime problems identified.

With regard to operations ASAC O'NEILL coordinated monthly meetings between the DEA and FBI which assisted in the prevention of a duplication of effort and assisted in the sharing of intelligence information. He identified Mexican and Colombian drug groups a priorities in the Drug Program and provided extensive oversight into the [redacted] undercover operation, which has been most successful.

His managerial skills were demonstrated through his suggestion that Squad 13 of the North RA be designated as a Colombian squad which has assisted in the overall intelligence base of this significant drug problem. He was responsible for the establishment of an undercover operation codenamed [redacted] which assists Chicago and other field divisions in their operations. The development and establishment of an intelligence squad occurred during this rating period under the direction of ASAC O'NEILL, and has led to the development of the Chicago Law Enforcement Intelligence Center. For the first time all major investigative agencies in this area are meeting in a formalized, systematic manner and the intelligence developed to date has been significant.

ASAC O'NEILL has developed and maintained an atmosphere directed towards excellence, and he continues to perform in an exceptional manner in this critical element.

JB
4. Initials of Employee

2/3/95
Date

Federal Bureau of Investigation
Performance Management System - Special Agent
Performance Appraisal Report - Narrative Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element# <u>2</u> . (Include specific examples of positive/negative performance.)	

SUPERVISION OF SUBORDINATES:

During the rating period ASAC O'NEILL was selected for a temporary assignment at FBIHQ. Consequently an Acting ASAC has been appointed to serve in his absence. This person has demonstrated that he was adequately prepared for this role and was given sufficient background and support from ASAC O'NEILL to perform in an exceptional manner.

ASAC O'NEILL has responsibility for the supervision of six squads and one SSRA, and has ensured appropriate oversight has been given to the development and management of their specific entities. He has assisted in the promotional opportunities for his personnel, as recognized by the development of the supervisor currently on our Intelligence Squad and the selection of an agent from the Drug Program for a promotion to FBIHQ. He also assisted in the development and recognition of the Principal Relief Supervisor for the Intelligence Squad. He was diligent in the selection and assignment of personnel to , and he has used all appropriate tools available to him in recognition of superior performance.

ASAC O'NEILL has also taken corrective action where necessary to ensure that the performance of his subordinates continues to be highly effective and efficient.

JB
4. Initials of Employee

2/3/55
Date

Federal Bureau of Investigation
Performance Management System - Special Agent
Performance Appraisal Report - Narrative Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element# <u>3</u> . (Include specific examples of positive/negative performance.)	

ASSOCIATE EXECUTIVE RESPONSIBILITIES:

As program manager of the Organized Crime/Drug Program ASAC O'NEILL has been responsible for maintaining liaison with a multitude of other agencies. He has overseen the preparation of annual reports to the Superintendent of Police and was instrumental in assisting the U.S. Attorney's office with a highly recommended policy statement regarding the violent crime issues confronting Chicago. He has closely monitored the DEA/FBI association to ensure that policies are adhered to and that both agencies strive toward significant drug investigations.

His careful oversight of budget materials, both in preparation as well as utilization, has been instrumental in maintaining a fiscally responsible posture in this most critical area. He most recently obtained a significant enhancement in our drug budget through his monitoring of expenditures and projections of our needs. He has appropriate controls in place pertaining to the budget, which is a benefit to the entire division.

He coordinated the preparation of a detailed RMA submission within the OC/DP which assisted Chicago's position in obtaining appropriate resources for our priority investigative needs.

He has made significant contacts with the Chicago PD and other agencies which have been most productive. His efforts in coordinating the involvement of more than a dozen federal and local agencies in the Chicago Law Enforcement Information Center is one example of the contributions he has afforded this office in this area.

His contacts were instrumental in ensuring the proper position for the FBI during the World Cup ceremonies and games held in Chicago during the Summer-1994. ASAC O'NEILL very effectively absorbed his responsibilities in the Executive role.


4. Initials of Employee

2/3/95
Date



U.S. Department of Justice

1637

Federal Bureau of Investigation

b2

Washington, D. C. 20535

DATE: December 28, 1994

ATTENTION: RELOCATION & TRANSFER SERVICE UNIT, ROOM 4603

RE: SA JOHN P. O'NEILL

Director
Federal Bureau of Investigation
Washington, D. C.

TRANSFER AGREEMENT

In connection with my transfer from Chicago, Illinois to Washington, D. C., I agree to remain in the service of the Government for 12 months following the effective date of this transfer. It is understood that the effective date of the 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 separately for reasons beyond my control and acceptable to the FBI.

As a result of this transfer, indicate below those family members that will relocate:

Yourself () Spouse () Children (Number): _____
Ages: _____

Furniture (Number of Rooms): 3 Location: 441 E. Erie, #4603, Chicago, IL 60611

Do you presently own or rent your home? RENT

Do you intend to purchase a residence? () Yes () No NOT AT THIS TIME

Is your spouse an FBI employee? () Yes () No will leave option open

IF YOU AND YOUR SPOUSE ARE BOTH EMPLOYED BY THE FBI, AND ARE BOTH UNDER TRANSFER, ONLY ONE TRANSFER NUMBER WILL BE ISSUED PER HOUSEHOLD. ALL TRANSFER RELATED VOUCHERS MUST THEREAFTER BE SUBMITTED UTILIZING ONLY ONE EMPLOYEE'S SOCIAL SECURITY NUMBER.

Is your spouse employed by another Federal Agency? () Yes () No

If your spouse is employed by the FBI or another Federal Agency and is also under official transfer, please provide the following:

Name of Spouse: _____ SSN: _____

Name of Federal Agency: _____

Travel authorization number or transfer number: _____

John P. O'Neill
Signature

RELOCATION INFORMATION

Please execute this form including the type of relocation service(s) you desire and return along with your signed TRANSFER AGREEMENT (FD 3-34b) to the RELOCATION MANAGEMENT OFFICE, FBIHQ, Room 1839.

Official Bureau Name John P. O'Neill SSN # 147-42-1074

Transfer Cost Number #

b2

Transfer Points:

From Chicago, IL To Washington, DC

Two Commercial Telephone Numbers:

Work Number (312) 431-1333 Home Number (312) 573-0521

As a result of this transfer, indicate those family members that will be relocating with you:

() Spouse None () Children (number) _____
Ages: _____

() Other Dependents (relationship) _____

Do you presently: () Rent () Own

Residence Location: 441 E. Erie St 4403, Chicago, IL 60611
Street, City, State and Zip Code

Number of Rooms: 3

Do you intend to purchase a residence at the new duty station: () Yes () No
not at this time will leave in office

TYPE OF RELOCATION SERVICES DESIRED

(NOTE: New Agents entering on duty without prior/continuous Government service are only eligible for Homefinding Assistance, Mortgage Financing Assistance, and Spouse Career Counseling)

- () Guaranteed Home Sale
- () Home Sale (Marketing) Assistance
- () Homefinding Assistance: Rental _____ Purchase _____
- () Mortgage Financing Assistance
- () Rental Property Management
- () Spouse Career Counseling (Employee Paid Fee)

None

January 26, 1995

PERSONAL

26
[Handwritten signature]

Mr. John P. O'Neill
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. O'Neill:

I am pleased to appoint you to the position of Section Chief, Counterterrorism and Middle East Section, National Security Division, effective December 16, 1994. Upon assuming the duties of this position you will become a member of the FBI Senior Executive Service (SES) and your executive salary will be at the ES 3 level.

The SES Board is charged with the administration and management of the FBI SES. The Board is chaired by the Deputy Director, or his designee and is comprised of the Assistant Directors of the Criminal Investigative, Finance, Personnel, Training, National Security, Information Resources, and Inspection Divisions and the Chairman of the Special Agent Mid-Level Management Selection Board. Since the SES allows pay levels to be adjusted once in a 12 month period, the SES Board considers each employee's performance and executive salary level on an annual basis coinciding with the anniversary date of his/her last pay adjustment. The Board's recommendations are then forwarded to me for approval.

A few benefits of the SES are that a member's annual leave may be accumulated up to 720 hours and will have a cash value when the member leaves government service; and, those members who have completed at least three years of service under the FBI SES are eligible for one of two Presidential rank awards -- Distinguished Executive or Meritorious Executive. With seven years of completed service under the SES, an executive may be granted a sabbatical of up to eleven months.

1 - Mr. William D. Branon (Personal Attention) Enclosure. The enclosed letter should be personally presented to the employee.
1 - Mr. Robert Bryant (Personal Attention) Enclosure. Once employee has assumed his new duties, please notify [redacted] Personnel Division, extension 4143, of same. Please ensure Mr. O'Neill signs the enclosed Performance Plan or another which is commensurate with his new duties.

- 1 - [redacted] 1 - FMSS
- 1 - [redacted] (Rm. 6437) 1 - Voucher Unit
- 1 - PLAU (Attn: [redacted]) 1 - Payroll Distribution
- 1 - PRAU 1 - Personnel Policy Group
- 1 - RTSU (Attn: [redacted])

*Letter sent
PR 070
1/31/95
[Signature]*

- Dep. Dir. _____
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.: LJ (13)
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res. _____
- Insp. _____
- Lab. _____
- National Sec. _____
- Personnel _____
- Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

Based on memorandum from D. G. Binney to Mr. Coyle dated 12/20/94, captioned PERSONNEL CHANGES, SES BOARD MEETING 12/12/94.

APPROVED:

Crim. Inv. _____	Laboratory _____	Off. of EEO _____
Crim. Jus. Info. _____	Legal Counsel _____	Affairs _____
Servs. _____	National Sec. _____	Off. of Public _____
Director _____	Finance _____	Personnel _____
Deputy Director _____	Info. Res. _____	& Cong. Affs. _____
	Inspection _____	

[Handwritten initials]

MAIL ROOM

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b7C

Mr. John P. O'Neill

The FBI SES is designed to recognize and reward our senior executives, not just with monetary gain, but with increased responsibility and an opportunity to directly influence the development of our primary objectives. Please join with me in making the FBI SES a viable and mutually beneficial system, a vehicle to provide long-term benefit to the government and a more efficient means to achieve the mission of the FBI.

In addition, when you join the ranks of the SES, you are required under Title I of the Ethics in Government Act of 1978 to submit the enclosed financial disclosure report (FDR) within 30 days of the date you report to your new assignment. Please forward completed FDR to the personal attention of the Personnel Policy Group (PPG), Room 6051, Personnel Division. If you have any questions with respect to completing your FDR, please do not hesitate to contact an employee of the PPG on extension 4152.

As a member of the SES, I wish to present you with the enclosed lapel pin to wear proudly, signifying your membership in the SES. I am pleased to recognize you as one of a cadre of extraordinarily competent and dedicated executives who are responsible for carrying out our law enforcement mission.

Sincerely yours,

Louis J. Freeh
Director

Enclosures (2)

Mr. Coyle

12/20/94

D. G. Binney, Chairman
Senior Executive Service (SES) Board

PERSONNEL CHANGES
SES BOARD MEETING 12/12/94

On 12/16/94, the Director approved the following personnel changes:

James C. Frier, ES-5, currently assigned as Inspector-Deputy Assistant Director, Criminal Investigative Division, has been designated SAC, Jackson Division. Mr. Frier will be reduced to SES level ES-4.

Ralph R. Girardi, GS-15, currently assigned as ASAC, Honolulu Division, has been designated Associate SAC, Los Angeles Division. Mr. Girardi should be promoted to SES level ES-3. [REDACTED]

John P. O'Neill, GS-15, currently assigned as ASAC, Chicago Division, has been designated Section Chief, Counterterrorism and Middle East Section, National Security Division. Mr. O'Neill should be promoted to SES level ES-3. 149-42-1004

David R. Loesch, GS-15, currently assigned as Program Manager, Resource Management Allocation Board, Personnel Division, has been designated Section Chief, Resources Management Section, Criminal Justice Information Services Division. Mr. Loesch should be promoted to SES level ES-3. [REDACTED]

1 - Gallery Row (Room GR204)

① - [REDACTED] Attn: [REDACTED]

1 - Pay and Leave Administration Unit

CMJ:Lfr (5)

(CONTINUED-OVER)

Memorandum to Mr. Coyle from D. G. Binney
Re: Personnel Changes
SES Board Meeting 12/12/94

On 12/19/94, the Director approved the following personnel changes:

Edward J. Appel, GS-15, currently assigned as ASAC, San Francisco Division, has been designated FBI Representative to the National Security Council, National Security Division. Mr. Appel should be promoted to SES level ES-3.

RECOMMENDATION: That the Special Agent Transfer Unit, Pay and Leave Administration Unit, and Performance, Recognition, and Awards Unit, Personnel Division, prepare the necessary communications to effect the above actions.

MAR 01 1995

Mr. Mark E. Mulvey
Director
Diplomatic Security Service
Department of State
Washington, D.C. 20520

b6
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Dear Mr. Mulvey:

I want to thank you for acknowledging the contributions of Legal Attache Ralph Horton and Supervisory Special Agents John O'Neill, [redacted] to the arrest of [redacted] and his return to the United States.

It will be a pleasure to share your February 9th letter with Messrs. Horton, O'Neill, [redacted] and I know how much your kind comments will mean to them. They are sure to join me in thanking you and in assuring you of our continuing cooperation in all matters of mutual interest to our agencies.

Sincerely yours,

Louis J. Freeh
Director

1 - LEGAT, Bangkok (PERSONAL ATTENTION) - Enclosure
1 - Mr. Bryant (Room 7110) (PERSONAL ATTENTION) - Enclosure
Bring to the attention of SSAs John P. O'Neill, [redacted]

1 - [redacted] (Room 7176)
1 - [redacted] (Room 7427)
1 - [redacted] (Room 7176)
1 - [redacted] (Room 7176)
1 - [redacted] (Room 7176)
67-795935 (Ralph Paul Horton) - Enclosure
① - 67-679605 (John P. O'Neill) - Enclosure
1 - [redacted] - Enclosure
1 - [redacted] - Enclosure

NOTE: HQ files contain nothing to preclude this response.

JB:ljbm



United States Department of State

Washington, D.C. 20520

February 9, 1995

The Honorable
Louis J. Freeh
Director
Federal Bureau of Investigation
Washington, D.C. 20535

Dear Director Freeh:

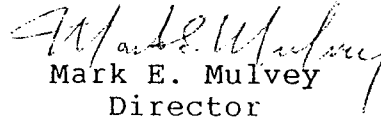
The arrest and subsequent arrival in the United States of [redacted] is an occasion of great pride for both the Federal Bureau of Investigation and the Diplomatic Security Service. Once again, a clear signal has been sent of the U.S. Government's determination to protect American interests by bringing terrorists to justice.

This case serves as an exemplar of interagency cooperation. DS agents in Washington and Islamabad repeatedly have extolled the close and effective cooperation between the Federal Bureau of Investigation and the Diplomatic Security Service throughout this complex and difficult operation. The professionalism and operational expertise of Bangkok Legal Attache Ralph Horton, Supervisory Special Agents John O'Neill [redacted] of the Counterterrorism Section, and case agent SSA [redacted] merit the highest commendation.

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We believe the success attendant to this operation was largely attributable to the close and ongoing collaboration between FBI and DS agents in Washington and abroad. The Diplomatic Security Service looks forward to additional successes in working with our FBI colleagues in the future.

Sincerely,


Mark E. Mulvey
Director

Diplomatic Security Service

**Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Plan - Notice Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEIL	2. Social Security Number 147-42-1004
3. Position Title and Grade SECTION CHIEF ES 3	4. Office of Assignment NSD

This Performance Plan is consistent with the employee's assigned duties and responsibilities and is in furtherance of the mission and goals of

b6
b7C

5.	<u>2/13/95</u> Date
6.	 <u>2/14/95</u> Date

Signature of Reviewing Official

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and I am aware that my summary rating must at a minimum, meet the Excellent level, with no rating less than Fully Successful (FS) on any critical element, in order to be considered for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the FS level, may be the basis for my reassignment, reduction in grade, or removal from the FBI Senior Executive Service.

7.	 <u>2/6/95</u> Date
----	---------------------------

Signature of Employee

PRAU USE ONLY

Logged : _____

CE	Type	Code	Reviewed
1	✓	eaexec	2/22/95
2	✓	ebus	}
3	✓	ectia	
4	✓	edega	

PRAU

Federal Bureau of Investigation
 Performance Management System - Executive Personnel
 Performance - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Critical Element # <u> 1 </u> :	

Executive Management: Manages all administrative and functional operations of the section in order to accomplish the section's and division's organizational objectives and goals. Ensures the development, establishment, maintenance and monitoring of an effective system(s) of accounting and administrative control of assigned programs.


4. **PERFORMANCE STANDARDS**

Fully Successful

Systematically plans, coordinates and controls overall administrative and specified functional operations of the section in an effective and efficient manner consistent with FBI rules, regulations, policies and guidelines, to accomplish the section's and division's organizational objectives and goals. Plans for and meets fluctuating administrative and specified functional needs and demands on a timely basis. Effectively and efficiently formulates and implements administrative and required functional policies and procedures on a continuing basis, and consistently monitors an effective system(s) of accounting and administrative control to ensure resources are efficiently and effectively managed and needed changes are identified and initiated on a timely basis.

Excellent

Systemically plans, coordinates and controls overall administrative and specified functional operations of the section in a highly effective and efficient manner consistent with FBI rules, regulations, policies and guidelines, to accomplish the section's and division's organizational objectives and goals. Plans for and promptly meets fluctuating administrative and specified functional needs and demands in a highly effective and efficient manner. Formulates and implements administrative and required functional policies and procedures on a continuing basis, and maintains a highly effective system(s) of accounting and administrative control. Encourages and initiates appropriate improvements in the use of program resources.


 5. Initials of Employee

2/6/95
 Date

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

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Critical Element # <u>2</u> :	

Supervision, Evaluation and Development of Subordinates: Supervises and directs subordinate personnel, as appropriate, toward accomplishment of assigned duties and responsibilities. Evaluates performance and accomplishments of subordinates and provides developmental opportunities. Ensures organizational communication.

4. **PERFORMANCE STANDARDS**

Fully Successful

Provides effective and continuing supervision and direction to, and evaluation and development of, subordinates in their accomplishment of assigned duties and responsibilities. Ensures effective and continuing organizational communication.

Excellent

Provides highly effective, continuing and individualized supervision and direction to, and evaluation and development of, subordinates in their accomplishment of assigned duties and responsibilities. Ensures highly effective and continuing organizational communication.


 5. Initials of Employee

2/16/95
 Date

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

[SEE INSTRUCTIONS ON REVERSE]

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

3. Critical Element # 3 :

Liaison: Promotes, establishes and maintains liaison; both personally and through use of subordinates staff, with key representatives of pertinent outside agencies, organizations and institutions in support of the division's and organization's objectives and goals.

4. PERFORMANCE STANDARDS

Fully Successful

Personally, and through use of subordinate staff, represents the FBI with courteous and professional demeanor in all external and interagency contacts, relationships and public appearances consistent with FBI rules, regulations, policies and guidelines in an effective manner.

Excellent

Personally, and through use of subordinate staff, represents the FBI with courteous and professional demeanor in all external and interagency contacts, relationships and public appearances, consistent with FBI rules, regulations, policies and guidelines in a highly effective manner.


5. Initials of Employee


Date

THREE
FBI/DOJ

Federal Bureau of Investigation
 Performance Management System - Executive Personnel
 Performance - Critical Element and Performance Standards Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee JOHN P. O'NEIL ✓	2. Social Security Number 147-42-1004
3. Critical Element # <u>4</u> :	

Equal Employment Opportunity: Supports and promotes the DOJ's and the FBI's equal employment opportunity program.

4. PERFORMANCE STANDARDS

FULLY SUCCESSFUL

Regularly demonstrates support and effective implementation of the DOJ's and the FBI's Equal Employment Opportunity (EEO) plans and policies. Maintains effective personal and delegated liaison to subordinates regarding opportunities for career development for all qualified employees in the organizational units. Implements, in accordance with FBIHQ instructions, systems to sensitize supervisors and subordinates (where applicable) to their EEO responsibilities and appropriate treatment in the workplace of all employees. Consistently demonstrates EEO sensitivity in work assignments (where applicable) through preparation of FBI policy recommendations. Promotes the value of cultural diversity among FBI employees. Ensures that employees who offend fellow employees are adequately counseled, and where appropriate, provided cultural sensitivity training or referred for appropriate administrative action. Solicits and considers feedback from persons from diverse backgrounds in the development/implementation of FBI planning and/or programs.

EXCELLENT

Displays initiative in using innovative means in the support and effective implementation of the DOJ's and FBI's Equal Employment Opportunity (EEO) plans and policies. Maintains frequent personal and/or delegated liaison to promote and attain EEO goals as defined in policy and initiatives. Provides appropriate guidance to all subordinates and ensures ongoing opportunities for career developments, through, for example, mentoring programs, for all qualified employees in the organizational units. Frequently commends subordinates for their efforts to encourage diversity within the FBI ranks at all levels. Establishes and implements, in accordance with FBIHQ and prevailing management techniques, including training courses, systems or programs to sensitize supervisors and subordinates (where applicable to their EEO responsibilities and appropriate treatment in the workplace of all employees. Consistently demonstrates heightened EEO sensitivity in work assignments (where applicable) by soliciting and considering input from subordinates through open dialogues on issues affecting the individual's area of responsibility, and through application of FBI policy recommendations. Identifies and recommends changes to correct systemic problems within the organization which give rise to discrimination. Continuously initiates actions to ensure that all employees are able to overcome workplace impediments based on their appearance, gender or other immutable characteristics. Participates candidly where appropriate in the resolution stage of EEO cases and ensures that all subordinates make earnest attempts to resolve EEO complaints early in the resolution stage of the EEO process.

JO
5. Initials of Employee

2/6/98
Date

THREE
FBI/DOJ

REQUEST FOR PERSONNEL ACTION

b6
 b7c

PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36 and 39.)

1. Actions Requested RELOCATION		2. Request Number
Name and Telephone Number X4664		4. Proposed Effective Date 02-03-95
5. Action Requested By (Typed Name, Title, Signature, and Request Date) R. M. BRYANT 02-03-95		6. Action Authorized By (Typed Name, Title, Signature, and Concurrence Date) R. M. BRYANT 02-03-95

PART B - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show all dates in month-day-year order.)

1. Name (Last, First, Middle) O'NEILL JOHN P		2. Social Security Number 147-42-1004	3. Date of Birth 02-06-52	4. Effective Date 02-03-95
FIRST ACTION		SECOND ACTION		
5-A. Code 901	5-B. Nature of Action RELOCATION	6-A. Code	6-B. Nature of Action	
5-C. Code 734	5-D. Legal Authority 28 U.S.C. 536	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	
7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT SA-15-060 60		15. TO: Position Title and Number SUPERVISORY SPECIAL AGENT SA-15-060 60		
8. Pay Plan GM	9. Occ. Code 1811	10. Grade or Level 15	11. Step or Rate	12. Total Salary 108,643.75
13. Pay Basis PA	16. Pay Plan GS	17. Occ. Code 1811	18. Grade or Level 15	19. Step or Rate
20. Total Salary/Award	21. Pay Basis PA	12A. Basic Pay 81290.00	12B. Locality Adj. 5825.00	12C. Adj. Basic Pay 86915.00
12D. Other Pay 21728.75	20A. Basic Pay	20B. Locality Adj.	20C. Adj. Basic Pay	20D. Other Pay
14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION CHICAGO 3150		22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION WASHINGTON, D. C. 0530		

EMPLOYEE DATA

23. Veterans Preference 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10 Point/Other 6 - 10-Point/Compensable/30%	24. Tenure 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
27. FEGLI WAIVED	28. Annuitant Indicator	29. Pay Rate Determinant	
30. Retirement Plan CSRS-SPEC	31. Service Comp. Date (Leave) 08-22-70	32. Work Schedule F	33. Part-Time Hours Per Biweekly Pay Period

POSITION DATA

34. Position Occupied 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved	35. FLSA Category E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status
38. Duty Station Code	39. Duty Station (City - County - State or Overseas Location)		
40. Agency Data	41.	42.	43.
44.	45. Educational Level		
46. Year Degree Attained	47. Academic Discipline	48. Functional Class	49. Citizenship 1 - USA 8 - Other
50. Veterans Status	51. Supervisory Status		

PART C - Reviews and Approvals (Not to be used by requesting office.)

1. Office/Function	Initials/Signature	Date	Office/Function	Initials/Signature	Date
A.			D.		
B.			E.		
C.					
2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.					Approval Date 02-03-95

REQUEST FOR PERSONNEL ACTION

b6
 b7c

PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36 and 39.)

1. Actions Requested CONV TO SES CAREER APPT		2. Request Number
3. For Address Information Call (Name) and Telephone Number X4664		4. Proposed Effective Date 02-03-95
5. Action Requested By (Typed Name, Title, Signature, and Request Date) R. M. BRYANT 02-03-95		6. Action Authorized By (Typed Name, Title, Signature, and Concurrence Date) R. M. BRYANT 02-03-95

PART B - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show all dates in month-day-year order.)

1. Name (Last, First, Middle) ONEILL JOHN P		2. Social Security Number 147-42-1004	3. Date of Birth 02-06-52	4. Effective Date 02-03-95
FIRST ACTION		SECOND ACTION		
5-A. Code 342	5-B. Nature of Action CONV TO SES CAREER APPT	6-A. Code	6-B. Nature of Action	
5-C. Code FSI	5-D. Legal Authority 25 U.S.C. 536	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	
7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT SA-15-060 60		15. TO: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-150 150		
8. Pay Plan GM	9. Occ. Code 1311	10. Grade or Level 15	11. Step or Rate	12. Total Salary 107,181.25
13. Pay Basis PA	16. Pay Plan ES	17. Occ. Code 1311	18. Grade or Level	19. Step or Rate
20. Total Salary/Award	21. Pay Basis PA			
12A. Basic Pay 81290.00	12B. Locality Adj. 4455.00	12C. Adj. Basic Pay 85745.00	12D. Other Pay 21436.25	
14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION WASHINGTON, D. C. 0530		22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION WASHINGTON, D. C. 0530		

EMPLOYEE DATA

23. Veterans Preference 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10 Point/Other 6 - 10-Point/Compensable/30%		24. Tenure 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
27. FEGLI WAIVED		28. Annuitant Indicator	29. Pay Rate Determinant C	
30. Retirement Plan CSRS-SPEC		31. Service Comp. Date (Leave) 06-22-70	32. Work Schedule F	
33. Part-Time Hours Per Biweekly Pay Period				

POSITION DATA

34. Position Occupied 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved		35. FLSA Category E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status
38. Duty Station Code		39. Duty Station (City - County - State or Overseas Location) [Handwritten: (D) 101st St DC]		
40. Agency Data	41.	42.	43.	44.
45. Educational Level	46. Year Degree Attained	47. Academic Discipline	48. Functional Class	49. Citizenship 1 - USA 8 - Other
50. Veterans Status	51. Supervisory Status			

PART C - Reviews and Approvals (Not to be used by requesting office.)

1. Office/Function	Initials/Signature	Date	Office/Function	Initials/Signature	Date
A.			D.		
B.			E.		
C.					

2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.

[Handwritten Signature]

Approval Date: 02-03-95

APR 17 1995

Honorable Jo Ann Harris
Assistant Attorney General
Criminal Division
Department of Justice
Washington, D.C.

Dear Ms. Harris:

Thank you for your kind letter of April 2nd recognizing Section Chief John O'Neill for his efforts to help establish an effective Task Force on Violence Against Abortion Providers.

I am glad Mr. O'Neill could provide the leadership, organizational skills, and guidance needed to make the Task Force an efficient investigative team. I will see that your laudatory remarks are brought to his attention, and I am sure he will join me in thanking you for your thoughtfulness in writing.

Please be assured of the FBI's continued cooperation and active participation in combatting the violence at family planning facilities.

Sincerely yours,

[Signature]

Louis J. Freeh
Director

1 - Mr. Bryant (PERSONAL ATTENTION) (7110) - Enc.
Bring to the attention of Section Chief John P. O'Neill.

- 1 - [Redacted] (7176)
- 1 - [Redacted] (7427)
- 1 - [Redacted] (7176)
- 1 - [Redacted] (7176)
- 1 - [Redacted] (7176)
- 1 - [Redacted] (7176)

b6
b7C

- Dep. Dir. _____
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.: _____
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res. _____
- Insp. _____
- Lab. _____
- National Sec. _____
- Personnel _____
- Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

67-679605 (John P. O'Neill)

NOTE: HQ files contain prior cordial correspondence with AAG JO ANN HARRIS.

BHM:majh

ml *majh*

APPROVED

[Signature]

- Crim. Inv. _____
- Crim. Jus. Info. _____
- Serve. _____
- Finance _____
- Gen. Counsel _____
- Info. Res. _____
- Inspection _____
- Laboratory _____
- National Sec. _____
- Personnel _____
- Training _____
- Office of EEOA _____
- Office of Public & Cong. Affs. _____
- Off. of Public & Cong. Affs. _____

MAIL ROOM

FBI/DOJ

Joe PAT



U. S. Department of Justice
Criminal Division

Handwritten notes:
JAH
29
02-11-95
23

Office of the Assistant Attorney General

Washington, D.C. 20530

April 2, 1995

The Honorable Louis J. Freeh
Director
Federal Bureau of Investigation
10th & Pennsylvania Avenue, N.W.
Washington, D.C. 20535

Dear Director Freeh:

On behalf of the Criminal Division, I wish to express my appreciation for the invaluable contributions made by John P. O'Neill, Chief of the Counterterrorism Section, to the Task Force on Violence Against Abortion Providers.

Prior to becoming Chief, John was detailed to Washington, D.C., from Chicago to lead the Bureau's efforts to investigate violence against doctors and clinics. John did an outstanding job organizing the Bureau's massive effort; he put in place procedures that will benefit the Task Force for months to come and serve as a model for other joint investigations.

In addition to organizing the investigation, John has used his vast experience to contribute greatly to its effectiveness. He has consistently demonstrated sound judgement, the ability to make difficult decisions, and the willingness to consult the Task Force attorneys and keep them fully informed.

Mr. O'Neill's dedication and talent have helped strengthen the bonds of cooperation between the FBI and the Criminal Division, and other agencies represented on the Task Force. The Task Force, the Criminal Division and I wish to thank you for making Mr. O'Neill's services available for this important endeavor.

Sincerely,

Handwritten signature of Jo Ann Harris

Jo Ann Harris
Assistant Attorney General

Director signed + dated 4/17/95
ACK
undated (typed 4/12/95)
BH/rajh

OPCA-BHm

RECEIVED-DIRECTOR

APR 3 5 05 PM '65

SECTION CHIEF JOHN P. O'NEILL

67-679605

DS-NS-3 SECTION FO

NO/M (SSA) ←

APR 3 1 21 PM '65

APR 4 1 21 PM '65

Memorandum



To : DIRECTOR, FBI

Date 3/31/95

From : SAC, CHICAGO

Subject : JOHN P. O'NEILL

Position:

There are submitted herewith the following items (if applicable) referring to the above-named employee who was recently transferred to your office:

- Personnel File (_____ volumes of file) currently at FBIHQ
- Security Program Records (Sub S)
- Medical Subfile of Personnel File (Sub M), (containing Electrocardiogram tracings, physical examination reports, records, etc.)
- Health Record Card No Health Record Card
- Field Firearms Record

Forwarded under separate cover are the following:

Leave Slips (FD-282s)

Record of Absences for Illness (FD-304)

Encs.

① - Bureau
 1 - Chicago
 pjs
 (2)

*H-File
 phh*

JUN 19 1995

b6
b7C

[Redacted]

Anti-Defamation League
of B'nai B'rith
823 United Nations Plaza
New York, New York 10017-3560

Dear [Redacted]

Thank you for your kind letter of May 17th. I'm sorry I missed you at the ADL leadership meeting, but I hope your meeting in Israel was productive.

It was good of you to acknowledge the briefing provided by John O'Neill and his associates on terrorism and violence around the world. I will be sure to pass along your praise, and I know they will join me in thanking you.

Sincerely yours,

Louie

Louis J. Freeh
Director

1 - Mr. Bryant (PERSONAL ATTENTION) - Enc.
Bring to the attention of SSA John P. O'Neill and other appropriate personnel.

- 1 - [Redacted] (7176)
- 1 - [Redacted] (7427)
- 1 - [Redacted] (7176)
- 1 - [Redacted] (7176)
- 1 - [Redacted] (7176)

67-HQ-679605 (John P. O'Neill) - Enc.
1 - 62A-HQ-1077732

NOTE: HO files contain prior cordial correspondence with [Redacted]

- Dep. Dir. _____
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.: **BHM: amm**
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res. _____
- Insp. _____
- Lab. _____
- National Sec. _____
- Personnel _____
- Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

APPROVED: [Signature]

- Crim. Inv. _____
- Crim. Jus. Info. _____
- Servs. _____
- Finance _____
- Gen. Counsel _____
- Info. Res. _____
- Inspection _____
- Laboratory _____
- National Sec. _____
- Personnel _____
- Training _____
- Office of EEO _____
- Affairs _____
- Office of Public & Cong. Affairs _____

MAIL ROOM

FBI/DOJ

OFFICERS OF THE
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DAVID H. STRASSLER
National Director
ABRAHAM H. FOXMAN
Chair
National Executive Committee
HOWARD P. BERKOWITZ
Chief Operating Officer
PETER T. WILLNER

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SEYMOUR GRAUBARD
MAXWELL E. GREENBERG
BURTON M. JOSEPH
BURTON S. LEVINSON
MELVIN SALBERG

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THOMAS HOMBURGER
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MAX M. KAMPELMAN
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PHILIP KRUPP
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BERNARD NATH
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SYDNEY JARKOW

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MOE KUDLER

Secretary
IRVING SHAPIRO

Assistant Secretary
LAWRENCE ATLER

President, B'nai B'rith
TOMMY P. BAER

Executive Vice President
B'nai B'rith
SIDNEY CLEARFIELD

President
B'nai B'rith Women
SUSAN BRUCK

Executive Director
B'nai B'rith Women
NORMA FUCKER

ASSISTANT
NATIONAL DIRECTORS

Development
STUART TAUBER

Program & International Affairs
KENNETH JACOBSON

DIVISION DIRECTORS

Civil Rights
JEFFREY P. SINENSKY

Community Service
ANN TOURK

Finance and Administration
BOBBIE ARBESFELD

Leadership
Assistant to the National Director
MARK D. MEDIN

Marketing and Communications
MARK A. EDELMAN

Washington Representative
JESS N. HORDES

General Counsel
ARNOLD FORSTER

Associate General Counsel
JUSTIN J. FINGER



May 17, 1995

The Honorable Louis J. Freeh
Director
Federal Bureau of Investigations
J. Edgar Hoover Bldg.
Washington, D.C. 20535

Dear Judge Freeh:

Thank you for taking time from your busy schedule to stop by and say hello to our ADL leadership group last Thursday. It was very gracious of you to do so. Your presence demonstrated the respect that the FBI has for the work of the ADL.

I also want to commend John O'Neill and his staff for the briefing. I understand that they provided insightful information about the challenges that all of us face with respect to terrorism and violence, both domestically and internationally.

I am only sorry that I was not there with the group, but I was in Israel with our senior leadership meeting with officials of the Israeli government.

Again, thank you for sharing your time with us, and for your continuing friendship.

With warmest personal regards,

Sincerely,



b6
b7c

AHF:le

ack undated (typed 6/16/95) signed & dated 6/19/95
BHM: amm
OPCA - B...

APR 17 1995

Honorable Jo Ann Harris
Assistant Attorney General
Criminal Division
Department of Justice
Washington, D.C.

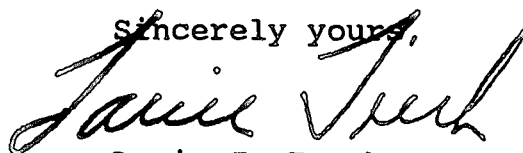
Dear Ms. Harris:

Thank you for your kind letter of April 2nd recognizing Section Chief John O'Neill for his efforts to help establish an effective Task Force on Violence Against Abortion Providers.

I am glad Mr. O'Neill could provide the leadership, organizational skills, and guidance needed to make the Task Force an efficient investigative team. I will see that your laudatory remarks are brought to his attention, and I am sure he will join me in thanking you for your thoughtfulness in writing.

Please be assured of the FBI's continued cooperation and active participation in combatting the violence at family planning facilities.

Sincerely yours,



Louis J. Freeh
Director

① - Mr. Bryant (PERSONAL ATTENTION) (7110) - Enc. ①
Bring to the attention of Section Chief John P. O'Neill.

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Cover Page



[See Instructions on Reverse]

1. Payroll Name of Executive:
JOHN P. O'NEILL

2. Social Security Number:
147-42-1004

3. Position Title and ES Level:
SECTION CHIEF ES 3

4. Office of Assignment:
NATIONAL SECURITY DIVISION

5. Reason for Issuance:
 Annual Position Change Other **b6**
b7C

6. Critical Element(s):
Ratings:
 #1 O #2 O #3 O
 #4 E #5 #6

7. Summary:
OUTSTANDING

8. I certify

 Signature

7/14/95
Date

9. Progress Review Conducted: N/A

10. I am aware that: 1) A summary rating at the Excellent level, with no element rating less than Fully Successful (FS), is required for administrative advancement; 2) Adverse actions (described on reverse of form) may stem from a final rating below FS; 3) I am allowed fourteen (14) calendar days to prepare written comments regarding this Performance Appraisal Report (PAR) for the consideration of my reviewing official and the Performance Review Board (PRB). 4) Unless I respond by adding comments or specifically request a higher level review, this PAR will not be subject to further examination by a reviewing official.
 I do do not choose to add comments to this PAR.

J.P. O'Neill
Signature of Executive

7/14/95
Date

Recommendations:

11. Reviewing Official: _____
 I accept this PAR as recommended by the reviewing official.

 Signature

7/17/95
Date

67-625-124

12. Performance Review Board (PRB) Approval:

 accepted as recommended by the reviewing official.

 Approval

7/27/95
Date

13. The appointing authority:
 accepted PAR as recommended by the PRB.
 adjusted PAR as indicated in item 6.
 See attached comments.

William J. Edwards
Appointing Authority

AUG 11 1995
Date

PRAU Use Only
 Entered: 8/17/95 PPSTF: 2/6/95 Checked: _____

[Signature]
FBI/DOJ

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

[See Instructions on Reverse]

1. Payroll Name of Executive JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Critical Element # <u>1</u> as listed on the Performance Plan: EXECUTIVE MANAGEMENT	4. Rating level: <input checked="" type="checkbox"/> Outstanding (O) <input type="checkbox"/> Excellent (E) <input type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)

5. Narrative Comments

Mr. O'NEILL dealt with a number of highly significant issues impacting on the counterterrorism program and took action to provide leadership and direction to both FBIHQ components and field components involved in this sub-program. Shortly after his arrival, he directly oversaw the [redacted] case leading to the rendition of [redacted]. Also, in April, he directly oversaw the investigation of the Oklahoma City bombing, which is ongoing. The "OKBOMB" case has demanded a large amount of Mr. O'NEILL's time, and his actions, leadership and direction in this case have been superb.

b6
b7C

Since the re-integration of the Domestic Terrorism Program greater exchange of information between the National Security Division and Criminal Investigative Division has been recognized. He worked closely with the Department of Defense to obtain additional resources in this critical area. He recognized the need to develop the intelligence base in the area of Radical Fundamentalists and worked closely with field offices and personnel within the Section to significantly increase the FISA coverage of various groups and individuals posing a terrorist threat to the United States.

Mr. O'NEILL, in an effort to streamline operations, at FBIHQ, developed a pilot program to place more responsibility for the FISA application process in the field offices. Mr. O'NEILL also initiated a review of the Domestic Terrorism program. He caused a communication to be sent to the field offices to survey them concerning possible domestic terrorist threats within their territory, to include an analysis of militia groups. During this rating period, there has been a significant increase in the number of FISAs targeting Radical Fundamentalist groups. He also caused a review of ongoing FISAs and terminated those FISAs that lacked productivity at that time.

(CONTINUED - OVER)

Initials of Executive

7/19/95

Date

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

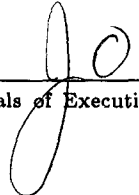
[See Instructions on Reverse]

<p>1. Payroll Name of Executive JOHN P. O'NEILL</p>	<p>2. Social Security Number 147-42-1004</p>
<p>3. Critical Element # <u>1</u> as listed on the Performance Plan: EXECUTIVE MANAGEMENT (CONTINUED)</p>	<p>4. Rating level:</p> <p><input type="checkbox"/> Outstanding (O)</p> <p><input type="checkbox"/> Excellent (E)</p> <p><input type="checkbox"/> Fully Successful (FS)</p> <p><input type="checkbox"/> Minimally Satisfactory (MS)</p> <p><input type="checkbox"/> Unsatisfactory (U)</p>

5. Narrative Comments

In addition to the above, Mr. O'NEILL has also been extremely effective in drawing up the "game plans" and coordinating with the Department of Justice in providing leadership and guidance for the enhancement of FBI counterterrorism resources and the establishment of a domestic counterterrorism center. This has included numerous briefings by Mr. O'NEILL to senior Justice Department officials, NSC and Congressional committees and staffs.

Mr. O'NEILL has been extremely effective and efficient in his administration of the Section during this period. He has established clear objectives for the Section and has consistently followed through in ensuring that those objectives were articulated to the field offices. Through this process, he has demonstrated "Outstanding" Executive Management skills and abilities and he is rated as such in this critical element.


 Initials of Executive


 Date

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

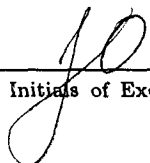
[See Instructions on Reverse]

1. Payroll Name of Executive JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Critical Element # <u> 2 </u> as listed on the Performance Plan: SUPERVISION, EVALUATION AND DEVELOPMENT OF SUBORDINATES	4. Rating level: <input checked="" type="checkbox"/> Outstanding (O) <input type="checkbox"/> Excellent (E) <input type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)

5. Narrative Comments

Mr. O'NEILL has been keenly aware of the importance of developing and supervising subordinates within the Section. He closely monitored their activity while giving them sufficient authority and responsibility in order to carry out their assigned tasks. He increasingly included analysts in briefings and in the activities of the Section so that they were fully prepared to carry out their new responsibilities. He further developed analysts by assigning them to positions which will widen their exposure to the counterterrorism program. He had an excellent relationship with personnel in the Section and provided them his personal guidance and direction where appropriate. He held regular meetings with personnel in the Section, to include not only Unit Chiefs but supervisors and support personnel.

Mr. O'NEILL has made a considerable effort to involve personnel in the decision-making process so that they not only contributed but felt a part of the Section's accomplishments. He has systematically recommended personnel in the Section for promotion where appropriate and been an articulate spokesman for the personnel in the Section during this rating period. He systematically gave appropriate recognition to individuals in the Section who performed at a high level and counseled others on how to improve their performance. Due to his significant interpersonal skills and they way in which these skills were utilized most effectively to deal with subordinates within the Section, he is truly "Outstanding" in this critical element of supervision, evaluation and development of subordinates.



 Initials of Executive



 Date

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

[See Instructions on Reverse]

1. Payroll Name of Executive JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Critical Element # <u>3</u> as listed on the Performance Plan: LIAISON	4. Rating level: <input checked="" type="checkbox"/> Outstanding (O) <input type="checkbox"/> Excellent (E) <input type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)

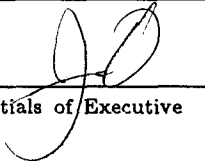
5.

Narrative Comments

Mr. O'NEILL, was directly involved in liaison with all the members of the counterintelligence community. He was directly involved in liaison with the NSC Staff who were involved in counterterrorism issues as well as the State Department and CIA. Mr. O'NEILL's excellent knowledge of counterterrorism issues enabled him to represent the Bureau's position in various forms in the counterterrorism area. More specifically, he addressed extremely complex issues regarding our relations with foreign countries and activities overseas where various concerns have been raised by both CIA and the State Department. He was able to reach agreements and find common ground with these other agencies in order to accomplish the task at hand. His interpersonal skills are exceptional and he has used these abilities to further the interest of the FBI's counterterrorism program. Mr. O'NEILL interacts with numerous representatives from both foreign counterterrorism and police organizations in a most effective way.

Mr. O'NEILL was also called upon to represent the FBI's counterterrorism program before various committees to include members and staff on the Hill. Mr. O'NEILL did an excellent job of testifying before these committees in order to advise them of the FBI's counterterrorism issues and activities. Mr. O'NEILL briefed the intelligence committees on the Hill concerning the reprogramming of resources into the counterterrorism program and explained in great detail the importance of our efforts to prevent a counterterrorism act from occurring and the possible loss of life. His presentations before these committees have contributed significantly to the support the FBI experiences in this critical area.

Mr. O'NEILL was extremely effective in his liaison contacts both foreign and domestic and he is deserving of an "Outstanding" rating in this critical element of liaison.



Initials of Executive



Date

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

[See Instructions on Reverse]

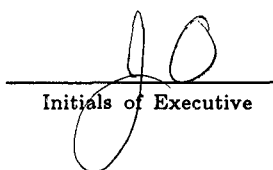
1. Payroll Name of Executive JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Critical Element # <u> 4 </u> as listed on the Performance Plan: EQUAL EMPLOYMENT OPPORTUNITY	4. Rating level: <input checked="" type="checkbox"/> Outstanding (O) <input type="checkbox"/> Excellent (E) <input type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)

5.

Narrative Comments

Mr. O'NEILL fully supports Equal Employment Opportunities within the FBI and works diligently within the Section to ensure that minorities were provided opportunities for advancement and the development of their skills. He stresses the importance of EEO matters within the Section especially with his Unit Chiefs during regular Unit Chief meetings. His effort in this area has especially seen in his support for professional support employees and the efforts he makes to provide them with training and opportunities. Many minorities hold positions in these areas and he has worked diligently to ensure they have every opportunity to advance in a professional career path.

Mr. O'NEILL has performed in an "Excellent" manner in this critical element.


 Initials of Executive


 Date

IS
139

August 23, 1995

PERSONAL

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

Dear Mr. O'Neill:

Under the provisions of the FBI Senior Executive Service (SES), each senior executive is entitled to receive a copy of his/her final rating. In most cases, the enclosed document differs from the initial rating you received from your rating official only by the addition of approval signatures from the chairman of the Performance Review Board (PRB), and either the Deputy Director, or myself as the final appointing authority.

If you exercised the option of providing a formal response to your initial rating, your response and any comments provided by your reviewing official, the PRB, and the appointing authority are also included. This copy of the final rating constitutes the reply to any response; no other administrative avenue of appeal is available under the FBI SES.

Sincerely yours,

Louis J. Freeh
Director

Enclosure

1 - PRAU, Room 6859

61-6961-145

VLS

- Dep. Dir. _____
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.: _____
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res. _____
- Insp. _____
- Lab. _____
- National Sec. _____
- Personnel _____
- Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

APPROVED:

Director <i>[Signature]</i>	Crim. Inv. _____	Info. Res. _____	Training _____
Deputy Director _____	Crim. Jus. Info. _____	Inspection _____	Office of EEO _____
	Servs. _____	Laboratory _____	Affairs _____
	Finance _____	National Sec. _____	Office of Public & Cong. Affairs _____
	Gen. Counsel _____	Personnel _____	

MAIL ROOM

Mailed from PRAU 8/23/95

June 22, 1995

PERSONAL

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

Dear Mr. O'Neill:

This special day in your career with the Federal Bureau of Investigation is truly an occasion for personal recognition. I am pleased to join your friends in offering congratulations upon reaching your Twenty-fifth Anniversary and wish to present your Twenty-five-Year Service Award Key.

You can certainly regard the years of service which you have devoted to our organization with great satisfaction. During this time the Bureau has benefited from the dependable and efficient performance of its experienced personnel, such as you, and it is upon this group that the FBI has relied for the proper discharge of its many responsibilities. The loyalty and effort manifested by our veteran associates have played a large part in the success enjoyed by the Bureau and also in the fine reputation we have attained.

It is my hope that this day will call to mind many pleasant memories of your association with the FBI.

With my very best wishes and kindest regards,

Sincerely,

Louis J. Freeh
Louis J. Freeh
Director

Enclosure

1 - Assistant Director, National Security Division
(For Your Information)

- Dep. Dir. _____
- Asst. Dir.:
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res. _____
- Insp. _____
- Lab. _____
- Legal Coun. _____
- National Sec. _____
- Personnel _____
- Training _____
- EOA _____
- Public Affs. _____
- Office _____

SLS
2524B

67-0679605

SENT FROM D.O.
TIME 10:00 AM
DATE June 29, 1995
BY [Signature]

ml
HOBIS

MAILROOM

JS

October 10, 1995

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

Dear Mr. O'Neill:

On November 7, 1995, at 11 a.m., Director Freeh will present the 1995 Presidential Ranks of Distinguished and Meritorious Executive to FBI recipients. These awards honor a very select number of executives for their sustained performance and exceptional accomplishments during the last three years. Governmentwide, only five percent of all executives may be chosen to receive the Meritorious Rank, and one percent to receive the exclusive rank of Distinguished Executive.

Immediately following the presentation of Presidential Rank Awards, the Director will officially welcome new FBI senior executives. I would like to extend a personal invitation to you, to receive your certificate of induction from the Director on this occasion. Please respond (attend or not attend) to the Performance, Recognition and Awards Unit at (202) 324-1862, by October 27, 1995, to ensure appropriate seating. If you are unable to attend, I will ensure that your framed certificate of induction and a copy of the program are promptly forwarded to you following the ceremony.

Sincerely,

Thomas J. Coyle
Assistant Director
Personnel Division

Dep. Dir. _____
Chief of Staff _____
Off. of Gen. Counsel 1 - PRAU, Room 6859
Asst. Dir.: SMIH (3)
Crim. Inv. _____
CJIS _____
Finance _____
Info. Res. _____
Insp. _____
Lab. _____
National Sec. _____
Personnel _____
Training _____
Off. of EEOA _____
Off. of Public & Cong. Affs. _____
Director's Office _____

BSL

APPROVED: Crim. Inv. _____ Info. Res. _____ Training _____
Crim. Jus. Info. _____ Inspection _____ Office of EEO
Servs. _____ Laboratory _____ Affairs _____
Director _____ Finance _____ National Sec. _____ Office of Public &
Deputy Director _____ Gen. Counsel _____ Personnel _____ Cong. Affairs _____

MAIL ROOM

Mailed from PRAU 10/10/95.



U.S. Department of Justice

Federal Bureau of Investigation

In Reply, Please Refer to
File No.

1900 Half Street, SW
Washington D. C. 20535
September 11, 1995

Mr. Robert M. Bryant
Assistant Director
National Security Division
Federal Bureau of Investigation
Washington, D.C.

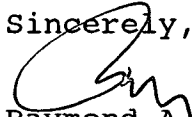
Dear Bob:

On September 7, 1995, WMFO held a multi-agency law enforcement conference to address the topic of counterterrorism. The purpose of the conference was two fold: to bring everyone up to date regarding the current global terrorist threat and to come up with proactive strategies to prevent a terrorist attack in the greater Washington D.C. metropolitan area. The conference was attended by approximately 100 people.

I invited John O'Neill as our guest speaker on the topic of "The Current Global Terrorist Threat." John did an outstanding job. Under an "unclassified" constraint, John gave sufficient details to give the audience a clear understanding of the threat from various terrorist groups/countries. His expert knowledge of the subject was apparent. Based on the reaction from the audience, his remarks were well received.

Please extend our sincere appreciation to John who took time out from his very busy schedule to give us a most worthwhile threat briefing.

Sincerely,


Raymond A. Misklock, Jr.
Special Agent In-Charge
National Security Division

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) ONEILL JOHN P	2. Social Security Number 147-42-1004	3. Date of Birth 02-06-52	4. Effective Date 02-03-95
--	--	------------------------------	-------------------------------

FIRST ACTION		SECOND ACTION	
5-A. Code 542	5-B. Nature of Action CONV TO SES CAREER APPT	6-A. Code	6-B. Nature of Action
5-C. Code FBI	5-D. Legal Authority 28 U.S.C. 536	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT 78-FO-714 060	15. TO: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-150 150
--	---

8. Pay Plan GM	9. Occ. Code 1811	10. Grade/Level 15	11. Step/Rate 00	12. Total Salary 107,181.25	13. Pay Basis PA	16. Pay Plan ES	17. Occ. Code 1811	18. Grade/Level 00	19. Step/Rate 03	20. Total Salary/Award 134,223.75	21. Pay Basis PA
12A. Basic Pay 81290.00	12B. Locality Adj. 4455.00	12C. Adj. Basic Pay 85745.00	12D. Other Pay 21436.25	20A. Basic Pay 01800.00	20B. Locality Adj. 5579.00	20C. Adj. Basic Pay 107379.00	20D. Other Pay 26844.75				

14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION WASHINGTON, D. C. 0530	22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION WASHINGTON, D. C. 0530
---	---

EMPLOYEE DATA		24. Tenure	25. Agency Use	26. Veterans Preference for RIF
23. Veterans Preference 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%		0 - None 1 - Permanent 2 - Conditional 3 - Indefinite		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
27. FEGLI WAIVED		28. Annuitant Indicator 9		29. Pay Rate Determinant 0

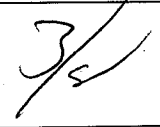
30. Retirement Plan CSRS-SPEC	31. Service Comp. Date (Leave) 06-22-70	32. Work Schedule F	33. Part-Time Hours Per Biweekly Pay Period
----------------------------------	--	------------------------	---

POSITION DATA		35. FLSA Category	36. Appropriation Code	37. Bargaining Unit Status
34. Position Occupied 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved		E - Exempt N - Nonexempt		
38. Duty Station Code	39. Duty Station (City - County - State or Overseas Location)			

40. AGENCY DATA	41.	42.	43.	44. SQUAD: C-1
-----------------	-----	-----	-----	-------------------

45. Remarks
 YOU HAVE BEEN CONVERTED TO THE FBI SENIOR EXECUTIVE SERVICE IN ACCORDANCE WITH PUBLIC LAW 100-325
 VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE TENURE AS USED FOR 5 U.S.C. 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE
 SALARY MAY NOT BE REDUCED BELOW SALARY EARNED IMMEDIATELY PRIOR TO SES CONVERSION WITH ANY FUTURE INVOLUNTARY ACTION WHILE CONTINUOUSLY EMPLOYED PAYABLE SALARY LIMITED TO \$123100 BY 5 U.S.C. 5303(F) (OR OTHER STATUTORY AUTHORITY)

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION			50. Signature/Authentication and Title of Approving Official LOUIS J. FREEH DIRECTOR	
47. Agency Code DJ02	48. Personnel Office ID 4017	49. Approval Date 02-03-95		

Memorandum



Dep. Dir. _____
 ADD Adm. _____
 ADD Inv. _____
 Asst. Dir.:
 Adm. Servs. _____
 Crim. Inv. _____
 Ident. _____
 Info. Mgnt. _____
 Insp. _____
 Intell. _____
 Lab. _____
 Legal Coun. _____
 Tech. Servs. _____
 Training _____
 Cong. Affs. Off. _____
 Off. of EEO _____
 Off. Liaison &
 Int. Affs. _____
 Off. of Public Affs. _____
 Telephone Rm. _____
 Director's Office _____

To : Mr. Coyle *J. Coyle*

Date 6/16/95

From :



Subject : JOHN P. ONEILL
 SECTION CHIEF
 EOD - 6/22/70
 NATIONAL SECURITY DIVISION

25TH ANNIVERSARY ON 6/22/95

MEETING WITH THE DIRECTOR ON 6/29/95

Immediate Relatives in Bureau: None

KAS

67-0679605

3/KAS

b6
b7C

Office WMFO

Date

3RD OUTDOOR SHOOT 8-27-91

COURSES

CRED #	LAST, FIRST Names of Agents	SQUAD	RQC	PQC	POS: TION (M)	DAC (M)	SG IOA	HEAD PLATE	CAR CASE	MAKE UP	FIREARM MODEL #	Defen. Tactics
--------	--------------------------------	-------	-----	-----	---------------	---------	--------	------------	----------	---------	-----------------	----------------

1												
2												
3												
4												
5												
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17												
18												
19												
20												
21												
22												

23.	4385	O'Neill, John P. (LG)	ASAC	-	82	84	86	-			516P226	✓
24.												✓

Instructor(s)

ASAC O'NEILL JAST W/WMFO
 DURING 3RD OUTDOOR
 SA PPT
 FBI/DO.

CG FIREARMS INVENTORY FORM

NAME: John P. O'Neill

SSAN: 147-42-1004 SQUAD: 3

b2

BUREAU PROPERTY

MAKE	MODEL	SERIAL NUMBER
HANDGUNS:		
1- <u>Sig Sauer</u>	<u>P 226</u>	<input type="text"/>
2- <u>SW</u>	<u>13-3</u>	<input type="text"/>
3- _____	_____	_____
4- _____	_____	_____

SHOULDER WEAPONS:		
1- _____	_____	_____
2- _____	_____	_____

BALLISTIC VEST SERIAL NUMBER:

BUREAU APPROVED PERSONAL WEAPONS

(BOTH HANDGUN & SHOULDER)

1- <u>SW</u>	<u>60</u>	<input type="text"/>
2- _____	_____	_____
3- _____	_____	_____
4- _____	_____	_____
5- _____	_____	_____
6- _____	_____	_____

[Handwritten mark]

Memorandum



Dep. Dir. _____
 ADD Adm. _____
 ADD Inv. _____
 Asst. Dir.: _____
 Adm. Servs. _____
 Crim. Inv. _____
 Ident. _____
 Info. Mgnt. _____
 Insp. _____
 Intell. _____
 Lab. _____
 Legal Coun. _____
 Tech. Servs. _____
 Training _____
 Cong. Affs. Off. _____
 Off. of EEO _____
 Off. Liaison & _____
 Int. Affs. _____
 Off. of Public Affs. _____
 Telephone Rm. _____
 Director's Office _____

To : Mr. Coyle Date 12/20/94
 From : D. G. Binney, Chairman
 Senior Executive Service (SES) Board
 Subject : PERSONNEL CHANGES
 SES BOARD MEETING 12/12/94

On 12/16/94, the Director approved the following personnel changes:

James C. Frier, ES-5, currently assigned as Inspector-Deputy Assistant Director, Criminal Investigative Division, has been designated SAC, Jackson Division. Mr. Frier will be reduced to SES level ES-4. *Orders dated 12/28/94, emb*

OK to promote
Ralph R. Girardi, GS-15, currently assigned as ASAC, Honolulu Division, has been designated Associate SAC, Los Angeles Division. Mr. Girardi should be promoted to SES level ES-3. *Orders dated 12/28/94, emb.*

OK to promote
John P. O'Neill, GS-15, currently assigned as ASAC, Chicago Division, has been designated Section Chief, Counterterrorism and Middle East Section, National Security Division. Mr. O'Neill should be promoted to SES level ES-3. *Orders dated 12/28/94, emb.*

OK to promote
David R. Loesch, GS-15, currently assigned as Program Manager, Resource Management Allocation Board, Personnel Division, has been designated Section Chief, Resources Management Section, Criminal Justice Information Services Division. Mr. Loesch should be promoted to SES level ES-3. *No cost transfer orders dated 12/28/94, emb.*

- 1 - Gallery Row (Room GR204)
- 1 - [redacted] Attn: [redacted]
- 1 - Pay and Leave Administration Unit

b6
b7C

CMJ:Lfr (5)

(CONTINUED-OVER)

Lfr

NOTIFICATION OF TRANSFER

DATE: 12/28/94

NAME: ONEILL JOHN P

SSN: 147-42-1004

TRANSFER COST NUMBER:
TYPE OF ACTION: TRANSFER ORDERS
FROM: CHICAGO

FILE NUMBER: 067-0679605

TO: D5-NATIONAL SECURITY DIVIS

POSITION/GRADE: SUPERVISORY SPECIAL AGENT / ES
CHANGE IN GRADE: PROMOTION

SEE THE FOLLOWING PARAGRAPHS ON THE REVERSE SIDE OF THIS
LETTER FOR ADDITIONAL INFORMATION PERTAINING TO YOUR
TRANSFER: #1 #4 #6

COMMENTS / SPECIAL QUALIFICATIONS:

YOU HAVE BEEN DESIGNATED SECTION CHIEF, COUNTERTERRORISM AND
MIDDLE EAST SECTION, NATIONAL SECURITY DIVISION. UPON
ASSUMPTION OF YOUR NEW DUTIES, YOU WILL BE PROMOTED TO SES
LEVEL ES-3

TRANSFER MAILED DIRECTLY FROM
THE SPECIAL AGENT TRANSFER UNIT

ON 12/28/94 BY ESB:emh

DC/B/Emh
ASSISTANT DIRECTOR
PERSONNEL DIVISION

- 1 - D5-INTELLIGENCE DIVISION (PERSONAL ATTENTION)
 - 1 - SAC, CHICAGO (PERSONAL ATTENTION)
 - ① - PERSONNEL FILE OF ONEILL JOHN P
 - 1 - SPECIAL AGENT TRANSFER UNIT (DETACHED)
- BASED ON MEMORANDUM FROM D. G. BINNEY TO MR. COYLE DATED 12/20/94,
CMJ:LFR

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) ONEILL JOHN P	2. Social Security Number 147-42-1004	3. Date of Birth 02-06-52	4. Effective Date 02-03-95
--	--	------------------------------	-------------------------------

FIRST ACTION		SECOND ACTION	
5-A. Code 901	5-B. Nature of Action RELOCATION	6-A. Code	6-B. Nature of Action
5-C. Code FBI	5-D. Legal Authority 28 U.S.C. 536	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT 78-FO-714 060	15. TO: Position Title and Number SUPERVISORY SPECIAL AGENT 78-FO-714 060
--	---

8. Pay Plan GM	9. Occ. Code 1311	10. Grade/Level 15	11. Step/Rate 00	12. Total Salary 108,643.75	13. Pay Basis PA	16. Pay Plan GM	17. Occ. Code 1811	18. Grade/Level 15	19. Step/Rate 00	20. Total Salary/Award 107,181.25	21. Pay Basis PA
12A. Basic Pay 81290.00	12B. Locality Adj. 5625.00	12C. Adj. Basic Pay 86915.00	12D. Other Pay 21728.75	20A. Basic Pay 81290.00	20B. Locality Adj. 4455.00	20C. Adj. Basic Pay 85745.00	20D. Other Pay 21436.25				

14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION CHICAGO 3150	22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION WASHINGTON, D. C. 0530
---	---

EMPLOYEE DATA				24. Tenure		25. Agency Use		26. Veterans Preference for RIF	
23. Veterans Preference 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%				1 - None 2 - Conditional 3 - Indefinite				YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	
27. FEGLI B WAIVED				28. Annuitant Indicator 9		29. Pay Rate Determinant 0		33. Part-Time Hours Per Biweekly Pay Period	
30. Retirement Plan 6 CSRS-SPEC				31. Service Comp. Date (Leave) 06-22-70		32. Work Schedule F			
POSITION DATA				35. FLSA Category		36. Appropriation Code		37. Bargaining Unit Status	
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				E - Exempt N - Nonexempt					
38. Duty Station Code				39. Duty Station (City - County - State or Overseas Location)					

40. AGENCY DATA	41.	42.	43.	44. SQUAD: C-1
-----------------	-----	-----	-----	-------------------

45. Remarks
PAYABLE SALARY LIMITED BY 5 U.S.C. SECTION 5547

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION			50. Signature/Authentication and Title of Approving Official LOUIS J. FREEH DIRECTOR	
47. Agency Code DJJC2	48. Personnel Office ID 4017	49. Approval Date 02-03-95		

NOTIFICATION OF PERSONNEL ACTION

3

1. Name (Last, First, Middle) ONEILL JOHN P	2. Social Security Number 147-42-1004	3. Date of Birth 02-06-52	4. Effective Date 02-03-95
--	--	------------------------------	-------------------------------

FIRST ACTION		SECOND ACTION	
5-A. Code 818	5-B. Nature of Action AUO	6-A. Code	6-B. Nature of Action
5-C. Code RMM	5-D. Legal Authority REG. 550.151	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-150 150	15. TO: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-150 150
--	---

8. Pay Plan ES	9. Occ. Code 1811	10. Grade/Level 00	11. Step/Rate 03	12. Total Salary 25%	13. Pay Basis	16. Pay Plan ES	17. Occ. Code 1811	18. Grade/Level 00	19. Step/Rate 03	20. Total Salary/Award 00%	21. Pay Basis
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Basic Pay	12D. Other Pay	20A. Basic Pay	20B. Locality Adj.	20C. Adj. Basic Pay	20D. Other Pay				

14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION 0530 WASHINGTON, D. C.	22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION 0530 WASHINGTON, D. C.
---	---

EMPLOYEE DATA

23. Veterans Preference 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%	24. Tenure 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
27. FEGLI 5 - WAIVED	28. Annuitant Indicator 9	29. Pay Rate Determinant 0	
30. Retirement Plan 6 - CSRS-SPEC	31. Service Comp. Date (Leave) 06-22-70	32. Work Schedule F	33. Part-Time Hours Per Biweekly Pay Period
34. Position Occupied 4 - 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved	35. FLSA Category E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status
38. Duty Station Code	39. Duty Station (City - County - State or Overseas Location)		

40. AGENCY DATA	41.	42.	43.	44. SQUAD: C-1
-----------------	-----	-----	-----	----------------

45. Remarks
 BLOCK 20 SHOWS THE PERCENT OF YOUR RATE OF ADJUSTED BASIC PAY WHICH IS PAID TO YOU FOR THE SUBSTANTIAL, IRREGULAR OVERTIME WORK YOU PERFORM WHICH CANNOT BE CONTROLLED ADMINISTRATIVELY

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION	47. Agency Code DJ02	48. Personnel Office ID 4017	49. Approval Date 02-03-95	50. Signature/Authentication and Title of Approving Official LOUIS J. FREEH DIRECTOR
---	-------------------------	---------------------------------	-------------------------------	--

3/4

02/02/95

b6
b7C

TO: ADIC, QUANTICO

FROM: SA [REDACTED] PFI CHICAGO

SUBJECT: SA JOHN P. O'NEILL
SSAN 147-42-1004
CHICAGO DIVISION FIREARMS SCORES

Pursuant to the transfer of the above named Agent to your division, Agent's complete firearms scores compiled while in the Chicago Division are listed below.

SHOOTING DATE	PQC(s)	RQC(s)	SHOTGUN 10A	MP-5	BULLSEYE	DAC	MTRC	NIGHT-			M-16	OTHER	DT's
								SHOOT	STRESS	SKEET			
10/29/92	90 100 98												NO
	POW?: N/A												COMMENTS: 50RD WARM-UP 12,9,8RD STRESS COURSES
03/16/93								94					NO
	POW?: N/A												COMMENTS:
07/22/93	90												NO
	POW?: N/A												COMMENTS: 2ND PQC SCORE (96) - MAKEUP SCORE
09/28/94	80												
	POW?: N/A												COMMENTS:
12/30/94	96 94												
	POW?: N/A												COMMENTS: MAKEUP

Certified by:

[REDACTED]


SA

[REDACTED] PFI CHICAGO

FIREARMS PROPERTY ASSIGNED TO:

02/02/95

JOHN P. O'NEILL
147-42-1004
SQUAD 1

ITEM	MAKE	MODEL	SERIAL	COMMENTS
H	SIG SAUER	P226		
H	S&W	13		
P	S&W	60		
V				

b2

ITEM COLUMN: "H" denotes Handgun; "P" denotes Personally Owned Weapon;
"S" denotes Shoulder Weapon; "V" denotes Ballistic Vest;
and "O" denotes Other.



HEALTH BENEFITS REGISTRATION FORM

Federal Employees Health Benefits Program

0530

Form Approved:
OMB No. 3206-0160• Complete Part A and Parts B, C,
D, and E as applicable.

• Do not separate the copies. Your employing office will certify the completed form and return your copy to you.

• Type or Print Firmly.
• Sign and date in Part F.**PART A - Fill in this part.**

1. Name (Last, first, middle initial) <i>O'Neill, John P.</i>	2. Social Security number <i>147-42-1004</i>	3. Date of birth (mo., day, yr.) <i>02/06/52</i>
4. Your home mailing address (include ZIP code) <i>4601 Connecticut Ave NW #310 Washington, DC 20008</i>	5. Sex <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female	6. Are you now married? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Daytime telephone number <i>(202) 324-4664</i>		

PART B - Fill in this part if you wish to enroll or change your enrollment in the Federal Employees Health Benefits (FEHB) Program.

1. I elect to enroll in a health benefits plan as shown below. (Copy the information requested below from front cover of brochure of the plan you select.)

Name of plan <i>The George Washington University Health Plan</i>	Enrollment code <i>E 51</i>				
2a. Names of family members	2b. ZIP code	2c. Date of birth (mo., day, yr.)	2d. Sex	2e. Relationship "code"	2f. Social Security number (See Instructions)
<i>(All fields crossed out with a large diagonal line)</i>					

3a. Do you, your spouse or any other eligible family members have any group health insurance coverage other than the FEHB plan in which you are now enrolling or enrolled?
 No Yes → Complete 3b

3b. Type of insurance: Medicare No Yes → Indicate part(s)
N/A CHAMPUS Other private (specify name)

PART C - Fill in this part, as well as PART B, to change enrollment.

1. Present Plan name <i>Rush Prescription AMD</i>	2. Present Plan enrollment code <i>171</i>	3. Number of event that permits change (See Table of Permissible Changes) <i>4</i>	4. Date of event that permits change (mo., day, yr.) <i>4/1/95</i>
--	---	---	---

PART D - Employees Only

Place an "X" in the box below if you wish NOT TO ENROLL in the FEHB Program.

I elect not to enroll in the Federal Employees Health Benefits Program.

My signature in PART F certifies that I have read and understand the information regarding this election.

PART E - CANCELLATION

Place an "X" in the box below if you wish to CANCEL your enrollment.

I elect to cancel my enrollment in the Federal Employees Health Benefits Program. I am currently enrolled under the code shown at the right.

My signature in PART F certifies that I have read the information in the instructions regarding cancellation of enrollment and that I understand that I must meet the 5-year requirement to qualify for FEHB coverage after retirement.

PART F - Fill in this part.

WARNING: Any intentionally false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)

1. Your signature (Do not print) <i>J.P. O'Neill</i>	2. Date <i>5/26/95</i>
---	---------------------------

PART G - To be completed by agency

1. Name and address of employing office FEDERAL BUREAU OF INVESTIGATION U.S. DEPARTMENT OF JUSTICE, ROOM 10 WASHINGTON, DC. 20535	2. Date received in employing office <i>5-26-95</i>	3. Effective date of action <i>5-28-95</i>	4. SF 287T report number <i>95-23</i>
	5. Payroll office number <i>15-02-0001</i>	6. Payroll contact and telephone number <i>ANNIE MOSE</i> <i>(202) 324-5884</i>	Phone number <i>(202) 324-3771</i>

Remarks: *moved from the area serving the comprehensive plan.*

JUN 1 2 1995

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) ONEILL JOHN P		2. Social Security Number 167-42-1004	3. Date of Birth 02-06-52	4. Effective Date 02-03-96
FIRST ACTION		SECOND ACTION		
5-A. Code 896	5-B. Nature of Action PAY ADJ	6-A. Code	6-B. Nature of Action	
5-C. Code FBI	5-D. Legal Authority 23 U.S.C. 536	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	

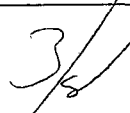
7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-150 150										15. TO: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-150 150									
8. Pay Plan ES	9. Occ. Code 1811	10. Grade/Level 00	11. Step/Rate 03	12. Total Salary 110,070.00	13. Pay Basis PA	16. Pay Plan ES	17. Occ. Code 1811	18. Grade/Level 00	19. Step/Rate 04	20. Total Salary/Award 116,008.00	21. Pay Basis PA								
12A. Basic Pay 103800.00		12B. Locality Adj. 6270.00		12C. Adj. Basic Pay 110070.00		20A. Basic Pay 109400.00		20B. Locality Adj. 6608.00		20C. Adj. Basic Pay 116008.00		20D. Other Pay							
14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION 0530 WASHINGTON, D. C.										22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION 0530 WASHINGTON, D. C.									

EMPLOYEE DATA						24. Tenure			25. Agency Use		26. Veterans Preference for RIF	
23. Veterans Preference <input type="checkbox"/> 1 - None <input type="checkbox"/> 3 - 10-Point/Disability <input type="checkbox"/> 5 - 10-Point/Other <input checked="" type="checkbox"/> 2 - 5-Point <input type="checkbox"/> 4 - 10-Point/Compensable <input type="checkbox"/> 6 - 10-Point/Compensable/30%						<input type="checkbox"/> 0 - None <input type="checkbox"/> 2 - Conditional <input checked="" type="checkbox"/> 1 - Permanent <input type="checkbox"/> 3 - Indefinite			<input type="checkbox"/> <input type="checkbox"/> YES NO		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
27. FEGLI <input checked="" type="checkbox"/> WAIVED						28. Annuitant Indicator <input type="checkbox"/> 9			29. Pay Rate Determinant <input type="checkbox"/> 0			
30. Retirement Plan <input type="checkbox"/> CSRS-SPEC				31. Service Comp. Date (Leave) <input type="checkbox"/> 06-22-70		32. Work Schedule <input type="checkbox"/> F		33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA						35. FLSA Category			36. Appropriation Code		37. Bargaining Unit Status	
34. Position Occupied <input checked="" type="checkbox"/> 1 - Competitive Service <input type="checkbox"/> 3 - SES General <input type="checkbox"/> 2 - Excepted Service <input type="checkbox"/> 4 - SES Career Reserved						<input checked="" type="checkbox"/> E - Exempt <input type="checkbox"/> N - Nonexempt						
38. Duty Station Code						39. Duty Station (City - County - State or Overseas Location)						

40. AGENCY DATA	41.	42.	43.	44.
-----------------	-----	-----	-----	-----

45. Remarks
 SALARY IN BLOCK 20 INCLUDES AVAILABILITY PAY OF \$ 0.00

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION			50. Signature/Authentication and Title of Approving Official LOUIS J. FREEH DIRECTOR		
47. Agency Code DJ32	48. Personnel Office ID 4017	49. Approval Date 02-16-96			

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Plan - Notice Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Position Title and Grade SECTION CHIEF ES-4	4. Office of Assignment 0530 NATIONAL SECURITY DIVISION

This Performance Plan is consistent with the employee's assigned duties and responsibilities and is in furtherance of the mission and goals of the FBI.

5. 2/5/96
Date

b6
b7C

6. Robert M. Bryant 2/6/96
Date
Signature of Reviewing Official

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and I am aware that my summary rating must at a minimum, meet the Excellent level, with no rating less than Fully Successful (FS) on any critical element, in order to be considered for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the FS level, may be the basis for my reassignment, reduction in grade, or removal from the FBI Senior Executive Service.

7. J.P. O'Neal 2/6/96
Date *

PRAU USE ONLY

Logged : sdc 2/16/96

CE	Type	Code	Reviewed
1	✓	EAEXEC	2/14/96 sdc
2	✓	EBSUPE	
3	✓	ECLIAI	
4	✓	EDEQUA	✓

*The information on this Notice Page reflects your recent change in ES level dated 2/3/96. Your most recent critical elements and performance standards, from the performance plan you signed on 2/6/95, remain in force.

THREE
FBI/DOJ

Dear Congressman XXXXXXXXXXXXXXXXXXXX,

Your letter of March 28, 1996 requested information on the FBI response to the February 25, 1996 terrorist bus bombing in Jerusalem, Israel involving the death of two American citizens. On May 3, 1996, John P. O'Neill, Chief of our International Terrorism Section met with Vaughn Forrest of your staff to discuss this and related matters.

In response to your inquiry, the FBI arrived in Israel on February 26, 1996, the day following the bombing. The first FBI representative was our Legat who is stationed in Athens, Greece and who is accredited to the Government of Israel. He was supported by a five person team of technical experts and investigators who arrived in Israel from the Washington area five days later.

The Israeli authorities do not usually grant immediate access to the crime scene and forensic evidence and did not do so in the case of the February 25, 1996 bombing. We do not consider this a problem because the Israelis are competent investigators and aggressive prosecutors. The FBI enjoys a very good working relationship [REDACTED]

Distance plays a major role in the FBI's ability to respond to incidents overseas such as the February 25, 1996 bombing. We have a five year plan for expanding our Legat presence worldwide and stationing a Legat in Tel Aviv is high on our list of priorities.

If you require further information on this matter, please do not hesitate to contact me.

Sincerely,

Louis J. Freeh
Director

Dear Congressman XXXXXXXXXXXXXXXXXXXX,

Your letter of March 28, 1996 requested information on the FBI response to the February 25, 1996 terrorist bus bombing in Jerusalem, Israel involving the death of two American citizens.

In response to your inquiry, the FBI arrived in Israel on February 26, 1996, the day following the bombing. The first FBI representative was our Legal Attache (Legat), from Athens, Greece who is accredited to the U.S. Embassy in Tel Aviv. The FBI has a "five year plan" for expanding our Legat presence world wide. An integral part of this plan is the request for a Legat in Tel Aviv to assist with these types of situations. We feel that a Legat assigned to Tel Aviv would help promote mutual confidence in the long term relationship with the Israelis. That plan is currently being reviewed by the Department of Defense. ?

With regard to the specifics concerning the February 25, 1996 bombing. The Israeli authorities do not usually grant immediate access to the crime scene and forensic evidence. This is generally not a problem as the Israelis are considered competent investigators and aggressive prosecutors. Once in Israel, the FBI enjoys a very good working relationship [redacted] That relationship could only flourish with the addition of a Legat in Tel Aviv.

It should be noted that by their very nature, the suicide bombers do not leave promising leads for follow up in Israel. Any possible conspirators often lead to [redacted] where we are working to establish a relationship [redacted]

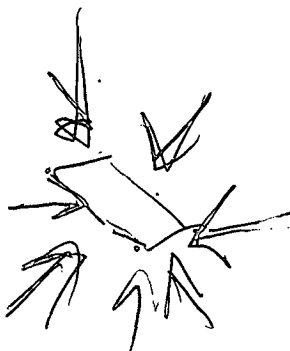
If you require further information on this matter, please do not hesitate to contact me.

Sincerely,

Louis J. Freeh
Director

3/0

[redacted]



From: JOHN ONEILL
To: [REDACTED]
Date: 5/25/96 1:55pm
Subject: Congressional Letter -Reply

LOOKS GOOD---PLEASE MAKE REFERENCE TO OUR BRIEFING OF VAUGHN FORREST, OF YOUR STAFF , . ON XX/XX/XX

THIS MUST BE RUN PAST VAUGHN AND THEN PAST CONGRESSIONAL AFFAIRS. THANKS FOR EXPIDITING

!

>>> [REDACTED] 05/24/96 02:08pm >>>

Dear Cngressman xxxxxx,

Your letter of March 28, a996 requested information on the FBI response to the February 28, 1996 terrorist bus bombing in Jerusalem, Israel involving the death of two American citizens.

In response to your inquiry, the FBI arrived in Israel on February 26, 1996, the day following the bombing. The first FBI representative on the scene was our LEGATT who is stationed in Athens, Greece and who is accredited to the Government of Israel. He was supported by a five person team of technical experts and investigators who arrived in Israel from the Washington area five days later.

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Distance plays a major role in the FBI's ability to respond to incidents overseas such as the February 25, 1996 bombing. We have a five year plan for expanding our Legat presence world wide and stationing a Legat in Tel Aviv is high on our list of priorities.

Congress of the United States

Washington, DC 20515

March 28, 1996

Louis Freeh
Director, Federal Bureau of Investigation
J. Edgar Hoover Building
9th Street & Pennsylvania Avenue NW
Washington, DC 20535

Dear Director Freeh;

We would like to request that the F.B.I. provide information on the February 25, 1996 terrorist bus bombing in Jerusalem, Israel, involving the death of two American citizens, one of whom was a resident of the State of New Jersey. In particular, we would like information on the following;

When did the F.B.I. agent(s) arrive in Israel to investigate this incident?

Was on-site access provided to the F.B.I. by Israeli officials?

What length of time was there between the explosion and the arrival of the F.B.I. at the scene?

What was the nature of the explosion, and was field testing conducted to determine the nature of the explosives used?

What was the nature of the shrapnel recovered at the scene?


How many agents are currently working on this investigation?

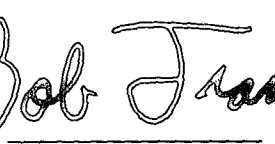
Was full access provided by the Palestinian Authority in this investigation and what is the level of cooperation between the Palestinian Authority and F.B.I. investigators?


What other agencies are currently involved with this investigation (i.e. BATF, CIA, etc.), and what is the level of cooperation between the F.B.I. and other government agencies?


We appreciate your response to our inquiry.

Sincerely,


Jim Saxton
Member of Congress


Bob Franks
Member of Congress

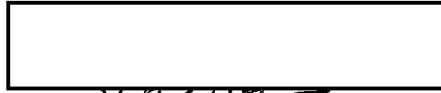

Robert G. Torricelli
Member of Congress


Rodney P. Frelinghuysen


William J. Martini


Dick Zimmer

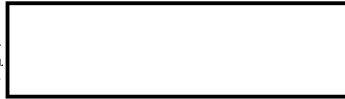
pls. call



X3347

ps. going out of
town wed-Fri

b6
b7C



The CT front
office is HST TO
get both of these
in ASAP. The Congress
letter needs more polish
than the "Proc" which is
pretty EASY. DISK IN -
cluded

JIM SAXTON
THIRD DISTRICT, NEW JERSEY



NATIONAL SECURITY COMMITTEE

SUBCOMMITTEES
MILITARY PROCUREMENT
MILITARY INSTALLATIONS
AND FACILITIES

MERCHANT MARINE
OVERSIGHT PANEL

RESOURCES COMMITTEE
FISHERIES, WILDLIFE AND OCEANS
SUBCOMMITTEE
CHAIRMAN

JOINT ECONOMIC COMMITTEE
VICE-CHAIRMAN

REPUBLICAN POLICY COMMITTEE

U.S. House of Representatives
Washington, DC 20515

April 12, 1996



b6
b7C

your copy

JK

Louis Freeh
Director, Federal Bureau of Investigation
J. Edgar Hoover Building
9th Street & Pennsylvania Avenue NW
Washington, DC 20535

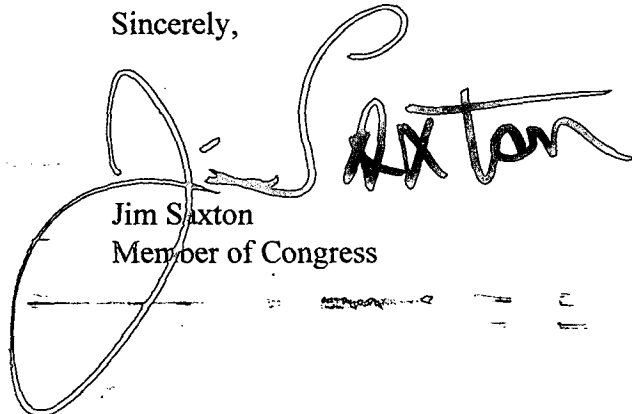
Dear Director Freeh;

In follow-up to a March 28, 1996 letter concerning the recent terrorist bombings in Israel (co-signed by Congressman Franks, Torricelli, Frelinghuysen, Martini, and Zimmer), I appreciate the Bureau's concern with confidentiality given the highly sensitive nature of the information requested and the fact that this is an ongoing investigation. For those reasons, I would like to appoint Mr. Vaughn Forrest, Director of the Congressional Task Force on Terrorism and Unconventional Warfare, to receive all information of a sensitive or classified nature. Mr. Forrest has the proper security clearances to receive classified information.

All information and responses to the inquiry of March 28th of a *non-classified* nature should be sent to me and the other Congressmen in written, non-classified form. In addition to the questions posed in the March 28th letter, we are particularly interested in learning whether the F.B.I. maintains a legate in Tel Aviv or elsewhere in Israel or the Palestinian Autonomous areas.

Thank you for your help in this matter.

Sincerely,


Jim Saxton
Member of Congress

REPLY TO:

339 CANNON HOUSE OFFICE BUILDING
WASHINGTON, DC 20515-3003
(202) 225-4765

100 HIGH ST., SUITE 301
MT. HOLLY, NJ 08060-1458
(609) 261-5800

7 HADLEY AVE.
TOMS RIVER, NJ 08753-7539
(908) 914-2020

1 MAINE AVENUE
CHERRY HILL, NJ 08002-3051
(609) 428-0520

Congress of the United States

Washington, DC 20515

March 28, 1996

Louis Freeh
Director, Federal Bureau of Investigation
J. Edgar Hoover Building
9th Street & Pennsylvania Avenue NW
Washington, DC 20535

Dear Director Freeh;

We would like to request that the F.B.I. provide information on the February 25, 1996 terrorist bus bombing in Jerusalem, Israel, involving the death of two American citizens, one of whom was a resident of the State of New Jersey. In particular, we would like information on the following;

When did the F.B.I. agent(s) arrive in Israel to investigate this incident?

*LEGAT 2/26
NMFO 3/2*

Was on-site access provided to the F.B.I. by Israeli officials? *travel time - scene cleared. Complicated by 3/3-4/96 explosions*

What length of time was there between the explosion and the arrival of the F.B.I. at the scene?

What was the nature of the explosion, and was field testing conducted to determine the nature of the explosives used? *6 mo's.*

What was the nature of the shrapnel recovered at the scene?

no particulars

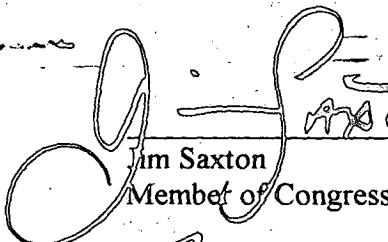
How many agents are currently working on this investigation?

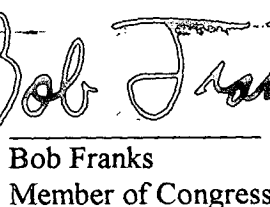
Was full access provided by the Palestinian Authority in this investigation and what is the level of cooperation between the Palestinian Authority and F.B.I. investigators?

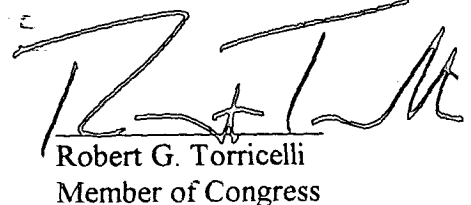
What other agencies are currently involved with this investigation (i.e. BATF, CIA, etc.), and what is the level of cooperation between the F.B.I. and other government agencies?

We appreciate your response to our inquiry.

Sincerely,


Jim Saxton
Member of Congress


Bob Franks
Member of Congress


Robert G. Torricelli
Member of Congress


Rod Blagojevich
Member of Congress

JUN 24 1996

b6
b7C
b7D

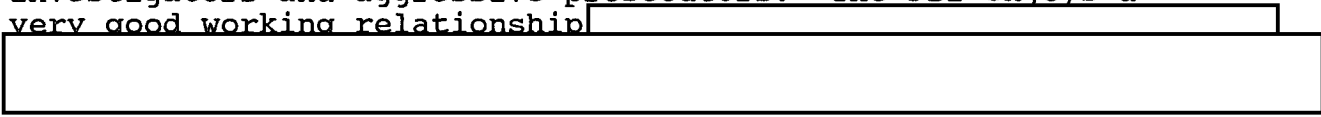
Honorable Jim Saxton
House of Representatives
Washington, D.C.

Dear Congressman Saxton:

Your letter of March 28, 1996 requested information on the FBI response to the February 25, 1996 terrorist bus bombing in Jerusalem, Israel involving the death of two American citizens. On May 3, 1996, John P. O'Neill, Chief of our International Terrorism Section met with Vaughn Forrest of your staff to discuss the particulars of this case and related matters.

In response to your inquiry, the FBI arrived in Israel on February 26, 1996, the day following the bombing. The first FBI representative to arrive was our Legal Attache (Legat) who is stationed in Athens, Greece and who is accredited to the Government of Israel. He was supported by a five-person team of technical experts and investigators who arrived in Israel from the Washington area five days later.

The Israeli authorities do not usually grant immediate access to the crime scene and forensic evidence and did not do so in the case of the February 25, 1996 bombing. We did not consider this a problem because the Israelis are competent investigators and aggressive prosecutors. The FBI enjoys a very good working relationship



Sincerely yours,

Robert M. Bryant
Assistant Director
National Security Division

1 - Mr. Bryant

1 - [Redacted]

1 - Mr. O'Neill

1 - [Redacted]

1 - [Redacted]
2 - [Redacted]
1 - [Redacted]
1 - CAO File Copy

- Dep. Dir. _____
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.: _____
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res. _____
- Insp. _____
- Lab. _____
- National Sec. _____
- Personnel _____
- Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

Note: Letter approved by John O'Neill, National Security Division and reviewed in draft form by Representative Saxton's staffer.

PMR:arg (10)

62A-HQ-1077226

APPROVED:

JB

Director _____

Deputy Director _____

Crim. Inv. _____

Crim. Jus. Info. _____

Ident. _____

Finance _____

Gen. Counsel _____

Info. Res. _____

Inspection _____

Laboratory _____

National Sec. _____

Personnel _____

Training _____

Office of EEO _____

Affairs _____

Office of Public & _____

Cong. Affairs _____

MAIL ROOM

via courier to TOAD 6/24/96

75

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ
THE COUNCIL
OF ISLAMIC ORGANIZATIONS
OF GREATER CHICAGO

July 8, 1996

Mr. Robert M. Bryant
Assistant Director in Charge
National Security Division
Federal Bureau of Investigation
Ninth Street and Pennsylvania Ave., N.W.
Washington, DC 20535

Dear Mr. Bryant:

On behalf of the Council of Islamic Organizations of Greater Chicago I would like to thank you and your staff for the opportunity you gave us to discuss our community's concern. We certainly appreciate the considerable time and attention you have provided to us.

All suggestion made during the meeting will receive considerable attention and prompt action from our end.

Once again thank you for the opportunity and we look forward for better understanding and cooperation between our community and the FBI.

Sincerely,

[Redacted Signature]

Legal Affair Committee

c.c. Mr. John O'Neil and

[Redacted Name]

[Redacted Title] Council's Chairman

b6
b7C

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Cover Page



[See Instructions on Reverse]

1. Payroll Name of Executive:
JOHN P. O'NEILL

2. Social Security Number:
147-42-1004

3. Position Title and ES Level:
SECTION CHIEF ES 4

4. Office of Assignment:
NATIONAL SECURITY DIVISION

5. Reason for Issuance:
 Annual Position Change Other

6. Critical Element(s):
Ratings:
#1 O #2 O #3 O
#4 E #5 #6

7. Summary:
OUTSTANDING

8. I certify that this is a performance evaluation.

Signature of Rating Official



7/12/96
Date

b6
b7C

9. Progress Review Conducted: 4/1/96

10. I am aware that: 1) A summary rating at the Excellent level, with no element rating less than Fully Successful (FS), is required for administrative advancement; 2) Adverse actions (described on reverse of form) may stem from a final rating below FS; 3) I am allowed fourteen (14) calendar days to prepare written comments regarding this Performance Appraisal Report (PAR) for the consideration of my reviewing official and the Performance Review Board (PRB). 4) Unless I respond by addending comments or specifically request a higher level review, this PAR will not be subject to further examination by a reviewing official.
I do do not choose to addend comments to this PAR.

Signature of Executive

John P. O'Neill

7/17/96
Date

Recommendations:

11. Reviewing Official: (See addendum) I recommend this PAR be:

accepted as issued. adjusted.

Signature of Reviewing Official

Robert M. Bryant

7/17/96
Date

12. PRB: We recommend this PAR be:

accepted as issued. accepted as recommended by the reviewing official.
 adjusted as indicated in our addendum

Chairman, PRB

Thomas J. Boyle

7/29/96
Date

Approval

13. The appointing authority:

accepted PAR as recommended by the PRB.
 adjusted PAR as indicated in item 6.
 See attached comments.

Appointing Authority

Weldon L. Kennedy

Date

10/4/96

PRAU Use Only

Entered: 11/15/96

PPSTF: 2/6/96

Checked: [Signature]

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

[See Instructions on Reverse]

1. Payroll Name of Executive JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Critical Element # <u>1</u> as listed on the Performance Plan: EXECUTIVE MANAGEMENT	4. Rating level: <input checked="" type="checkbox"/> Outstanding (O) <input type="checkbox"/> Excellent (E) <input type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)

5. Narrative Comments

During the rating period, Section Chief (SC) O'Neill displayed leadership through his hands-on involvement in the drafting of the Presidential Decision Directive (PDD) 39, which clearly put the FBI in the lead in the fight against terrorism and enhanced our equipment and personnel resources. Additionally, his involvement in the National Security Division has included the creation of the Counterterrorism (CT) Branch, extensive enhancement to the NSD's budget, aided in propelling the counterterrorism bill, which was signed by the President on 4/26/96, redesigned the Counterterrorism Section into two sections, the Domestic Terrorism/Planning Section and the International Terrorism Operations Section, bringing together into these sections outside employees from 23 different agencies in a task force concept at the seat of government. All of these initiatives demonstrated a desire to encourage, change and establish alternative methods and techniques to create a condition/environment that encourages participation/input. SC O'Neill was active in the creation of a terrorist forensic science data base, enhancing the FBI's abilities in the language service arena, improving on the preparations and approval of FISAs and National Security Letters. All of the above was accomplished with realistic goals and objectives being set for the Section, the CT Branch and for each unit with well-defined mission statements.

Therefore, SC O'Neill is rated "Outstanding" in this critical element.

 Initials of Executive

 Date

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

[See Instructions on Reverse]

1. Payroll Name of Executive JOHN P. O'NEILL	2. Social Security Number 147-42-1004
3. Critical Element # <u>4</u> as listed on the Performance Plan: EEO	4. Rating level: <input type="checkbox"/> Outstanding (O) <input checked="" type="checkbox"/> Excellent (E) <input type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)

5. Narrative Comments

SC O'Neill has pursued the establishment of more EEO counselors and the establishment of an Employee Assistance Program representative within the Section.

SC O'Neill supports and implements the Bureau's EEO action policies. He stressed the need to identify qualified female and minority personnel and to ensure they have an opportunity to develop their skills and fully participate in the career development program. In this regard, he stressed EEO matters during Unit Chief and Section meetings. He participated in the Division's career boards and supported qualified minorities for advancement. His performance in this element has been "Excellent."

JO
Initials of Executive

7/17/96
Date

b6
b7C

December 2, 1996

[REDACTED]
USAir
2345 Crystal Drive
Arlington, Virginia 22227

Dear [REDACTED]

Thank you for your October 30th letter in which you recognized Supervisory Special Agents John O'Neill, [REDACTED] [REDACTED] for their participation in the Ground Security Coordinator training conducted recently by USAir.

I am pleased to hear that Agent O'Neill's presentation concerning "Threat Assessment for U.S. Flag Carriers" was so well received and that the presentations of Agent [REDACTED] and Agent [REDACTED] proved beneficial as well, inspiring the station managers who, as you indicated, are responsible for directly implementing your security program. You may be sure that I will share copies of your letter with these gentlemen, who I know will be most grateful and will join me in thanking you for your kind comments.

Sincerely yours,

Louis J. Freeh
Director

- 1 - SAC, Charlotte (PERSONAL ATTENTION) - Enc.
Bring to the attention of SSA [REDACTED]
 - 1 - Mr. Bryant (PERSONAL ATTENTION) - Enc.
Bring to the attention of SSA [REDACTED] and SSA John O'Neill.
 - 1 - [REDACTED] Room 7176
 - 1 - [REDACTED] Room 7427
 - 1 - [REDACTED] Room 7176
 - 1 - [REDACTED] Room 7176
 - 1 - [REDACTED] Room 7176
 - [REDACTED] - Enc.
 - [REDACTED] - Enc.
 - ① - 67-0679605 (John P. O'Neill) - Enc.
- LTP:ljbm

DUPLICATE YELLOW

2345 Crystal Drive
Arlington, VA 22227

October 30, 1996

b6
b7C

Mr. Louis B. Freeh
Director
Federal Bureau of Investigation
FBI Headquarters
9th and Pennsylvania Avenue, NW
Washington, DC 20535

Dear Mr. Freeh:

Once again, on behalf of USAir's Corporate Security and Customer Services Training Departments, I would like to thank and commend several agents of the FBI for their participation in the Ground Security Coordinator (GSC) training conducted recently by USAir in Rome, Italy and in Charlotte, North Carolina.

First, let me thank and commend John O'Neil, Chief, International Terrorism Operations Section, for his participation as the keynote speaker for our International GSC program in Rome on October 2 and 3. His presentation covered "Threat Assessment for U. S. Flag Carriers" and was the highlight of the program. The information presented and John's style of presentation captivated the attention of the audience of European station managers and held them riveted to their seats. Comments received following this training confirmed that it was one of the best training sessions ever. Please extend to him my sincere thanks and appreciation.

Next, I want to commend [redacted] Key Assets Protection Unit, National Security Division, and [redacted] Supervisory Special Agent and SWAT Coordinator, Charlotte Field Division, for their participation in our Domestic GSC program held on October 14 and 15 in Charlotte, NC. [redacted] presentation covered "Threat Assessment for U. S. Air Carriers" and [redacted] presentation covered "Air Carrier/FBI Liaison." Each of them gave up their federal holiday on October 14 and delivered to our group of station managers a most informative and timely presentation that set the appropriate tone for the remainder of the program. Such high level, personal appearances from FBI personnel help to inspire station managers who have the direct day-to-day responsibility for implementing our security program. Please extend to each of them my sincere thanks and gratitude.

Again, please accept my personal thanks for the cooperation the Bureau has given to me, my staff, and to USAir. If we can ever be of service to you or your staff, please feel free to call on us.

Sincerely

[redacted signature box]

cc: [redacted] CS Training Department

October 21, 1996

PERSONAL

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

Dear Mr. O'Neill:

Under the provisions of the FBI Senior Executive Service (SES), each senior executive is entitled to receive a copy of his/her final rating. In most cases, the enclosed document differs from the initial rating you received from your rating official only by the addition of approval signatures from the chairman of the Performance Review Board (PRB), and either the Deputy Director, or myself as the final appointing authority.

If you exercised the option of providing a formal response to your initial rating, your response and any comments provided by your reviewing official, the PRB, and the appointing authority are also included. This copy of the final rating constitutes the reply to any response; no other administrative avenue of appeal is available under the FBI SES.

Sincerely yours,

Louis J. Freeh
Director

67-679605-132

Enclosure
1 - PRAU, Room 6859

- Dep. Dir. _____
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.: _____
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res. _____
- Insp. _____
- Lab. _____
- National Sec. _____
- Personnel _____
- Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

(PLY) (3)

BFC/DOJ

APPROVED:

- | | | |
|------------------------|--------------------|--|
| Crim. Inv. _____ | Info. Res. _____ | Training _____ |
| Crim. Jus. Info. _____ | Inspection _____ | Office of EEO _____ |
| Servs. _____ | Laboratory _____ | Affairs _____ |
| Director _____ | Finance _____ | National Sec. _____ |
| Deputy Director _____ | Gen. Counsel _____ | Personnel _____ |
| | | Office of Public & Cong. Affairs _____ |

MAIL ROOM

J

December 3, 1996

PERSONAL

b6
b7C

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

Dear Mr. O'Neill:

Word of your praiseworthy efforts in connection with the [redacted] investigation has reached me, and I commend you. Your achievements were outstanding, and I thank you for your support.

Throughout the course of this complex investigation, you displayed a great deal of initiative, enthusiasm, and dedication while ensuring the case goals were realized. Additionally, you superbly coordinated all aspects of this case with other federal agencies. You played a crucial role in this matter, and without your invaluable assistance, the success attained would not have been accomplished. I want you to know that I am appreciative of a job so exceptionally well done.

Sincerely yours

Louis J. Freeh

Louis J. Freeh
Director

hand
carried
12/9

1 - Mr. Bryant (Personal Attention)
You should personally present this letter in an office ceremony and should this not be possible or should presentation be unreasonably delayed by your absence, official acting for you should present it.

1 - ADIC, WFO (For Your Information)
Based on FD-255 from ADIC, WFO to Director 2/15/96 with addendum of PD 9/30/96 re [redacted] and John P. O'Neill, recommendation for letters of commendation.

GMH (5) 067-0679605

- Dep. Dir. _____
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.:
 - Crim. Inv. _____
 - CJIS _____
 - Finance _____
 - Info. Res. _____
 - Insp. _____
 - Lab. _____
 - National Sec. _____
 - Personnel _____
 - Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

RC
MAIL ROOM

3/1/97
6860

RC

REQUEST FOR PERSONNEL ACTION

PART A - Requesting Office (Also complete Part B, Items 1, 7-22, 32, 33, 36 and 39.)

1. Actions Requested RELOCATION	2. Request Number
3. For Additional Information Call (Name and Telephone Number) <div style="border: 1px solid black; width: 200px; height: 20px; display: inline-block;"></div> FTS 700304-1000	4. Proposed Effective Date 01-01-97
5. Action Requested By (Typed Name, Title, Signature, and Request Date) <div style="border: 1px solid black; width: 200px; height: 20px; display: inline-block;"></div> 01-01-97	6. Action Authorized By (Typed Name, Title, Signature, and Concurrence Date) <div style="border: 1px solid black; width: 200px; height: 20px; display: inline-block;"></div> 01-01-97

PART B - For Preparation of SF 50 (Use only codes in FPM Supplement 292-1. Show all dates in month-day-year order.)

1. Name (Last, First, Middle) ONEILL JOHN P	2. Social Security Number 147-42-1004	3. Date of Birth 02-06-52	4. Effective Date 01-01-97
---	---	-------------------------------------	--------------------------------------

FIRST ACTION

5-A. Code 901	5-B. Nature of Action RELOCATION
5-C. Code FBI	5-D. Legal Authority 28 U.S.C. 536
5-E. Code	5-F. Legal Authority

SECOND ACTION

6-A. Code	6-B. Nature of Action
6-C. Code	6-D. Legal Authority
6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-150 150	15. TO: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-049 49										
8. Pay Plan ES 1811	9. Occ. Code 1811	10. Grade or Level	11. Step or Rate 4	12. Total Salary 116,007.76	13. Pay Basis PA	16. Pay Plan ES 1011	17. Occ. Code 1011	18. Grade or Level	19. Step or Rate	20. Total Salary/Award	21. Pay Basis
12A. Basic Pay 109400.00	12B. Locality Adj. 6607.76	12C. Adj. Basic Pay 116007.76	12D. Other Pay	20A. Basic Pay	20B. Locality Adj.	20C. Adj. Basic Pay	20D. Other Pay				
14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION 0530 WASHINGTON, D. C.						22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATIONS NEW YORK CITY 3540					

EMPLOYEE DATA

23. Veterans Preference 1 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%	24. Tenure 1 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF NO YES NO
27. FEGLI B A - WAIVED	28. Annuitant Indicator Y	29. Pay Rate Determinant 0	
30. Retirement Plan 5 0 - CSRS - SPEC	31. Service Comp. Date (Leave) 06-22-70	32. Work Schedule F	33. Part-Time Hours Per Biweekly Pay Period
34. Position Occupied 4 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved	35. FLSA Category E E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status
38. Duty Station Code	39. Duty Station (City - County - State or Overseas Location) 167-679625 132		

40. Agency Data	41.	42.	43.	44.
45. Educational Level	46. Year Degree Attained	47. Academic Discipline	48. Functional Class	49. Citizenship 1 1 - USA 8 - Other
				50. Veterans Status 7
				51. Supervisory Status 4

PART C - Reviews and Approvals (Not to be used by requesting office.)

1. Office/Function	Initials/Signature	Date	Office/Function	Initials/Signature	Date
A.			D.		
B.			E.		
TRANSFERRED TO NEW YORK DIVISION AS SPECIAL AGENT IN CHARGE - NATIONAL SECURITY DIVISION FROM HQ DIVISION 5, EFFECTIVE 1/1/97					

2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.

Approval Date
2-03-97

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 10/15/1996

To: Personnel Division

Attn: PRAU
PPLU

From: Personnel Division

EDSP, Room 4981

Contact: [redacted] Extension 5606

Approved By: *WJW* Kennedy Weldon L

Drafted By: [redacted]

Case ID #: 67F-HQ-1019118

Title: PERSONNEL CHANGES
SES MEETING 10/4/96

Synopsis: That the Performance, Recognition and Awards Unit and the Policy, Pay and Leave Unit, Personnel Division, prepare the necessary communications to effect the below actions.

Details: On 10/10/96, the Director approved John P. O'Neill, ES 4, National Security Division as ES 4, Special Agent in Charge, National Security Division, New York Office. *Orders: 10/22/96.*

On 10/11/96, the Director approved Richard A. Marquise, GS 15, Memphis Division, as ES 3, Section Chief, Operations Support Section, Criminal Investigative Division. *Orders: 10/22/96.*

On 10/11/96, the Director approved [redacted] GS 15, Personnel Division, as ES 3, Administrator, Employee Benefits Section, Personnel Division. *No Action by SATU.*

CC: 1 - PRAU (Attention: [redacted])
1 - Policy, Pay and Leave Unit (Room 6147)

00

IS

NOTIFICATION OF TRANSFER

DATE: 10/22/96

NAME: ONEILL JOHN P

SSN: 147-42-1004

b2

TRANSFER COST NUMBER:
TYPE OF ACTION: TRANSFER ORDERS
FROM: D5-NS-3 SECTION FO

FILE NUMBER: 067-0679605
TO: NEW YORK CITY

POSITION/GRADE: SUPERVISORY SPECIAL AGENT / ES
CHANGE IN GRADE: PROMOTION

SEE THE FOLLOWING PARAGRAPHS ON THE REVERSE SIDE OF THIS
LETTER FOR ADDITIONAL INFORMATION PERTAINING TO YOUR
TRANSFER: #1 #4 #6

COMMENTS / SPECIAL QUALIFICATIONS:

YOU HAVE BEEN DESIGNATED SPECIAL AGENT IN CHARGE, NATIONAL
SECURITY DIVISION, NEW YORK OFFICE. EFFECTIVE UPON ARRIVAL,
YOUR EXECUTIVE SALARY WILL BE AT THE ES 4 LEVEL
PLEASE HAVE THE APPROPRIATE PERSONNEL IN YOUR NEW OFFICE
IMMEDIATELY PROCESS AN ELECTRONIC SF-52 UPON YOUR ARRIVAL

[Signature]
DEPUTY ASSISTANT DIRECTOR
PERSONNEL OFFICER
PERSONNEL DIVISION

TRANSFER MAILED DIRECTLY FROM _____
THE SPECIAL AGENT TRANSFER UNIT
IN 10/22/96 BY EMH

- 1 - SAC, NEW YORK CITY (PERSONAL ATTENTION)
- 1 - D5-NATIONAL SECURITY DIVISION (PERSONAL ATTENTION)
- ① - PERSONNEL FILE OF ONEILL JOHN P
- 1 - SPECIAL AGENT TRANSFER UNIT (DETACHED)

BASED ON SAMMS BOARD ELECTRONIC COMMUNICATION DATED 10/15/96, WFW:AYQ



DEPARTMENT OF THE TREASURY
UNITED STATES SECRET SERVICE

JB

May 6, 1996

Robert M. Bryant
Assistant Director in Charge
National Security Division
Federal Bureau of Investigation
935 Pennsylvania Avenue
Washington, D.C. 20535

Dear Mr. Bryant:

On April 23, 1996 twenty four U.S. Secret Service agents and supervisors were briefed at FBI Headquarters on counterterrorism issues and the new enhanced Counterterrorism Branch. The agents represent ten field offices who are active participants in the respective FBI - Joint Terrorist Task Forces around the country. The briefing, which was presented by the Counterterrorism Section, has become an integral part of our yearly, three day program with our task force members and their supervisors.

On behalf of our Intelligence Division SAIC, Dale Wilson, and ASAIC, Dave Bressett, I would like to take this opportunity to express our gratitude to Section Chiefs John O'Neill and Robert Blitzer, as well as all of the Unit Chiefs in the section, for their participation in this year's briefings. I would also like to thank IOS [redacted] for organizing the presentations and the visit to FBI Headquarters.

b6
b7C

The climate of cooperation and exchange created by the Joint Terrorist Task Force concept has been an effective tool in combating terrorism and has proved invaluable in support of this Service's intelligence and overall protective effort. I look forward to future success in our combined efforts in combating terrorism.

Sincerely,

David C. Lee

David C. Lee
Assistant Director
Office of Protective Research

67-HQ-679605-134

October 31, 1996

PERSONAL

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

Dear Mr. O'Neill:

Each year at this time, I am presented with award recommendations describing the FBI Senior Executives who have excelled in the performance of their duties throughout the past year. As our organization struggles to maximize our investigatory success from constrained resources, I have involved myself personally to ensure that awards allocated at the executive level are not provided on a perfunctory basis as a function of available funding or appraisal ratings. My mandate is that these awards be given only to those executives who have truly provided an extraordinary contribution toward the FBI mission.

Your initiative and drive have earned you such an honor, and it is with great pleasure that I have approved an award in an amount equivalent to 9.5 percent of your basic salary, which will be reflected in an upcoming statement of earnings. I congratulate you on this past year of outstanding success and urge you to continue your fine efforts.

Sincerely yours,

620 Nov 6 1996
Louis J. Freeh
Director

Dep. Dir. _____
Chief of Staff _____ 1 - PRAU, Room 6859

Off. of Gen. Counsel _____
Asst. Dir.: _____ Based on EC from T. J. Coyle to the Director, dated 10/8/96,
Crim. Inv. _____ captioned "FBI SENIOR EXECUTIVE SERVICE (SES) 1996 ANNUAL
CJIS _____ PERFORMANCE RATINGS AND AWARDS."
Finance _____ (\$10,393 award)
Info. Res. _____

Insp. _____
Lab. _____
National Sec. _____ (3) **APPROVED:** _____
Personnel _____
Training _____
Off. of EEOA _____
Off. of Public & Cong. Affs. _____
Director _____
Deputy Director _____
Crim. Inv. _____ Info. Res. _____ Training _____
Crim. Jus. Info. _____ Inspection _____ Office of EEO
Servs. _____ Laboratory _____ Affairs _____
Finance _____ National Sec. _____ Office of Public &
Gen. Counsel _____ Personnel _____ Cong. Affairs _____

MAIL ROOM



UNITED STATES DEPARTMENT OF AGRICULTURE
OFFICE OF INSPECTOR GENERAL
WASHINGTON, D.C. 20250

*any
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DM-11*

DEC 18 1995

Mr. Louis J. Freeh
Director
Federal Bureau of Investigation
9th and Pennsylvania NW.
Washington, D.C. 20250

Dear Louie:

Section Chief John O'Neill of the Counterterrorism and Middle East Section addressed the employees of the U.S. Department of Agriculture on December 5, 1995. This presentation was to alert employees of the importance of security awareness. A video of this program will be viewed by all Department of Agriculture employees around the country. Let me take this opportunity to complement John on an outstanding job.

We appreciate his participation in our Security Day program.

Sincerely,

Roger
ROGER C. VIADERO (former SID)
Inspector General

ma/ang

*ack
12/19/95
mg:majh*

Memorandum



b2
b6
b7C

Dep. Dir. _____
 Chief of Staff _____
 Off. of Gen. Counsel _____
 Asst. Dir.:
 Crim. Inv. _____
 CJIS _____
 Finance _____
 Info. Res. _____
 Insp. _____
 Lab. _____
 National Sec. _____
 Personnel _____
 Training _____
 Off. of EEOA _____
 Off. of Public & Cong. Affs. _____
 Director's Office _____

To : [redacted] Date January 17, 1996
 (Attn: [redacted])

From : R. M. Bryant

Subject : TRAVEL OF SECTION CHIEF JOHN P. O'NEILL TO THE UNITED KINGDOM AND SAUDI ARABIA, JANUARY 1996
 REIMBURSEMENT TO [redacted] FUNDS FROM REPRESENTATION FUNDS;
 FOREIGN LIAISON MATTER

PURPOSE: To request that [redacted] be reimbursed to [redacted] funds from the Director's Representation funds.

RECOMMENDATION: That [redacted] be reimbursed to [redacted] funds from the Director's Representation Funds.

DETAILS: John P. O'Neill, Section Chief, Counterterrorism and Middle East Section (CTMES), National Security Division (NSD), was invited to attend the U.S./U.K. and U.S./Saudi Counterterrorism Bilateral Discussions on January 11, 1996, in London, England and January 12-17, 1996 in Riyadh, Saudi Arabia, respectively. Due to scheduling conflicts, Mr. O'Neill designated Unit Chief [redacted] to go in his stead.

1 [redacted]
 1 [redacted]
 1 [redacted]
 1 [redacted]
 1 [redacted]
 1 [redacted]
 1 [redacted]
 1 - Gift Folder

2436

[redacted]

[redacted]

Co
 ce
 [signature]

LEC/lec

Memorandum to [redacted] from Mr. Bryant
Re: JOHN P. O'NEILL'S TRAVEL TO THE UNITED KINGDOM AND SAUDI ARABIA, JANUARY 1996 REIMBURSEMENT TO [redacted] FUNDS FROM REPRESENTATION FUNDS; FOREIGN LIAISON MATTER

[redacted] was part of a larger U.S. delegation that met with senior level equivalents comprising the U.K. and Saudi delegations. [redacted] presented the U.K. and Saudi officials with FBI mementos in recognition of their friendship and ongoing assistance to the U.S. Government and the FBI in the fight against terrorism. Therefore, it is recommended that [redacted] in Director's Representation Funds be reimbursed to [redacted] funds to cover the cost of the mementos.

The mementos purchased and their cost are as follows:

<u>Item</u>	<u>Quantity/Cost</u>	<u>Total</u>
[redacted]		
	Total Cost	[redacted]

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 1/19/1996

To: Personnel Division

Attn: SATU
PRAU

From: Personnel Division

EDSP, Room 4981

Contact: [redacted] Extension 5606

Approved By: Kennedy Weldon L

Drafted By: [redacted]

Case ID #: 67F-HQ-1019118

Title: PERSONNEL CHANGES

Synopsis: That the Performance, Recognition and Awards Unit and the Policy, Pay and Leave Unit, Personnel Division, prepare the necessary communications to effect the below actions.

Details: The Senior Executive Service (SES) Board met on 1/19/96 and concurred with the recommendations that the below-listed individuals be promoted from SES Level 3 to SES Level 4:

John P. O'Neill, effective 2/3/96

Edward J. Appel, effective 2/21/96

In addition, it was recommended and approved that the following individual be promoted from ES-4 to ES-5.

[redacted] effective 1/19/96

[redacted] Also, it was recommended and approved that [redacted] be promoted from ES-2 to ES-3, effective 1/19/96.

CC: 1 - PRAU (Attention: [redacted])
1 - Policy, Pay and Leave Unit

♦♦

To: Personnel Division From: Personnel Division
Re: 67F-HQ-1019118, 11/08/1995

WORK COPY ROUTING SHEET

CC: 1 - PRAU (Attention:)
1 - Policy, Pay and Leave Unit

b6
b7C

◇◇

January 29, 1996

PERSONAL

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

Dear Mr. O'Neill:

Effective February 3, 1996, the Director has approved your promotion to the ES 4 level, with no change in assignment.

This promotion is warranted by your demonstrated performance as an FBI senior executive and was fully supported by your head of office, and the Senior Executive Service Board. On this occasion, I offer my congratulations and request that you continue your fine efforts on behalf of the Bureau.

Sincerely,

Weldon L. Kennedy
Deputy Director

1 - Mr. Bryant (Personal Attention) Enclosure. The enclosed letter should be personally presented to the employee.

b6
b7C

- 1 - EDSP (67F-HQ-1019118)
- 1 - [redacted] (Rm. 6437)
- 1 - PPLU, Rm. 6159
- 1 - Payroll Distribution, Rm. 1280
- 1 - PRAU, Rm. 6859
- 9 (9)

Based on Electronic Communication dated 1/19/96, from Personnel Division, EDSP, to Personnel Division, SATU, PRAU, as approved by Weldon L. Kennedy.

Mailed direct from PRAU 1/29/96
[Signature]

- Dep. Dir. _____
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.: _____
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res. _____
- Insp. _____
- Lab. _____
- National Sec. _____
- Personnel _____
- Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

[Handwritten initials]

APPROVED:

Crim. Inv. _____	Info. Res. _____	Training _____
Crim. Jus. Info. _____	Inspection _____	Office of EEO _____
Servs. _____	Laboratory _____	Affairs _____
Director _____	Finance _____	National Sec. _____
Deputy Director <i>[Signature]</i>	Gen. Counsel _____	Personnel _____
		Cong. Affairs _____

MAIL ROOM

January 31, 1996

b6
b7C

Honorable Roger C. Viadero
Inspector General
U.S. Department of Agriculture
Washington, D.C. 20250

Dear Mr. Viadero:

Thank you for the kind comments in your letter of December 18th about Supervisory Special Agent John O'Neill's participation in your Department's recent Security Day program.

It is always a pleasure to receive good reports about the efforts of our personnel, and you may be sure that I will share your letter with Agent O'Neill. I know he will find your generous remarks gratifying and will join me in thanking you for writing.

Sincerely yours,

Louis J. Freeh
Director

1 - Mr. Bryant (PERSONAL ATTENTION) - Enclosure
Bring to the attention of SSA John P. O'Neill.

- 1 - [Redacted] Room 7176
- 1 - [Redacted] Room 7427
- 1 - [Redacted] Room 7176
- 1 - [Redacted] Room 7176
- 1 - [Redacted] Room 7176

✓ 67-679605 (John P. O'Neill)

AMG:majh

majh

- Dep. Dir. _____
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.: _____
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res. _____
- Insp. _____
- Lab. _____
- National Sec. _____
- Personnel _____
- Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

APPROVED:

Director _____
Deputy Director _____

- Crim. Inv. _____
- Crim. Jus. Info. _____
- Corvs. _____
- Finance _____
- Gen. Counsel _____
- Info. Res. _____
- Inspection _____
- Laboratory _____
- National Sec. _____
- Personnel _____
- Training _____
- Office of EEO Affairs _____
- Office of Public Cong. Affairs _____

[Handwritten signatures and initials]

MAIL ROOM

FD-431 (Rev. 7-13-94)

Memorandum



To: Director, FBI
(Attn: FBI Academy Gun Vault)

Date 1.30.97

From: SAC, New York

Subject: AUTHORITY FOR USE OF PERSONALLY OWNED WEAPON
SAC JOHN P. O'NEIL
SSAN 147 - 42-1004

Current Firearms instructor? Yes No
 Side Arm Shotgun Rifle or Carbine

Captioned Agent: requests inspection & approval of enclosed weapon
 discontinue use of weapon described below:

	Requests	Discontinue
Make	Glock	
Model	27	
Caliber	.40	
Barrel Length	x 3.47	
Serial #		

Finish: Blued Stainless Factory (nickle, K.-note)

Sights: Factory Night (trifocals only)

Principal Firearms Instructor
(PFI verifies that above information)

[Redacted Signature]

Date 1.30.97

For FBIHQ Use Only

Approved Denied, reason

Inspected By

[Redacted Signature]

Date

1-31-97

Field Note: Field office copy will be maintained as a tickler copy only. When FD-431 is returned from FBIHQ, Field Tickler Copy should be destroyed, returned copy placed in Personnel File and proper notations made on field Duplicate Property Record.

3 - Bureau
1 - (Field Office Tickler Copy)
(4)

APPROVED

FEB 13 1997

FBI ACADEMY

b2
b6
b7C

[Handwritten initials]

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <p style="text-align: center;">John P. O'Neill</p>	2. Social Security Number <p style="text-align: center;">147-42-1004</p>
3. Critical Element # <u>2</u> as listed on the Plan: <p style="text-align: center;">Supervision, Evaluation and Development of Subordinates</p>	4. Rating level: <input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Satisfactory <input type="checkbox"/> Excellent <input type="checkbox"/> Unacceptable <input type="checkbox"/> Fully Successful


5. **Narrative Comments**

SC O'Neill is routinely involved in the leadership aspects of his position. He strives to create an environment which employees feel empowered to be creative and are inspired. He has gained the respect and loyalty of outside agencies in the counterterrorism and counterintelligence community which has, among other things, improved morale at FBIHQ within the CT Branch. It is easier for FBI employees to deal with outside agencies because of this respect and loyalty.

SC O'Neill also serves as a mentor, and is frequently sought out by subordinates for guidance and advice regarding issues and problems, as well as career guidance. In those instances where he is not sought out, SC O'Neill offers his assistance and guidance, on his own initiative.

SC O'Neill has strove to obtain more resources, reduce the stress levels on employees within the Section by fighting for better physical space, furniture, equipment, computers and communications, there have been unquestionable acts of loyalty by others to his cause. SC O'Neill also holds monthly section birthday gatherings, which is a social/business meeting to allow for one hour of social interaction within the section each month. This function has been very favorably received by employees within the Section.

SC O'Neill is therefore rated "Outstanding" in this critical element.


 6. Initials of Employee

1/9/97
 Date

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Appraisal Report - Evaluation Page


[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <p style="text-align: center;">John P. O'Neill</p>	2. Social Security Number <p style="text-align: center;">147-42-1004</p>
3. Critical Element # <u>3</u> as listed on the Plan: <p style="text-align: center;">Liaison</p>	4. Rating level: <input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Satisfactory <input type="checkbox"/> Excellent <input type="checkbox"/> Unacceptable <input type="checkbox"/> Fully Successful

5. **Narrative Comments**

SC O'Neill has advanced the organizational interests of the FBI through over 75 speeches and presentations in the last year. He has worked diligently to develop outside contacts and respect for the FBI within the counterterrorism, counterintelligence, and law enforcement communities. SC O'Neill is the FBI's representative on the Interagency Counterintelligence Working Group of the National Security Council. He has worked closely with his counterparts at CIA, NSA, DIA, INS, DOD (various components) U.S. Secret Service, Department of State (State Counterterrorism, Diplomatic Security Service, and INR), DEA, ATF, U.S. Customs Service, U.S. Marshals Service, the Bureau of Prisons, FAA, DOT, DOJ (both OIPR and Violent Crimes and Terrorism Section), EPA, U.S. Public Health Service, FEMA, DOE, and the GSA. He has successfully negotiated with all of these agencies for inclusion of their personnel within the new CT Branch. He has had continuous meetings and coordination with these agencies over the past 15 months. He has developed an enormous productive and efficient network of contacts in Federal, state and local governments and within the private sector and has worked tirelessly to merge the coordination between the public and private sectors in combatting terrorism. Outside of the United States, he has developed over 100 outside contacts in the intelligence and law enforcement components of other nations. He has accomplished this through official and unofficial visits to FBIHQ, through his travel to other countries, and through official bilateral conferences and conventions. He has represented the FBI at both internal/external functions/ ceremonies and has been successful in obtaining the cooperation, assistance, and respect other agencies/divisions/ sections/services/and countries. SC O'Neill testified numerous times before subcommittees in both Houses of Congress on various counterterrorism related issues during the rating period.

SC is therefore rated "Outstanding" in this critical element.


 6. Initials of Employee

1/9/97
 Date

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Appraisal Report - Evaluation Page


[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <p style="text-align: center;">John P. O'Neill</p>	2. Social Security Number <p style="text-align: center;">147-42-1004</p>
3. Critical Element # <u>4</u> as listed on the Plan: <p style="text-align: center;">Equal Employment Opportunity</p>	4. Rating level: <input type="checkbox"/> Outstanding <input type="checkbox"/> Satisfactory <input checked="" type="checkbox"/> Excellent <input type="checkbox"/> Unacceptable <input type="checkbox"/> Fully Successful

5. **Narrative Comments**

SC O'Neill has pursued the establishment of more EEO counselors and the establishment of an Employee Assistance Program representative within the Section.

SC O'Neill supports and implements the Bureau's EEO action policies. He stressed the need to identify qualified female and minority personnel and to ensure they have an opportunity to develop their skills and fully participate in the career development program. In this regard, he stressed EEO matters during Unit Chief and Section meetings. He participated in the Division's career boards and supported qualified minorities for advancement. His performance in this element has been "Excellent."


 6. Initials of Employee

1/9/97
 Date

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Cover Page

#83



[See Instructions on Reverse]

1. Payroll Name of Employee:

JOHN P. O'NEILL

2. Social Security Number:

147 - 42 - 1004

0530

3. Position Title and Level:

SECTION CHIEF

ES 4

4. Office of Assignment:

NATIONAL SECURITY DIVISION

5. Basis/Reason for Issuance:

Annual Position Change Current Information

12/31/96

Ratings:

6. Critical Element(s):

#1 0 #2 0 #3 0

#4 E #5 #6

7. Summary:

OUTSTANDING

1/8/97

Date

I am aware that: 1) A summary rating at the Excellent level, with no element rating less than Fully Successful (FS), is required for administrative advancement; 2) Adverse actions (described on reverse of form) may stem from a final rating below FS; 3) I am allowed seven (7) calendar days to prepare written comments regarding this Performance Appraisal Report (PAR) for the consideration of my reviewing official and the Performance Review Board (PRB).

do do not choose to addend comments to this PAR.

1/9/97

Date

b6
b7C

Recommendations:

this PAR be:
adjusted.

See attached comments.

1/9/97

Date

11. PRB: We recommend this PAR be:

accepted as issued.
 adjusted as indicated.

accepted as recommended by the reviewing official.
 See attached comments.

Chairman, PRB

Date

Approval

12. The approving authority:

accepted PAR as recommended by the PRB.
 adjusted PAR as indicated.
 See attached comments.

67F-100-67705-136

Approving Authority

PRAU Use Only

Entered: slc 1/16/97 Reviewed: _____ Checked: _____

TPSTF/2/6/96

THREE

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee <p style="text-align: center;">John P. O'Neill</p>	2. Social Security Number <p style="text-align: center;">147-42-1004</p>
3. Critical Element # <u>1</u> as listed on the Plan: <p style="text-align: center;">Executive Management</p>	4. Rating level: <input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Satisfactory <input type="checkbox"/> Excellent <input type="checkbox"/> Unacceptable <input type="checkbox"/> Fully Successful

5. **Narrative Comments**

During the rating period, Section Chief (SC) O'Neill displayed leadership through his hands-on involvement in the drafting of the Presidential Decision Directive (PDD) 39, which clearly put the FBI in the lead in the fight against terrorism and enhanced our equipment and personnel resources. Additionally, his involvement in the National Security Division has included the creation of the Counterterrorism (CT) Branch, extensive enhancement to the NSD's budget, aided in propelling the counterterrorism bill, which was signed by the President on 4/26/96, redesigned the Counterterrorism Section into two sections, the Domestic Terrorism/Planing Section and the International Terrorism Operations Section, bringing together into these sections outside employees from 23 different agencies in a task force concept at the seat of government. All of these initiatives demonstrated a desire to encourage, change and establish alternative methods and techniques to create a condition/environment that encourages participation/input. SC O'Neill was active in the creation of a terrorist forensic science data base, enhancing the FBI's abilities in the language service arena, improving on the preparations and approval of FISAs and National Security Letters. All of the above was accomplished with realistic goals and objectives being set for the Section, the CT Branch and for each unit with well-defined mission statements.

Therefore, SC O'Neill is rated "Outstanding" in this critical element.


 6. Initials of Employee

1/9/97
 Date

NOTIFICATION OF PERSONNEL ACTION

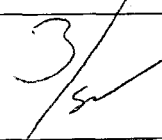
Name (Last, First, Middle) ONEILL JOHN P		2. Social Security Number 147-42-1004	3. Date of Birth 02-06-52	4. Effective Date 01-01-97
FIRST ACTION		SECOND ACTION		
5-A. Code 901	5-B. Nature of Action RELOCATION	6-A. Code	6-B. Nature of Action	
5-C. Code FBI	5-D. Legal Authority 28 U.S.C. 536	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	

7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-150 150					15. TO: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-049 049						
8. Pay Plan ES	9. Occ. Code 1811	10. Grade/Level 00	11. Step/Rate 04	12. Total Salary 116,008.00	13. Pay Basis PA	16. Pay Plan ES	17. Occ. Code 1811	18. Grade/Level 00	19. Step/Rate 04	20. Total Salary/Award 126,904.00	21. Pay Basis PA
12A. Basic Pay 109400.00		12B. Locality Adj. 6608.00		12C. Adj. Basic Pay 116008.00		20A. Basic Pay 109400.00		20B. Locality Adj. 17504.00		20C. Adj. Basic Pay 126904.00	
14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NATIONAL SECURITY DIVISION WASHINGTON, D. C. 0530						22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATIONS NEW YORK CITY 3540					

EMPLOYEE DATA				24. Tenure		25. Agency Use		26. Veterans Preference for RIF	
23. Veterans Preference 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%				0 1 - Permanent 2 - Conditional 3 - Indefinite				YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	
27. FEGLI E WAIVED				28. Annuitant Indicator 9		29. Pay Rate Determinant 0			
30. Retirement Plan 6 CSRS-SPEC			31. Service Comp. Date (Leave) 06-22-70		32. Work Schedule F		33. Part-Time Hours Per Biweekly Pay Period		
POSITION DATA				35. FLSA Category		36. Appropriation Code		37. Bargaining Unit Status	
34. Position Occupied 4 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved				E E - Exempt N - Nonexempt					
38. Duty Station Code				39. Duty Station (City - County - State or Overseas Location)					
40. AGENCY DATA		41.	42.	43.	44.				

45. Remarks
 SALARY IN BLOCK 20 INCLUDES AVAILABILITY PAY OF \$ 0.00
 PAYABLE SALARY LIMITED TO \$123100 BY 5 U.S.C. 5303(F) (OR OTHER STATUTORY AUTHORITY)

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION			50. Signature/Authentication and Title of Approving Official LOUIS J. FREEH DIRECTOR		
47. Agency Code DJO2	48. Personnel Office ID 4017	49. Approval Date 01-03-97			

**Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Plan - Notice Page**

IS

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Position Title and Grade SPECIAL AGENT IN CHARGE ES-4	4. Office of Assignment NEW YORK OFFICE 3540

This Performance Plan is consistent with the employee's assigned duties and responsibilities and is in furtherance of the mission and goals of the FBI.

5. *William J. Egan* 1/2/97
Signature of Rating Official Date

6. *Weldon L. Kennedy* 1/2/97
Signature of Reviewing Official Date

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and I am aware that my summary rating must at a minimum, meet the Excellent level, with no rating less than Fully Successful (FS) on any critical element, in order to be considered for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the FS level, may be the basis for my reassignment, reduction in grade, or removal from the FBI Senior Executive Service.

7. *J.P. O'Neill* 1/2/97
Signature of Employee Date

PRAU USE ONLY

Logged : *gpc 1/15/97*

CE	Type	Code	Reviewed
1	V	EAINVE	1/15/97 <i>gpc</i>
2	V	EBADMI	↓
3	V	ECLIAJ	↓
4	V	EDEDQA	↓

THREE
[Signature]
FBI/DOJ

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

[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE

1. Payroll Name of Employee

O'NEILL, JOHN P.

2. Social Security Number

147-42-1004

3. Critical Element # 1: **EXECUTIVE MANAGEMENT OF INVESTIGATIVE OPERATIONS** - Manages investigative operations to include, but not limited to the Organized Crime, Drug, Foreign Counterintelligence, Violent Crimes and Major Offenders, and White Collar Crimes Programs. Manages other areas such as Civil Rights, Counterterrorism, Security Programs, Applicant matters and crisis situations.

4. **PERFORMANCE STANDARDS****FULLY SUCCESSFUL****IMPACT ON INVESTIGATIVE PROBLEMS IN THE DIVISION**

- ❖ Identifies problems and sets appropriate priorities and policies for meeting the investigatory objectives of the office.
- ❖ Devises and implements management oversight techniques to ensure pending cases are focused on priority problems.
- ❖ Routinely evaluates investigatory progress to ensure thoroughness and compliance with established policy.
- ❖ Consistent with priorities, obtains results commensurate with resources expended.

USE OF INVESTIGATIVE TECHNIQUES AND RESOURCES

- ❖ Effectively employs sophisticated techniques in order to advance investigative objectives.
- ❖ Carefully controls and allocates resources such that all investigations, and particularly priority investigations are staffed, funded and supported in a manner which will promote success.

INTELLIGENCE BASE

- ❖ Ensures development and maintenance of confidential sources who assist in initiating cases and/or reaching positive results.
- ❖ Similarly, ensures the acquisition of information from other sources which accomplish comparable results.



5. Initials of Employee



Date

THREE

FBI/DOJ

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

[SEE INSTRUCTIONS ON REVERSE]

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

3. Critical Element # 1: **EXECUTIVE MANAGEMENT OF INVESTIGATIVE OPERATIONS** - Manages investigative operations to include, but not limited to the Organized Crime, Drug, Foreign Counterintelligence, Violent Crimes and Major Offenders, and White Collar Crimes Programs. Manages other areas such as Civil Rights, Counterterrorism, Security Programs, Applicant matters and crisis situations.

4. **PERFORMANCE STANDARDS**
EXCELLENT

IMPACT ON INVESTIGATIVE PROBLEMS IN THE DIVISION

- ❖ Introduces initiatives which facilitate the objectives of investigative programs.
- ❖ Analyzes results being obtained in each program and asserts degree of personal involvement necessary to correct deficiencies or spur continued achievement.
- ❖ Highly effective management efforts yield an increase in overall investigatory results and/or conservation of resources consistent with priorities.

USE OF INVESTIGATIVE TECHNIQUES AND RESOURCES

- ❖ Encourages and promotes the creative use of sophisticated investigative techniques across a broad range of programs.
- ❖ Demonstrates effectiveness in gaining additional resources and/or shifting existing resources to aid investigations.

INTELLIGENCE BASE

- ❖ Regularly evaluates intelligence base and directs improvements where specific programs would benefit from the use of intelligence information.
- ❖ Conducts analyses to ensure that appropriate use is being made of intelligence information to generate case leads/solutions.

JS
5. Initials of Employee

1/2/97
Date

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

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	SPECIAL AGENT IN CHARGE 2. Social Security Number 147-42-1004
3. Critical Element # <u>2</u> : EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS - Oversees the administrative operations of the division, to include personnel and financial management. Abides by the Office of Management and Budget regulations governing fraud, waste and abuse.	

4. **PERFORMANCE STANDARDS**
FULLY SUCCESSFUL

PERSONNEL MANAGEMENT

- ⌘ Regularly evaluates personnel, including appropriate use of formal performance appraisals, to ensure that problems are identified/addressed and deserving employees are accorded recognition. Supports the division's Employee Assistance Program (EAP) and ensures that all employees are aware of the services offered by the EAP.
- ⌘ Institutes and supports programs for training FBI and other law enforcement personnel.
- ⌘ Identifies, originates, investigates, and reports in a timely and accurate manner, administrative inquiries where called for by rules/regulations or where deemed prudent by logic/circumstances.
- ⌘ Generally ensures compliance with administrative reporting requirements.

FINANCIAL MANAGEMENT

- ⌘ Ensures the overall effective management of the division's operational budgets and Forfeiture Program.
- ⌘ Maintains overall responsibility for establishing/enforcing administrative controls over financial matters.
- ⌘ Counsels all subordinates on the mandate to report and curtail fraud, waste and abuse concerning Bureau operations.
- ⌘ Promotes operational economy and efficiency using established means.


5. Initials of Employee

1/2/97
Date

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

[SEE INSTRUCTIONS ON REVERSE]

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

3. Critical Element # 2: **EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS** - Oversees the administrative operations of the division, to include personnel and financial management. Abides by the Office of Management and Budget regulations governing fraud, waste and abuse.

4. **PERFORMANCE STANDARDS**
EXCELLENT

PERSONNEL MANAGEMENT

- ❖ Provides counseling and guidance to employees to address personnel matters and to promote their individual career growth. Maintains and encourages open communication at all levels. Monitors employee/office morale and provides occasions for raising same. Actively supports the goals of the division's EAP.
- ❖ Explores a wide variety of training opportunities for office staff both within and outside the division.
- ❖ Depth of investigation and logical recommendations in administrative inquiry matters facilitate rapid and logical conclusion.
- ❖ Is alert to communications citing administrative reporting delinquencies and takes immediate steps to rectify same.

FINANCIAL MANAGEMENT

- ❖ Through direct management oversight, ensures the proper use of the Forfeiture Program in as many different criminal programs as is feasible.
- ❖ Uses comprehensive strategy for budgeting and forecasting which closely match actual expenditures while facilitating operations.
- ❖ Encourages conservation and regularly briefs staff on financial matters.



5. Initials of Employee



Date

THREE

FBI/DOJ

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

[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE

1. Payroll Name of Employee

O'NEILL, JOHN P.

2. Social Security Number

147-42-1004

3. Critical Element # 3: **LIAISON AND MEDIA RELATIONS** - Promotes divisional/organizational programs and interests to advance investigative or operational mission. Serves as the FBI's primary representative and spokesperson within division territory.

4. **PERFORMANCE STANDARDS**
FULLY SUCCESSFUL

ESTABLISHMENT AND MAINTENANCE OF MEDIA RELATIONSHIPS


- ❖ Personally and through subordinates, establishes and maintains division-wide contacts with the electronic and print media.
- ❖ Uses these contacts to make FBI accomplishments and interests known to the public.

ESTABLISHMENT AND MAINTENANCE OF LAW ENFORCEMENT RELATIONSHIPS

- ❖ Personally and through subordinates, establishes and maintains division-wide contacts with local, state and Federal law enforcement, and Intelligence Community elements within the division.
- ❖ Through these contacts, obtains assistance in identifying crimes and crime problems, as well as operational support.

ESTABLISHMENT AND MAINTENANCE OF COMMUNITY RELATIONSHIPS

- ❖ Personally and through subordinates, establishes and maintains contact with leaders in the community ensuring that they are aware of FBI accomplishments and interests.
- ❖ Uses contacts to forge positive public relations for the FBI and to obtain information which facilitates the accomplishments of the FBI mission.


5. Initials of Employee

1/2/97
Date

THREE

FBI/DOJ

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

[SEE INSTRUCTIONS ON REVERSE]

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

3. Critical Element # 3: LIAISON AND MEDIA RELATIONS - Promotes divisional/organizational programs and interests to advance investigative or operational mission.

4. PERFORMANCE STANDARDS
EXCELLENT

ESTABLISHMENT AND MAINTENANCE OF MEDIA RELATIONSHIPS

- Generates respect and cooperation through careful cultivation of liaison contacts in diverse media outlets.
Displays tact and professional demeanor at all times and is skillful in countering media opposition to Bureau objectives.
Seizes opportunities to make new media contacts and to share the Bureau's mission with those who may be in a position to render assistance, currently or in the future.
Effectively delegates liaison assignments to subordinates, according to experience and potential for development, actively operates to fully develop subordinates in this area.
Maintains overall responsibility for media contacts made on behalf of the division, moving quickly to resolve any potential conflict or misunderstanding which may evolve.

ESTABLISHMENT AND MAINTENANCE OF LAW ENFORCEMENT RELATIONSHIPS

- Generates respect and cooperation through careful cultivation of law enforcement and Intelligence Community liaison contacts.
Displays tact and professional demeanor at all times and is skillful in countering opposition to Bureau objectives which may arise over jurisdiction, joint operations, etc.

(CONTINUED - NEXT PAGE)

Initials of Employee: [Signature]
Date: 1/2/97

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

[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE

1. Payroll Name of Employee

O'NEILL, JOHN P.

2. Social Security Number

147-42-1004

3. Critical Element # 3: **LIAISON AND MEDIA RELATIONS** - Promotes divisional/organizational programs and interests to advance investigative or operational mission. Serves as the FBI's primary representative and spokesperson within his/her division's territory.

4. **PERFORMANCE STANDARDS**
EXCELLENT

ESTABLISHMENT AND MAINTENANCE OF LAW ENFORCEMENT RELATIONSHIPS (continued)

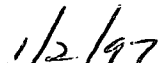
- ❖ Seizes opportunities to make new law enforcement contacts and to share the Bureau's mission with those who may be in a position to render assistance, currently or in the future.
- ❖ Effectively, delegates liaison assignments to subordinates, according to experience and potential for development, actively operates to fully develop subordinates in this area.
- ❖ Maintains overall responsibility for law enforcement contacts made on behalf of the division, moving quickly to resolve any potential conflict or misunderstanding which may evolve.

ESTABLISHMENT AND MAINTENANCE OF COMMUNITY RELATIONSHIPS

- ❖ Generates respect and cooperation through careful cultivation of liaison contacts in the community.
- ❖ Displays tact and professional demeanor at all times and is skillful in countering public opposition to Bureau objectives.
- ❖ Seizes opportunities to make new contacts in the community and to share the Bureau's mission with those who may be in a position to render assistance, currently or in the future.
- ❖ Effectively, delegates liaison assignments to subordinates, according to experience and potential for development, actively operates to fully develop subordinates in this area.
- ❖ Maintains overall responsibility for community contacts made on behalf of the division, moving quickly to resolve any potential conflict or misunderstanding which may evolve.



5. Initials of Employee



Date

THREE

FBI/DOJ

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

[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE

1. Payroll Name of Employee

O'NEILL, JOHN P.

2. Social Security Number

147-42-1004

3. Critical Element # 4: **EQUAL EMPLOYMENT OPPORTUNITY** - Supports and promotes the DOJ's and the FBI's equal employment opportunity program.

4. **PERFORMANCE STANDARDS**
FULLY SUCCESSFUL

- ❖ Regularly demonstrates support and effective implementation of the DOJ's and the FBI's Equal Employment Opportunity (EEO) plans and policies.
- ❖ Maintains effective personal and delegated liaison with appropriate community contacts from diverse organizations to ensure intensified and concerted outreach efforts to enhance our cooperative relations with local community residents and our recruitment of all available qualified candidates for FBI employment in accordance with FBI hiring plans.
- ❖ Provides appropriate guidance to all subordinates regarding opportunities for career development for all qualified employees in the organizational units.
- ❖ Implements, in accordance with FBIHQ instructions, systems to sensitize supervisors and subordinates (where applicable) to their EEO responsibilities and appropriate treatment in the workplace of all employees.
- ❖ Consistently demonstrates EEO sensitivity in work assignments (where applicable) through preparation of FBI policy recommendations.
- ❖ Promotes the value of cultural diversity among FBI employees.
- ❖ Ensures that employees who offend fellow employees are adequately counseled, and where appropriate, provided cultural sensitivity training or referred for appropriate administrative action.
- ❖ Solicits and considers feedback from persons from diverse backgrounds in the development/implementation of FBI planning and/or programs.

VS
5. Initials of Employee

1/2/97
Date

THREE
FBI/DOJ

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

[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE

1. Payroll Name of Employee

O'NEILL, JOHN P.

2. Social Security Number

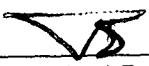
147-42-1004

3. Critical Element # 4: **EQUAL EMPLOYMENT OPPORTUNITY** - Supports and promotes the DOJ's and the FBI's equal employment opportunity program.

4. PERFORMANCE STANDARDS

EXCELLENT

- ❖ Displays initiatives in using innovative means in the support and effective implementation of the DOJ's and FBI's Equal Employment Opportunity (EEO) plans and policies.
- ❖ Maintains highly effective personal and/or delegated liaison with appropriate community contacts from diverse organizations to ensure intensified and concerted outreach efforts to enhance our cooperative relations with local community residents and our recruitment of all available qualified candidates for FBI employment in accordance with established FBI hiring plans.
- ❖ Provides appropriate guidance to all subordinates and ensures ongoing opportunities for career development, through, for example, mentoring programs, for all qualified employees in the organizational units.
- ❖ Frequently commends subordinates for their efforts to encourage diversity within the FBI ranks at all levels.
- ❖ Establishes and implements, in accordance with FBIHQ and prevailing management techniques, including training courses, systems or programs to sensitize supervisors and subordinates (where applicable) to their EEO responsibilities and appropriate treatment in the workplace of all employees.
- ❖ Consistently demonstrates heightened EEO sensitivity in work assignments (where applicable) by soliciting and considering input from subordinates through open dialogues on issues affecting the individual's area of responsibility, and through application of FBI policy recommendations.
- ❖ Identifies and recommends changes to correct systemic problems within the organization which give rise to discrimination.
- ❖ Continuously initiates actions to ensure that all employees are able to overcome workplace impediments based on their appearance, gender or other immutable characteristics.
- ❖ Participates candidly where appropriate in the resolution stage of EEO cases and ensures that all subordinates make earnest attempts to resolve EEO complaints early in the resolution stage of the EEO process.


5. Initials of Employee

11/2/97
Date



HEALTH BENEFITS REGISTRATION FORM

Form Approved: OMB No. 3206-0160

Complete Part A and Parts B, C, D, and E as applicable.

Do not separate the copies. Your employing office will certify the completed form and return your copy to you.

Type or Print Firmly. Sign and date in Part F.

3540

PART A - Fill in this part.

1. Name (Last, first, middle initial) <i>O'Neill, John P.</i>	2. Social Security number <i>147-42-1004</i>	3. Date of birth (mo., day, yr.) <i>02 / 06 / 52</i>
4. Your home mailing address (include ZIP code) <i>P.O. Box 2282 New York, New York 10008</i>	5. Sex <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female	6. Are you now married? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. Daytime telephone number <i>(212) 384-2870</i>		

PART B - Fill in this part if you wish to enroll or change your enrollment in the Federal Employees Health Benefits (FEHB) Program.

1. I elect to enroll in a health benefits plan as shown below. (Copy the information requested below from front cover of brochure of the plan you selected.)

Name of plan <i>GHI</i>	Enrollment code <i>801</i>				
2a. Names of family members	2b. ZIP code	2c. Date of birth (mo., day, yr.)	2d. Sex	2e. Relationship "code"	2f. Social Security number (See Instructions)
		<i>/ /</i>			
		<i>/ /</i>			
		<i>/ /</i>			
		<i>/ /</i>			
		<i>/ /</i>			

3a. Do you, your spouse or any other eligible family members have any group health insurance coverage other than the FEHB plan in which you are now enrolling or enrolled? No Yes → Complete 3b

3b. Type of insurance Medicare No Yes → Indicate part(s) CHAMPUS Other private (specify name)

PART C - Fill in this part, as well as PART B, to change enrollment.

1. Present Plan name <i>Geo. Washington U Health Plan</i>	2. Present Plan enrollment code <i>E 5 1</i>	3. Number of event that permits change (See Table of Permissible Changes) <i>4</i>	4. Date of event that permits change (mo., day, yr.) <i>01 / 01 / 97</i>
--	---	---	---

PART D - Employees Only

Place an "X" in the box below if you wish NOT TO ENROLL in the FEHB Program.

I elect not to enroll in the Federal Employees Health Benefits Program.

My signature in PART F certifies that I have read and understand the information regarding this election.

PART E - CANCELLATION

Place an "X" in the box below if you wish to CANCEL your enrollment.

I elect to cancel my enrollment in the Federal Employees Health Benefits Program. I am currently enrolled under the code shown at the right.

Present Plan enrollment code

My signature in PART F certifies that I have read the information in the instructions regarding cancellation of enrollment and that I understand that I must meet the 5-year requirement to qualify for FEHB coverage after retirement.

PART F - Fill in this part.

WARNING: Any intentionally false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)

1. Your signature (Do not print) <i>J.P. O'Neill</i>	2. Date <i>12/10/97</i>
---	----------------------------

PART G - To be completed by agency

1. Name and address of employing office <i>US Dept. of Justice FBI, JEH Building 935 Pennsylvania Ave. NW Washington, DC 20535-0001</i>	2. Date received in employing office <i>Nov 12/17/97</i>	3. Effective date of action <i>12-21-97</i>	4. SE 2314 report number <i>97-35-801 97-26-E51</i>
	5. Payroll office number <i>15-02-0001</i>	6. Payroll contact and telephone number <i>Michael [unclear] (202) 324-5884</i>	7. Phone number <i>(202) 324-3771</i>

Remarks
Moved from New Security the Comprehensive P/600

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Coverage



[See Instructions on Reverse]

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ALL INFORMATION CONTAINED
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WHERE SHOWN OTHERWISE

1. Payroll Name of Executive:
JOHN P. O'NEILL
2. Social Security Number:
147-42-1004
3. Position Title and ES Level:
SPECIAL AGENT IN CHARGE ES 4
4. Office of Assignment:
NEW YORK CITY

5. Reason for Issuance:
 Annual Position Change Other
6. Critical Element(s):
Ratings:
#1 O/O* #2 E/O* #3 O/O*
#4 E/E* #5 #6
7. Summary: EXCELLENT**

8. I certify that this represents a fair and objective performance evaluation.

Signature of Rating Official

Date

Robert B. Bryant

7/23/97

9. Progress Review Conducted: 12/31/96

10. I am aware that: 1) A summary rating at the Excellent level, with no element rating less than Fully Successful (FS), is required for administrative advancement; 2) Adverse actions (described on reverse of form) may stem from a final rating below FS; 3) I am allowed fourteen (14) calendar days to prepare written comments regarding this Performance Appraisal Report (PAR) for the consideration of my reviewing official and the Performance Review Board (PRB). 4) Unless I respond by addending comments or specifically request a higher level review, this PAR will not be subject to further examination by a reviewing official.

I do do not choose to addend comments to this PAR.
Signature of Executive

12/1/97
Date

Recommendations:

11. Reviewing Official: (See addendum) I recommend this PAR be:
 accepted as issued. adjusted.

Signature of Reviewing Official

Date

12. PRB: We recommend this PAR be:

accepted as issued. accepted as recommended by the reviewing official.
 adjusted as indicated in our addendum.

[Redacted Box]

10/23/97
Date

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13. The appointing authority:

accepted PAR as recommended by the PRB.
 adjusted PAR as indicated in item 6.
 See attached comments.

[Redacted Box]

Appointing Authority

Date

11/5/97

* Rating apply to performance as Section Chief, National Security Division from 7/1/96 - 1/1/97
**Summary rating considers performance noted above and performance as SAC New York City, 1/1/97 - 6/30/97

PRAU Use Only
Entered: 12/13/97
DBH

PPSTF: 2/6/96

Checked: [Signature] 12/13/97
3/1/98

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JOHN P. O'NEILL
NEW YORK OFFICE
1/1/97 - 6/30/97

CE #1 Executive Management of Investigative Operations

--During the past five months, SAC O'Neill established a new leadership for the National Security Division (NSD) in the New York Office. He established a broad vision of the New York Office's role in national security matters in the metropolitan area, and did this through a forward leaning and aggressive philosophy which is inclusive of all relevant agencies. SAC O'Neill is re-designing information management in the NSD and is dismantling and replacing the division's "stovepipe" communication system with a horizontally-based information scheme. SAC O'Neill provides oversight of his investigative programs through strengthening the ASAC's management of investigative programs, and insuring tighter administrative controls and greater information sharing.

-Impact on the Counterterrorism (CT) Investigative Program

--Under the leadership of ADIC KALLSTROM, SAC O'Neill continues the painstaking investigation of the explosion and crash of TWA Flight 800. SAC O'Neill continues the focused investigative effort to bring to logical conclusions all unresolved issues.

--SAC O'Neill is re-establishing the FBI's leadership in CT investigative matters in the New York area. Through personally establishing contacts with all of his counterparts at the Federal, state and local level, SAC O'Neill is re-establishing that FBI role through a direct "hands on" approach. His approach has already begun to reap benefits for the FBI. For example, in April, 1997, SAC O'Neill convened a meeting of six (6) different Federal, state and local agencies within two hours of receiving information that an alleged letter bomb was mailed to a Jewish group in Washington, D.C. With New York being the center of the Jewish Community in the US, SAC O'Neill recognized the need for the FBI to "get out in front" in this matter and he personally briefed these agencies. His briefing and personal intervention insured a coherent and coordinated response from all the affected agencies in the event a similar incident occurred in New York. In addition, SAC O'Neill briefed key Jewish leaders in New York and through them reached thousands of Jewish organizations with the facts of the situation by the night of the same day. No such letter was mailed to a New York address.

--SAC O'Neill is establishing the FBI as the gateway for information and intelligence concerning counterterrorism matters. For example, the New York Office now routinely disseminates to all relevant agencies at the Federal, State and local levels,

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communications containing the following information: significant terrorism dates in history for the upcoming two weeks; notification of upcoming special events in New York; identifications of State Department/Secret Service "protected persons" visiting New York, and terrorism threat warnings.

--SAC O'Neill recognizes the value of the ANSIR Program as a key component in his National Security Program, and places significant emphasis on it as an avenue for increased communication with the business community concerning national security matters.

--Early on, SAC O'Neill reviewed PFO matters in New York's NSD. His personal review led to a re-design of the mechanism and enhanced the dissemination of valuable information and intelligence. This re-design and re-ordering of priorities will appropriately protect and further the CT and FCI interests of the NSD.

--SAC O'Neill established the CITAC squad in New York. Through his leadership, CITAC will be responsible for: Special Events Management; the identification and protection of the infrastructure of key industries within the Division territory, as well as protection of the New York metropolitan area from biological, chemical and nuclear devices of mass destruction. SAC O'Neill also established a CITAC strategy; a new committee structure for infrastructure selection, and a task force concept which blends public agency personnel with private sector personnel. This new task force blend of public sector and private sector personnel will reap significant benefits in early acceptance of this new FBI role by private industry and will generate more complete solutions to difficult infrastructure protection issues.

--SAC O'Neill was directly involved and took a leadership role in three incidents in the past 5 months: the shooting of Americans at the top of the Empire State Building, the alleged discovery of Sarin gas in the borough of Queens in New York and the letter bombs received at the United Nations. In all instances, SAC O'Neill responded to the scene and directly coordinated the activities of the FBI with the New York Police and Fire Departments. SAC O'Neill is creating a forward leaning, proactive CT investigative program in New York.

-Impact on the Foreign Counterintelligence Program

(S) --SAC O'Neill is re-invigorating the Division's working relationship [redacted] Through his direct and personal intervention, there is a greater sharing of information on targets of mutual interest and joint operations exist against targets of all NSTL countries.

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--SAC O'Neill is building the Division's working relationship

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with the National Security Agency as well. He strongly encouraged routine meetings between agency personnel and Division personnel, at all levels. As a result, a significant increase in Division interactions have occurred and more focused intelligence is reaching Division squads.

--As a national security strategist, SAC O'Neill is requiring operational plans of two major sub-programs, to better prepare the Division to take investigative advantage of an intelligence service if that service's national leadership suddenly collapses and changes.

--SAC O'Neill is strengthening the Division's relationship with the United States Mission to the United Nations (USMUN) and the Office of Security at the United Nations. [redacted]

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--SAC O'Neill is introducing the "country team" approach to NSTL countries. Under this concept, all New York Division personnel working an NSTL country, will gather on a semi-annual basis to discuss the target country and its officials and citizens residing in New York. [redacted]

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--SAC O'Neill personally reviewed an undercover computer operation and set new goals. Through his review, this operation will be streamlined and its computer capabilities properly maximized, beyond that originally planned. These new goals will streamline information handling and expand the intelligence available to Division personnel.

--SAC O'Neill identified the need for two additional FCI squads to properly focus the division on the new and huge issue - economic espionage. Through his impetus, a new structure will be proposed and new targets will be identified and investigated.

-Use of Investigative Techniques and Resources

--SAC O'Neill strongly encourages his ASACs, SSAs and SAs to use all appropriate investigative techniques available to the FBI. In his individual squad briefings he urges SSAs and SAs to request and use the FBI's most sophisticated techniques against the Division's subjects.

--SAC O'Neill introduced monthly supervisor meetings, with guest speakers. Each speaker identifies those resources, either technical or informational, which he or she can offer to the

(S) Division. [Redacted]
(S) [Redacted]
(S) [Redacted]

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--During the past five months, SAC O'Neill emphasized the need to recruit and hire language specialists and contract linguists for the Division. Through a new and aggressive Language Specialist Recruiting Program, New York is recruiting applicants at a rate not previously achieved. As of May 29, 1997, 314 new applicants were received and are being processed.

-Intelligence Base

--SAC O'Neill strongly supports and actively contributes to the intelligence base of the division. As an advocate at all squad meetings (SAC O'Neill met with all 19 squads in the division), SAC O'Neill strongly encourages the use of sophisticated investigative techniques; the development of assets, informants and CWS, and the establishment and maintenance of lasting liaison contacts for all personnel.

--SAC O'Neill personally met the key leadership of all law enforcement/intelligence agencies in the New York metropolitan area; religious leaders; news media leaders (at the national and local levels); US Mission to the UN leaders; private sector leaders, and local area ethnic leaders (some of which are scheduled for future contact). SAC O'Neill also met several Congressional members and staffers.

(4/10/97)

DATE: 11-13-2009
CLASSIFIED BY 60324 uc baw/sab/rs
REASON: 1.4 (c)
DECLASSIFY ON: 11-13-2034

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

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Rating Period: 1/1/97 - 6/30/97

Name of Contributing Office/Division: NATIONAL SECURITY DIVISION

Program: NATIONAL FOREIGN INTELLIGENCE PROGRAM

Critical Element: #1 EXECUTIVE MANAGEMENT OF INVESTIGATIVE OPERATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

Since arrival in New York on 1/1/97, SAC O'Neill has directed the highest degree of operational and administrative support to several highly sensitive cases directed against a hostile Foreign Intelligence Service which maintains a large presence in the New York City area. Unchecked, this poses a significant threat to United States national security interests. Under his leadership, the New York Office has applied creative and innovative investigative techniques to effectively neutralize the threat emanating from them. SAC O'Neill has exhibited a personal interest in these cases and closely monitors their progress. His close attention to detail has assured the continuing success of these operations.

SAC O'Neill has assured the deployment of sufficient human and technical investigative resources necessary to successfully counter the national security threat posed by the above-described program.

Under his oversight, the New York Office has maintained an excellent intelligence base which continues to fully support the Foreign Counterintelligence mission of the FBI.

The SAC has supported and ensured the effective investigation of espionage allegations predicated by highly reliable and sensitive source information from a U.S. intelligence agency.

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[Redacted]

Considering some of the aforementioned individuals currently reside in the United States, the FBI is responsible for conducting appropriate investigations to determine the veracity of these espionage allegations or resolve the associated counterintelligence issue. Again, the SAC supports these ongoing investigations and ensures the FBI's Foreign Counterintelligence objectives and responsibilities are fulfilled.

CONTINUED - OVER

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process.

No conflicts noted.

Conflicts noted and addressed above, or on a separate sheet attached.

10/2/04
CLASSIFIED BY: 60267NLS/BAW
REASON: 1.5 (C)
DECLASSIFY ON: X 10/2/2029

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JOHN P. O'NEILL

Critical Element #1: EXECUTIVE MANAGEMENT OF INVESTIGATIVE OPERATIONS

Under the leadership of SAC O'Neill, Division I, Foreign Counterintelligence Branch A, has continued its excellent, aggressive program directed against a Foreign Intelligence Service in New York. During the time frame of [REDACTED]

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[REDACTED] New Special Agents have been assigned to Branch A and efforts are underway to integrate them into the mainstream of operations and to provide appropriate training.

SAC O'Neill has demonstrated outstanding executive management of major terrorism investigations.

SAC O'Neill sets high standards of aggressiveness regarding Middle Eastern-related investigations and continually advocates the use of a wide array of investigative techniques.

SAC O'Neill's subordinates are aware of the investigative objectives of the this Middle Eastern program. Under SAC O'Neill's supervision, FBI New York continually attempts to enhance the asset base dedicated to these investigations. As a result, FBI New York has had a huge positive impact on how these cases are being addressed by the FBI. Information and intelligence obtained as a result of New York's asset base has been disseminated to the U.S. intelligence and law enforcement communities.

During the Spring of 1997 when a gunman shot several individuals in the observation tower at the Empire State Building, SAC O'Neill personally oversaw the subsequent investigation. He ensured adequate resources were immediately dedicated to the investigation and established effective liaison with the New York City Police Department.

SAC O'Neill has demonstrated outstanding executive management of the investigation into the crash of TWA flight 800. SAC O'Neill has excelled in the removal of administrative obstacles in this multi-agency investigation. SAC O'Neill has ensured that the investigative personnel have had the resources with which to complete the investigation and has helped to identify the issues that need to be addressed. SAC O'Neill has focused the investigation on the remaining issues and assisted the investigative team in exploring these avenues of investigation. SAC O'Neill coordinated with other governmental organizations and provided them and the public with assurances that this lengthy investigation is being painstakingly and professionally investigated.

SAC O'Neill has demonstrated outstanding executive management of the International Terrorism investigations of a Middle Eastern terrorism subprogram, and has aggressively pursued leads both in the U.S. and overseas.

SAC O'Neill's management of investigative operations pertaining to numerous International Terrorism Programs has resulted in a review of these programs and new emphasis of investigative effort within these programs. This has resulted in additional support for these investigations.

SAC O'Neill is re-establishing the FBI's leadership in counterterrorism investigative matters in the New York area. During the rating period, the bulk of New York's counterterrorism effort has been directed toward the investigation of TWA Flight 800.

SAC O'Neill was directly involved and took a leadership role in three suspected terrorist incidents in New York recently which was the shooting of Americans at the top of the Empire State Building, the alleged discovery of Sarin Gas in Queens, and the letter bombs received at the United Nations. In each instance, SAC O'Neill responded to the scene and directly coordinated the activities of the FBI with the New York Police and Fire Departments.

SAC O'Neill strongly supports and actively contributes to the intelligence base of the New York Division.

SAC O'Neill utilized FBI Headquarters Intelligence Research Specialist analytical expertise in support of a sensitive case. Support included travel to New York Division for consultations.

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(4/10/97)

**Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation**

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 1/1/97-6/30/97

Name of Contributing Office/Division: Laboratory Division

Program:

Critical Element: Executive Management of Investigative Operations

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

SAC, New York (National Security) John P. O'Neill has been highly successful in managing an aggressive recruitment initiative in the New York Office to locate candidates to fill critical Contract Linguist and Language Specialist vacancies. Under SAC O'Neill's direction, Supervisory Language Specialists in New York have recruited 362 applicants since November 1996. Eighty-nine of the applicants speak Arabic and Farsi. SAC O'Neill has been very supportive of the Language Program.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process.

No conflicts noted.

Conflicts noted and addressed above, or on a separate sheet attached.

ADIC COMMENTS
CE #1

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WHERE SHOWN OTHERWISE

DIC's comments

JOHN P. O'NEILL
SPECIAL AGENT IN CHARGE
NATIONAL SECURITY DIVISION
NEW YORK DIVISION
7/1/96 - 6/30/97

DATE: 12-01-2009
CLASSIFIED BY 60324 uc baw/sab/rs
REASON: 1.4 (c)
DECLASSIFY ON: 12-01-2034

EXECUTIVE MANAGEMENT OF INVESTIGATIVE OPERATIONS

During the time frame, 1/1/97 through 6/30/97, SAC O'NEILL carried out the Critical Element of Executive Management of Investigative Operations in an outstanding manner.

SAC O'NEILL, although only having been in New York for a short period of time, has already had a major impact on the investigative operations of his Division and the New York Office. As Section Chief of the Terrorism Section at Headquarters, he brought a vast amount of knowledge and experience coupled with an outstanding attitude to the National Security Division in New York. He has taken a hands-on approach and has just finished reviewing all of the Programs on his Division and has made numerous, effective adjustments to what was already a first rate outstanding Division.

He has professionally and aggressively taken on the leadership role of the "CITAC" Program in New York, which program is a major Bureau undertaking. He has assessed the priorities of this mission in an outstanding manner, has recommended the creation of a squad, and has staffed that squad with competent, experienced agents and staff.

During the past five (5) months, he has demonstrated outstanding leadership in three (3) high profile cases in this city:

- 1) The shooting of Americans and tourists atop the Empire State Building;
- 2) The alleged discovery of sarin gas in a home in the Borough of Queens, and
- 3) The incident involving the mailing of letter bombs to the United Nations.

In all of these examples, I instructed SAC O'NEILL to respond directly to the scene, coordinate the activities with the New York City Police Department, and handle the initial press inquiries. He did an outstanding job in all of these matters and many, many others too numerous to mention.

SAC O'NEILL has instituted new and highly effective
investigative operations

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ADIC's comments

EXECUTIVE MANAGEMENT OF INVESTIGATIVE OPERATIONS (Continued)

SAC O'NEILL continually uses investigative techniques and resources in an outstanding manner, and has a deep appreciation for the role of these sophisticated techniques in his highly sensitive, highly complex investigations.

SAC O'NEILL has aggressively and professionally made many modifications to the intelligence base in all his Programs. I believe these changes will allow all his investigators to have a better appreciation of their environment and have a better source of information especially from the other intelligence agencies in this country.

Recognizing that it would be inappropriate to go into details concerning the majority of his highly successful, highly compartmented Programs in this document, it is my experience and strong opinion as his Assistant Director that his performance in this short period of time has been absolutely outstanding.

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CE #2

EXECUTIVE MANAGEMENT OF
ADMINISTRATIVE OPERATIONS

JOHN P. O'NEILL
NEW YORK OFFICE
1/1/97 - 6/30/97

CE #2 Executive Management of Administrative Operations

- Personnel Management

--With the size, diversity and specialization of the squads, branches and divisions of the New York Office, SAC O'Neill quickly identified information management as a critical factor to his Division's success. SAC O'Neill recognized that personnel well led are personnel well informed. Upon his arrival, SAC O'Neill took immediate action. Weekly meetings with his ASACs and monthly meetings with his SSAs were scheduled, to initiate and maintain communication among the leadership of the Division.

--SAC O'Neill is committed to developing his subordinates. He does this through specific delegations to his ASACs of different responsibilities. For example, ASACs are now responsible for monitoring the Division's budget and ensuring TURK burnrates are on target. ASACs are responsible, on a rotating basis, for identifying guest speakers for the monthly SSA conferences and ASACs are required to maintain strong liaison relationships with their counterparts in sister agencies.

--In May, 1997, SAC O'Neill was confronted with the tragic and sudden suicide of a young Army linguist on a TDY assignment to the New York Office (NYO). SAC O'Neill took immediate action. He assembled and activated EAP counselors from the New York and Newark Offices. He brought in two experienced chaplains; he personally spoke with all affected division personnel, and he dispatched an ASAC to Fort Gordon, Georgia, to personally express the office's sympathy and support the grieving widow.

--To strengthen the Division's morale and maintain a high level of motivation and pride, SAC O'Neill directed that awards and commendations, received by the division and its personnel for outstanding achievements, be prominently displayed for all employees to see. He also directed that unclassified, FCI tradecraft be displayed for visitors to view and thereby appreciate this rarely touted program.

--SAC O'Neill is successful in rewarding his personnel for outstanding work. For example, SAC O'Neill secured the 1997 Director's award for Outstanding National Security Investigation for one of his employees and the Attorney General's Award for a Counterterrorism investigation for an SA and Port Authority Detective. He has stressed the need for and strongly supports incentive awards and personal notes for accomplishments.

--SAC O'Neill discovered, through conferences with support employees, that different standards were applied when promotions were considered for some support employees. After further

inquiry, SAC O'Neill determined that the applied standards were not equitable and, as a result, fairer and more even-handed measurements are applied.

--SAC O'Neill received two hour briefings from each of the 19 squads in the NSD, NYO. Through these briefings, SAC O'Neill identified his management and investigative philosophies. SAC O'Neill emphasized his open door policy; his belief in the Chain of Command and his strong support for self-improvement of all division personnel through training. SAC O'Neill also emphasized his support for securing for personnel needed equipment to do their jobs in a professional manner and to "run interference" with other agencies to accomplish investigative goals. For example, Special Agents investigating the explosion and fatal crash of TWA Flight 800 strongly believed that expensive testing regarding Boeing 747 was critical to the FBI's investigative success. SAC O'Neill personally undertook an intensive campaign to brief and convince the National Security Council (NSC), the Department of Defense (DOD) and the Federal Aviation Administration (FAA) of the need for this testing. SAC O'Neill has successfully achieved his goal and this testing is being accomplished.

-Financial Management

--Shortly after his arrival in New York, SAC O'Neill discovered that the Division was underfunded in its budget for FY 1997. His careful oversight and concern for fiscal responsibility resulted in close attention being paid to case and asset fund expenditures. As a result, FBIHQ was requested to adjust upwards the Division's funding and to set next year's budget at a higher and more realistic level.

--To insure the FBI's investigation of the explosion and crash of TWA Flight 800 left "no stone unturned", and under the leadership of the ADIC, SAC O'Neill personally undertook an intensive campaign to convince the NSC, DOD and FAA of the need for expensive testing regarding Boeing 747's. SAC O'Neill successfully achieved his goal and \$650,000 of non-FBI funds was secured for this test.

--SAC O'Neill plans to implement a strengthened oversight of the National Security budget in the NYO. Asset funds and case funds for FY'98 will be divided among the three division branches, and his ASACs will be held responsible for the oversight of those expenditures and for the husbanding of their portions of the budget funds.

--SAC O'Neill personally reviews all financial audits concerning his division; to include audits of [redacted], SAC Emergency Funds, and Undercover Operations. SAC O'Neill is a strong advocate of and stresses reviews and audits of all investigations within his division to insure applicable AG Guidelines and financial guidelines are followed.

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--SAC O'Neill counsels his ASACs about careful oversight over [redacted] expenditures and travel by Division personnel. SAC O'Neill personally reviews and approves all proposed foreign travel by Division personnel.

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--The National Security Division operates undercover operations and maintains other direct advances on a cash basis. SAC O'Neill's overall management of division financial matters insures that quality audits are completed on a timely basis; that Division Management reviews these audits and that Management undertakes timely action to resolve audit findings. As a result, the relative risk of fraud, abuse or illegal acts low.

(4/10/97)

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 1/1/97 - 6/30/97

Name of Contributing Office/Division: NATIONAL SECURITY DIVISION

Program: NATIONAL FOREIGN INTELLIGENCE PROGRAM

Critical Element: #2 EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

SAC O'Neill has continued to provide outstanding management in Middle Eastern terrorist group related cases. He prioritizes investigations and always ensures adequate resources are utilized in investigations.

SAC O'Neill demonstrates effective supervision of subordinates regarding all investigations as well as the TWA 800 crash. He is always aware of case needs, and delinquencies, as well as investigative and administrative deadlines. All investigations and operations exhibit administrative and legal oversight.

SAC O'Neill has demonstrated outstanding supervision of subordinates regarding International Terrorism investigations, particularly in two high-profile International Terrorism subprograms. His management of administrative operations pertaining to these investigations has been outstanding.

SAC O'Neill has held weekly meetings with his ASACs and monthly meetings with his SSAs. He has also held meetings with each of the 19 squads under his management authority. These meetings have enhanced communication and cooperation among the employees of the Division.

SAC O'Neill is redesigning information management in the New York Division by replacing the "stovepipe" communication system with a horizontally-based information scheme, thus facilitating greater sharing of information among various squads.

SAC O'Neill established the Computer Investigations and Infrastructure Threat Assessment Center (CITAC) squad in New York. This squad is directly responsible for special events management, infrastructure identification and protection and the weapons of mass destruction program.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process.

No conflicts noted.

Conflicts noted and addressed above, or on a separate sheet attached.

(4/10/97)

**Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation**

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 1/1/97 - 6/30/97

Name of Contributing Office/Division: PERSONNEL DIVISION

Program: EMPLOYEE ASSISTANCE PROGRAM (EAP)

Critical Element: #2, EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

Narrative: Based on a review of degree of compliance with the established FBI EAP policy and SAC duties listed therein, SAC O'Neill has provided superb direction and oversight to the program coordinator. He has ensured the appropriate assistance and training was provided as needed, and appropriate resources were allocated and made available on a timely basis.

Office/Division: List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. ✓

No conflicts noted. ✓

Conflicts noted and addressed above, or on a separate sheet attached. ___

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 1/1/97 - 6/30/97

Name of Contributing Office/Division: FINANCE DIVISION

Program:

Critical Element: #2, EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

- * MANAGED ALL FIELD OFFICE BUDGETS WITHIN ALLOCATIONS. PROMPTLY IDENTIFIED AND ADDRESSED UNUSUAL FINANCIAL NEEDS WITH HEADQUARTERS ACCOUNTING PERSONNEL, ENSURING FIELD OFFICE OPERATIONS CONTINUED WITHOUT INTERRUPTION.
- * FULLY UNDERSTOOD THE FINANCIAL CONSEQUENCES OF UNDER-EXPENDITURE AS WELL AS OVER-EXPENDITURE OF FUNDS, RETURNING UNEXPENDED FUNDS TO FBIHQ PRIOR TO FISCAL YEAR-END FOR USE WHERE NEEDED.
- * MANAGED FIELD OFFICE DRAFT SYSTEM IN A MOST EFFECTIVE AND EFFICIENT MANNER, ENSURING TRAVEL VOUCHERS, CONFIDENTIAL EXPENDITURES, AND COMMERCIAL VOUCHERS WERE PROMPTLY SUBMITTED AND PROCESSED.

List Deficiencies and/or Suggestions for Improvement:

NONE NOTED.

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. No conflicts noted. Conflicts noted and addressed in above, or on separate sheet attached.

(4/10/97)

**Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation**

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 1/1/97 - 6/30/97

Name of Contributing Office/Division: FINANCE DIVISION

Program:

Critical Element: #2, EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

Although the delinquency rate for reporting statistical accomplishments at New York fell outside the ten percent level allowed by the FBI's Inspection Division, SAC O'Neill should be commended for his performance for ensuring that investigative accomplishments were reported in a timely manner. This information is used to insure that budget requests to external oversight agencies are well justified and defensible.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. _____

No conflicts noted. _____

Conflicts noted and addressed above, or on a separate sheet attached. _____

ADIC COMMENTS
CE #2

ADIC's comments

JOHN P. O'NEILL
SPECIAL AGENT IN CHARGE
NATIONAL SECURITY DIVISION
NEW YORK DIVISION
7/1/96 - 6/30/97

EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS

During the time frame, 1/1/97 through 6/30/97, SAC O'NEILL carried out the Critical Element of Executive Management of Administrative Operations in an outstanding manner.

Since SAC O'NEILL has come to the NYO, he has completed a total review of all the personnel management issues on his Division, to include squad and branch priorities, personnel assignments, adequacy of resources and an assessment of morale issues throughout his Division.

SAC O'NEILL has recommended and I have approved some realignment of squad functions and branch functions, which will make his overall Division, in my view, more effective and efficient. He has personally instituted numerous methods for increasing morale on his Division through meetings with squads, Branch conferences, increase use of incentive awards and letters of commendation and a monthly Distinguished Lecture Program. He has personally managed and led two (2) complex personnel incidents, one involving the tragic apparent suicide of a young Army linguist who was on a TDY assignment to the New York Office. He did an outstanding job in both of these matters.

Through his leadership and personal involvement, he obtained the 1997 Director's Award for Outstanding National Security Investigation for one of his employees, and the Attorney General's Award for one of his Agents assigned to the Terrorism Task Force.

Immediately upon completing his financial management review, he discovered that his Division was seriously underfunded in its budget for FY'97 and, as a result, he has requested and adjustments have been made to the important budget areas of his program areas.

SAC O'NEILL has been my personal deputy during the latter stages of the investigation of TWA 800. Many of these issues involve the administration of the investigation to include such things as final reports, scientific analysis and testing methods and reporting. All of the TWA 800 work has been done to everyone's total satisfaction and can only be described as outstanding.

DIC's comments

EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS (Continued)

Appreciative of the limited travel budget in the New York Division, he has taken steps and instituted mechanisms to keep his Division's portion of that budget on or under budget. He has also instituted some procedures and fine tuned some methods so that more timely reporting is done to himself and to the Assistant Director concerning undercover operations on his Division.

His work during the past six months in this critical element has been outstanding.

CE #3

LIAISON AND MEDIA RELATIONS

~~SECRET~~

Per OGA letter dated 11/17/2009

JOHN P. O'NEILL
NEW YORK OFFICE
1/1/97 - 6/30/97

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED EXCEPT
WHERE SHOWN OTHERWISE

DATE: 12-01-2009
CLASSIFIED BY 60324 uc baw/sab/rs
REASON: 1.4 (c)
DECLASSIFY ON: 12-01-2034

CE #3 Liaison

--SAC O'Neill recognizes the importance of establishing personal liaison contacts with key leaders in New York City, and to do so in a manner which will permit these relationships to endure for the FBI. To that end, SAC O'Neill aggressively liaised with key leaders in the law enforcement/intelligence communities, the ethnic communities, the media and the private sector.

--In his first five months in New York, SAC O'Neill has established and maintained contact with the Department of Defense, the Federal Aviation Administration, the US Secret Service, the INS, US Customs, FEMA, NTSB at the local and headquarters levels, the New York State Police, the New York City Police, the New York Port Authority, the Office of the Mayor of New York, [redacted] the National Security Agency at the local and headquarters levels, the [redacted] the CSIS and [redacted] SAC O'Neill also met with the Warden of Metropolitan Correctional Center, US Bureau of Prisons, the Postal Inspector, and the leadership of the local DEA, DOS and DSS.

--In addition, SAC O'Neill established liaison with the business community, the Archdiocese of New York, the Anti-Defamation League of New York and the print and electronic news media in New York, both at the local and national levels.

--MEDIA RELATIONS

--SAC O'Neill has participated in a number of high-profile news conferences. One with the ADIC concerning the TWA Flight 800 investigation and twice with the Mayor of New York, the New York City Police Commissioner, and New York Fire Commissioner concerning the Empire State Building shooting and the "SARIN" gas canister discovery in Queens, New York.

--SAC O'Neill helped develop and plan a two-hour documentary about the FBI in New York by the "A&E" Television network (to be produced later this year).

--SAC O'Neill coordinated a national plan for the "Crimestoppers" Program to enlist the public's help in fighting terrorism in America.

--SAC O'Neill has granted interviews with the New York print media.

~~SECRET~~

~~SECRET~~

-Establishment and Maintenance of Law Enforcement Relationships

--SAC O'Neill quickly established a close professional relationship with the US Attorneys in the Southern and Eastern Districts of New York. Within the past five months, SAC O'Neill held numerous discussions with US Attorney WHITE, SDNY, concerning the upcoming trial of [redacted] and the extradition of [redacted]. The continuing high-profile investigation of the explosion and crash of TWA Flight 800 necessitated numerous discussions between SAC O'Neill and US Attorney CARTER, EDNY, on the FBI investigation.

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--SAC O'Neill also established a liaison relationship, through personal contacts, with the New York City Police Commissioner, Chief of the Department and the Chief of Detectives.

--The Chief of the newly formed Intelligence Branch of the New York City Police Department (NYCPD) met with SAC O'Neill and solicited his help in setting up the NYCPD Intelligence Branch. This request for assistance and SAC O'Neill's quick and professional response went a long way in strengthening for the Division a key law enforcement relationship with the largest police department in the country.

--SAC O'Neill reached out to the Director of the Office of Emergency Management (OEM), Office of the Mayor of New York, to establish a strong liaison relationship for the New York Office. The OEM is a lead municipal "consequences" management agency, and a solid liaison relationship is important to the FBI in the event of a chemical, biological or nuclear attack/event.

-Establishment and Maintenance of Community Relationships

--SAC O'Neill reached out to the business community in New York through numerous speeches and personal contacts. Speeches to business and social groups ranged from counterterrorism matters to economic espionage and national security matters, to the investigative programs and operations of the New York Office. Two of the more important business groups addressed by SAC O'Neill were the New York Business Executives for National Security and the business members of the Harmonie Club (the oldest private club in New York).

--SAC O'Neill personally toured ethnic neighborhoods in all five boroughs in New York.

--SAC O'Neill personally met with the leadership of the Archdiocese of New York and on numerous occasions, with the leader of the Catholic Church in New York, CARDINAL JOHN O'CONNOR.

--SAC O'Neill also personally met with the leaders of twenty (20) Jewish umbrella organizations concerning

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counterterrorism matters.

--SAC O'Neill is planning upcoming meetings with key leaders of Arab-American umbrella organizations, as well as key leaders of Black and Hispanic umbrella organizations.

--SAC O'Neill also participated in a two-hour panel discussion sponsored by the Anti-Defamation League of New York, entitled, "Hate Crime and the Law". This town meeting format will air on Court Television some time in the near future.

--SAC O'Neill also participated in a February, 1997 meeting with 148 family members of the TWA Flight 800 crash victims. Under the leadership of ADIC JIM KALLSTROM, SAC O'Neill consoled these grieving family members.

-Liaison with Congress

--Under the auspices of the Office of Congressional Affairs, SAC O'Neill personally briefing numerous members of Congress and Congressional staffers concerning the investigation of TWA Flight 800.

--SAC O'Neill also provided numerous briefings to government agency leaders and Congressional members and staffers on counterterrorism matters.

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Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 1/1/97 - 6/30/97

Name of Contributing Office/Division: NATIONAL SECURITY DIVISION

Program: NATIONAL FOREIGN INTELLIGENCE PROGRAM

Critical Element: #3 LIAISON AND MEDIA RELATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

SAC O'Neill ensures that information regarding significant terrorism dates in history, notification of upcoming special events in New York, identifications of U.S. government agencies "protected persons" visiting New York, and terrorism threat warnings are disseminated to all relevant Federal, state, and local agencies.

SAC O'Neill personally met the key leaders of all law enforcement and intelligence agencies in the New York area, to include other U.S. government agencies, the New York State Police, the New York City Police, the New York Port Authority, the Office of the Mayor of New York, and various foreign liaison services. He also met with religious leaders, news media representatives (both at the national and at the local level), local ethnic leaders, and several Congressional members and staffers.

SAC O'Neill helped develop and plan an A&E television documentary about the New York FBI which will be aired later this year.

SAC O'Neill coordinated a national plan for the Crimestoppers Program to enlist the public's help in fighting terrorism in the United States.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. ✓

No conflicts noted. ✓

Conflicts noted and addressed above, or on a separate sheet attached. _____

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 1/1/97 - 6/30/97

Name of Contributing Office/Division: OFFICE OF PUBLIC AND CONGRESSIONAL AFFAIRS

Program: OPCA

Critical Element: #3 LIAISON AND MEDIA RELATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

Recognizes the importance of responding expeditiously to issues and concerns raised by Members of Congress and their staff. Advises the Office of Public and Congressional Affairs when such matters rise to a level that may require further response from FBI Headquarters.

Has undertaken an aggressive program to maintain direct liaison with the congressional delegation. This ensures that Members and their staffs are aware of FBI priorities and accomplishments.

SAC maintains aggressive and effective media relations program and takes a personal interest in those efforts.

SAC works closely with National Press Office and news media matters requiring a Headquarters perspective.

SAC regularly advises National Press Office of press conferences, news releases and other events likely to receive public and/or Congressional attention.

Maintains and updates a Homepage on the FBI Homepage in order to foster more public affairs outreach.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. X

No conflicts noted. X

Conflicts noted and addressed above, or on a separate sheet attached.

(4/10/97)

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation

Name: John P. O'Neill

Security Number: 147-42-1004

Office/Division: New York

Period: 1/1/1996 - 6/30/1997

Name of Contributing Office/Division: Information Resources Division

Program:

Critical Element: Liaison and Media Relations

Briefly Describe Highlights of Performance, Major Accomplishments/Cases: SAC O'Neill provided substantial support to the CALEA initiative by contacting the heads of local law enforcement agencies, US Attorneys and Chief Prosecutors to discuss the significance of CALEA and the Capacity Notice published in January. SAC O'Neill made information available to major newspapers and TV stations in the area. The success and favorable public reception to CALEA is due in large part to these efforts.

List Deficiencies and/or Suggestions for Improvement: None.

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. Yes

No conflicts noted. XX

Conflicts noted and addressed above, or on a separate sheet attached.

ADIC COMMENTS
CE #3

ADIC's comments

JOHN P. O'NEILL
SPECIAL AGENT IN CHARGE
NATIONAL SECURITY DIVISION
NEW YORK DIVISION
7/1/96 - 6/30/97

LIAISON AND MEDIA RELATIONS

During the time frame, 1/1/97 through 6/30/97, SAC O'NEILL carried out the Critical Element of Liaison and Media Relations in an outstanding manner.

SAC O'NEILL recognizes the extreme importance of liaison contacts for the success of all of his Programs and has done a super job in this area.

SAC O'NEILL has maintained and strengthened the established liaison contacts throughout the business community, other government agencies, and many private sector groups such as the Anti-Defamation League, for example. In addition, he has established new working relationships with other agencies where effective liaison was not in place. Some examples of this would be with the Federal Emergency Management Agency (FEMA), certain intelligence services of foreign countries, and many other public interest groups such as the Business Alliance and the Neighborhood Alliance.

Inasmuch as the Assistant Director has primary responsibility and conducts the great majority of the media relations, SAC O'NEILL's participation has been relatively minor. However, on four (4) occasions, the ADIC had SAC O'NEILL conduct press events in his absence. As an example, SAC O'NEILL conducted a press conference with the Mayor of the City of New York on two (2) occasions, one involving the shooting at the Empire State Building and the other being the suspected sarin gas discovery in Queens, New York. On both of these incidents, he did an outstanding job. On two (2) other occasions, he gave interviews to the New York print media on issues relative to his Division and both of those stories were extremely positive and his performance was outstanding.

CE #4

EQUAL EMPLOYMENT
OPPORTUNITY

JOHN P O'NEILL
NEW YORK OFFICE
1/1/97 - 6/30/97

CE #4 EQUAL EMPLOYMENT OPPORTUNITY

--During the past five months, SAC O'Neill met with all 19 Division squads. At each of these two hour briefing/introductory meetings, SAC O'Neill emphasized his personal and professional commitment to the EEO Program. SAC O'Neill called on each employee to make a commitment to "zero tolerance" when it came to any kind of discrimination.

--SAC O'Neill personally toured ethnic neighborhoods in all five boroughs in New York.

--SAC O'Neill also personally met with twenty (20) Jewish umbrella organizations concerning counterterrorism matters.

--SAC O'Neill is planning upcoming meetings with key leaders of Arab-American umbrella organizations, as well as key leaders of Black and Hispanic umbrella organizations.

(4/10/97)

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 1/1/97 - 6/30/97

Name of Contributing Office/Division: OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY AFFAIRS

Program:

Critical Element: #4, EQUAL EMPLOYMENT OPPORTUNITY

Briefly Describe Highlights of Performance, Major Accomplishments/Cases: SEE ATTACHED

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. Yes

No conflicts noted. ✓

Conflicts noted and addressed above, or on a separate sheet attached.

SAC JOHN P. O'NEILL
#4 - EQUAL EMPLOYMENT OPPORTUNITY

RECRUITMENT:

Clerical CLF Total minorities: 50%

minority support staff: (323 employees, or 36.6%)

- The National Security Division (NSD) is managed overall by SAC John P. O'Neill. It has three Branches: Branch A-FCI, Branch B-FCI (the rest of the world which is not covered by Branch A), and Branch C-Counter terrorism/FCI.
- In the NSD, two squads reported being involved in Recruitment efforts. Several Special Agents (SAs) on one squad spoke at area universities, high schools, and law enforcement organizations in an attempt to find qualified applicants for available positions in the NY Division and paying special attention to those in minority categories. On another squad, two separate SAs both recruited two separate individuals for the position of Language Specialist in the Japanese language.

CAREER DEVELOPMENT:

- The SAC gave a presentation on Career opportunities at the Investigative Specialists' (also known as SSGS) graduation on 3/21/97. A concerted effort has been made to ensure that all employees in the division, both Support and SA, are made aware of what advancement opportunities are available to them and to encourage those interested to apply.

SENSITIZING PERSONNEL:

- Efforts are made to maintain a positive and equitable work environment for all squad personnel.

POLICY/INTERNAL GUIDANCE:

- In the NSD, EEO related materials are disseminated on a regular basis, often through the computer's E-Mail system. An internal communication known as [redacted] is utilized to keep employees abreast of any changes in policy or administrative guidelines. Issues that arise are discussed at monthly conferences.

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MINORITY COMMUNITY OUTREACH:

- An SA volunteers with a Boy Scout troop and a teen outreach program at a community center in his neighborhood.

MISCELLANEOUS EEO MATTERS:

SAC JOHN P. O'NEILL
#4 - EQUAL EMPLOYMENT OPPORTUNITY

- In the NSD, a female is the Federal Women's Program Coordinator. Also the SAC attended two Black History Month celebrations.

QUARTERLY REPORTS:

X 07/01/95 - 09/30/95
* 10/01/95 - 12/31/95

* 01/01/96 - 03/30/96
 04/01/96 - 06/30/96

*The New York Division combined these two quarters to design a new format to better focus on the efforts of each Division - to better assess the SACs. Another section was added entitled "NYO EEO Program (which is reflected in the ADIC's overall evaluation)" whose purpose is to highlight the efforts of the office to develop and foster a better understanding and handling of the EEO Program and Special Emphasis Programs.

ADIC COMMENTS
CE #4

ADIC's comments

JOHN P. O'NEILL
SPECIAL AGENT IN CHARGE
NATIONAL SECURITY DIVISION
NEW YORK DIVISION
7/1/96 - 6/30/97

EQUAL EMPLOYMENT OPPORTUNITY

During the time frame, 1/1/97 through 6/30/97, SAC O'NEILL carried out the Critical Element of Equal Employment Opportunity in an excellent manner.

During the past six (6) months, SAC O'NEILL, in meetings with all nineteen (19) of his Division's squads, has stressed the importance and his support of the EEO Program. He has participated fully and energetically in all of the official programs in this office concerning EEO and has begun to identify potential members of the EEO classes for future assignments in many key positions in his Division.

RESPONSE TO APPRAISAL

(12/31/1995)

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 08/13/1997

To: FBIHQ

Attn: W. J. Esposito, Deputy
Director, Rm. 7142

FBIHQ

Attn: R. M. Bryant, Chairman of
SAC Rating Board (SRB)
RM 7116

FBIHQ

Attn: PRAU, [REDACTED]
SES PROGRAM, RM 6859

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b7C

From: New York

SAC NSD

Contact: James K. Kallstrom, 2710

Approved By: Kallstrom James K

O'Neill, John P.

Drafted By: Kallstrom James K

O'Neill John Polak

Case ID #: 67- (Pending)

Title: RESPONSE TO PERFORMANCE APPRAISAL
REPORT (PAR) FOR SAC JOHN P. O'NEILL,
DATED JULY 23, 1997

Synopsis: NY response to PAR of SAC J. P. O'Neill, 7/23/1997.

Details: Attached is NY's response to SAC Rating Board's (SRB) initial rating of "Excellent" for Critical Element #2 -- Executive Management of Administrative Operations, dated 07/23/1997. New York requests, by the transmittal of this response, a review by appropriate reviewing officials of the SRB initial rating of "Excellent" for SAC O'Neill's Performance Appraisal Report CE #2.

◇◇

JOHN P. O'NEILL
147-42-1004
New York
1/1/97 - 6/30/97

Response to Special Agent in Charge Rating Board (SRB) initial rating of "Excellent" for CE# 2 - Executive Management of Administrative Operations, dated 7/23/97

New York requests, by the transmittal of this response, a review by appropriate reviewing officials of the SRB initial rating of "Excellent" for SAC O'Neill's Performance Appraisal Report CE# 2.

The initial SRB rating of "Excellent" for this critical element is for the period of 1/1/97 - 6/30/97, all of which SAC O'Neill was assigned to the New York Office.

SAC O'Neill's executive management of the administrative operations of the National Security Division of the New York Office for the period 1/1/97 - 6/30/97 was outstanding. During this time period, SAC O'Neill reviewed all administrative functions and operations of this division and brought extremely positive and highly effective change at every level.

-SAC O'Neill recognized that personnel well led are personnel well informed. He took immediate action and initiated weekly meetings with his ASACs and monthly meetings with his supervisors. SAC O'Neill instituted a distinguished lecturer series for the monthly supervisory meetings to enhance his staff's professional and personal development. (This distinguished lecturer series is extremely important. With nearly 50% of the supervisory staff having less than two years desk experience and approximately 40% of the special agent population having less than two years investigative experience, this lecture series and its goal of professional and personal development of first line supervisors is an outstanding initiative by SAC O'Neill; and critical to the continued success of this office.)

For his ASAC's continued professional development, SAC O'Neill personally involved his ASAC's in meetings with high level visitors to the Office. For example, each ASAC has made program presentations to Director Freeh and each has participated in meetings and briefings of the NSA Director, General Minihan, and CIA Director, George Tenet.

To maintain and encourage open communication at all levels, SAC O'Neill involves case agents, supervisors and ASACs in all case briefings and discussions. Another way SAC O'Neill encourages open communications is by walking around his division and talking to division employees in their own work spaces.

It is through SAC O'Neill's outstanding professional and personal leadership that staff at all levels of the division have been tutored, guided and developed on a scale not previously experienced by this division.

-To raise and maintain high morale among all division employees, SAC O'Neill undertook another outstanding innovation. SAC O'Neill directed that all awards and commendations, received by the division and its personnel for outstanding achievements, be prominently displayed for all employees and the visiting public to see. Never before has this been done in the National Security division of the New York Office. Outstanding innovations such as this, is a major and significant boost to division employee morale, whose labors too often go unsung, due to the nature of their investigative responsibilities.

SAC O'Neill also contributes to high morale by his consistently outstanding and personal responses to employees in times of personal or family misfortunes. Through visits to employees in a hospital, or a personal telephone call and letter, SAC O'Neill has positively touched and comforted every division employee in his or her time of need.

-When confronted with the tragic and sudden death of a young, US Army linguist on a TDY assignment to the New York Office, SAC O'Neill immediately assembled and activated EAP counselors from two FBI Offices to counsel and comfort division employees. It is through this decisive action, that SAC O'Neill signaled to all employees his strong support and belief in the EAP Program.

-During SAC O'Neill's six month tenure, and at his direction and under his leadership, training opportunities for division staff both within and outside the division have been outstanding. In fact, training opportunities and attendance by all staff, special agent and support, is at its highest level in this decade.

-SAC O'Neill recognizes the importance and significance of reporting investigative accomplishments in a timely manner and his outstanding leadership in this area has brought the division into compliance.

-SAC O'Neill initiated a comprehensive review of all division budget and financial matters. Through his outstanding leadership during this review, significant shortfalls in the division budget were identified. These shortfalls were rectified and SAC O'Neill instituted strengthened oversight by his ASACs and supervisors over all division financial and budget matters.

In addition, SAC O'Neill's outstanding leadership in this area brought a comprehensive strategy to budgeting and forecasting in the division.

This response to the SRB's initial rating of "Excellent" in SAC O'Neill's Performance Appraisal Report for CE# 2 - Executive Management of Administrative Operations, dated 7/23/97, amplifies some of the examples in the original submission and identifies some additional examples of SAC O'Neill's outstanding executive management of administrative operations in the New York Office. These amplifications and additional examples of SAC O'Neill's outstanding executive management were not included in the original submission due to document length considerations and the 10 page limit set on that submission.

It should be noted that the SRB initial rating of "Excellent" for this CE is for the period 1/1/97 - 6/30/97, all of which SAC O'Neill served as the National Security Division SAC in the New York Office under the leadership of Assistant Director in Charge (ADIC) James Kallstrom.

ADIC Kallstrom recognized SAC O'Neill's outstanding executive management of National Security Division administrative operations and said it best. After more than a page of highly laudatory comments concerning CE# 2 - Executive Management of Administrative Operations, ADIC Kallstrom said - "His [SAC O'Neill's] work during this past six months in this critical element has been outstanding."

**PERFORMANCE
REVIEW BOARD (PRB)
ADDENDUM**

Performance Appraisal Report (PAR)

Re: John P. O'Neill
Special Agent in Charge
New York Office

ADDENDUM OF THE PERFORMANCE REVIEW BOARD (PRB), 10/22/97 JAO:job

On Wednesday, 10/15/97, the members of the PRB convened to review Mr. O'Neill's annual PAR, his response, and all pertinent background information.

After careful consideration, the Board recommends that the Excellent rating for critical element (CE) #2 - Executive Management of Administrative Operations, be sustained as originally issued. In arriving at its recommendation, the Board concluded that Mr. O'Neill's response did not contain sufficient information to warrant an adjustment in this CE rating.

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) ONEILL JOHN P	2. Social Security Number 147-42-1004	3. Date of Birth 02-06-1952	4. Effective Date 06-26-1999
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FIRST ACTION		SECOND ACTION	
5-A. Code 450	5-B. Nature of Action SUSPENSION (NTE) 07-11-1999	6-A. Code	6-B. Nature of Action
5-C. Code FBI	5-D. Legal Authority 28 U.S.C. 536	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-049 049					15. TO: Position Title and Number						
8. Pay Plan ES	9. Occ. Code 1811	10. Grade/Level 00	11. Step/Rate 05	12. Total Salary 137,344.00	13. Pay Basis PA	16. Pay Plan	17. Occ. Code	18. Grade/Level	19. Step/Rate	20. Total Salary/Award	21. Pay Basis
12A. Basic Pay 118400.00	12B. Locality Adj. 18944.00	12C. Adj. Basic Pay 137344.00	12D. Other Pay	20A. Basic Pay	20B. Locality Adj.	20C. Adj. Basic Pay	20D. Other Pay				
14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NEW YORK CITY 3540					22. Name and Location of Position's Organization						

EMPLOYEE DATA			
23. Veterans Preference 1 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%	24. Tenure 0 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF X YES X NO
27. FEGLI 80 WAIVED	28. Annuitant Indicator 9	29. Pay Rate Determinant 0	
30. Retirement Plan M FERS & FICA-SPEC	31. Service Comp. Date (Leave) 06-22-1970	32. Work Schedule F	33. Part-Time Hours Per Biweekly Pay Period


POSITION DATA			
34. Position Occupied 4 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved	35. FLSA Category E E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status
38. Duty Station Code	39. Duty Station (City - County - State or Overseas Location)		

40. AGENCY DATA 067-0679605	41.	42. EFF HR: CB	43.	44. SQUAD: 100A
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45. Remarks
**ACTION IS BASED ON THE ADJUDICATION OF A DISCIPLINARY MATTER PAYABLE SALARY LIMITED TO \$125900.00 BY 5 U.S.C. 5303(F) (OR OTHER STATUTORY AUTHORITY)
 SALARY IN BLOCK 20 INCLUDES AVAILABILITY PAY OF \$ 0.00**

PLEASE RETAIN FOR YOUR RECORDS

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46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION			50. Signature/Authentication and Title of Approving Official LOUIS J. FREEH DIRECTOR	
47. Agency Code DJ02	48. Personnel Office ID 4017	49. Approval Date 06-17-1999		

3 1-2-97

August 4, 1997

PERSONAL

Mr. John P. O'Neill
Federal Bureau of Investigation
New York, New York

Dear Mr. O'Neill:

Enclosed is your Performance Appraisal Report (PAR) for the annual period which ended June 30, 1997. The Cover Page contains the rating levels determined by the Special Agent in Charge Rating Board (SRB) for each critical element, as well as an overall summary rating. Your personal documentation of accomplishments along with information from select FBIHQ divisions/offices serve as the body of your appraisal. This PAR is considered an "initial rating," which by statute is subject to review by a Performance Review Board (PRB) and final approval by the Director or his designee.

As indicated on the Cover Page, you have the right to submit comments regarding this appraisal within fourteen calendar days of the date of this letter. Your comments will be addressed by a reviewing official, the PRB and final appointing authority and will become a permanent part of the appraisal. Unless you respond by addending comments or you specifically request a higher level review, this PAR will not be subject to further examination by a reviewing official. Should you have questions regarding the content or basis for this appraisal that you would like to pose less formally, you may address these concerns directly to me telephonically or in writing.

Following your review, please sign and date the PAR Cover Page, mark the appropriate response block, and initial each FD-000 form in the lower right corner. When the overall appraisal process is completed, you will receive a copy of your final PAR. It is suggested that you make a copy of the enclosed material to retain until that time.

Dep. Dir. _____
Chief of Staff _____
Off. of Gen. Counsel _____
Asst. Dir. _____
Crim. Inv. _____
CJIS _____
Finance _____
Info. Res. _____
Insp. _____
Lab. _____
National Sec. _____
Personnel _____
Training _____
Off. of EEOA _____
Off. of Public & Cong. Affs. _____
Director's Office _____

I - PRAU, Room 6859

DJK

APPROVED:	Crim. Inv. _____	Inspection _____	Training _____
	CJIS _____	Laboratory _____	Off. of EEO _____
	Finance _____	National Sec. _____	Affairs _____
Director _____	Gen. Counsel _____	OPR _____	Off. of Public & Cong. Affs. _____
Deputy Director _____	Info. Res. _____	Personnel _____	

MAIL ROOM

Mail sent direct from PRAU 6/4/97

Mr. John P. O'Neill

As you are probably aware, the field appraisal process requires the coordination of a number of boards. In order to complete this process efficiently, I am asking that you return your initial PAR together with any response by August 18, 1997. Please direct your submission to FBIHQ, Performance, Recognition and Awards Unit, Attention: SES Program, Room 6859. Your cooperation in handling this matter is greatly appreciated.

Sincerely yours,

Robert M. Bryant
Assistant Director
Criminal Investigative Division
Chairman, SRB

Enclosure

67-679605-110

June 1, 1998

[Redacted]

Special Programs
Office of International
Criminal Justice (M/C 777)
The University of Illinois at Chicago
1033 West Van Buren Street
Chicago, IL 60607-2919

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Dear [Redacted]

Thank you for your May 4th letter recognizing Special Agent in Charge John O'Neill for his participation at a recent function of the Office of International Criminal Justice at the University of Illinois at Chicago.

I know Mr. O'Neill was glad to have the opportunity to share his thoughts on the future of international crime. I will certainly pass your remarks on to him, and I know he will join me in thanking you for your thoughtfulness in writing.

Sincerely yours,

Louis J. Freeh
Louis J. Freeh
Director

MAILED 71

JUN 01 1998

FBI

- 1 - ADIC, New York (PERSONAL ATTENTION) - Enc.
- Bring to the attention of SAC John P. O'Neill.
- 67-679605 (John P. O'Neill) - Enc.

DD:dd

- sp. Dir. _____
- Chief of Staff _____
- Asst. Dir.:
- Adm. Serv. _____
- Crim. Inv. _____
- Ident. _____
- Insp. _____
- Intell. _____
- Lab. _____
- Legal Coun. _____
- Off. Cong. & Public Affs. _____
- Rec. Mgmt. _____
- Tech. Serv. _____
- Training _____
- Off. of EEOA _____
- Director's Office _____

MAIL ROOM

[Handwritten signature]

FBI/DOJ

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UIC The University of Illinois
at Chicago

Office of International Criminal Justice (M/C 777)
1033 West Van Buren Street
Chicago, Illinois 60607-2919
(312) 996-9595 or 996-9267

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98-05616

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061 p-4

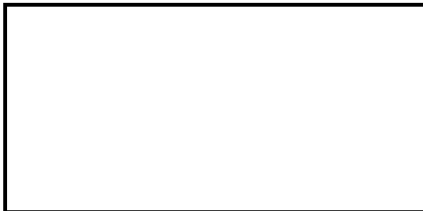
May 4, 1998

Louis Freeh
Director,
Federal Bureau of Investigation
Washington, DC 20535-0001

Dear Director Freeh:

I write to express my appreciation for the assistance that Agent John O'Neill gave at a recent function of the Office of International Criminal Justice (OICJ) at the University of Illinois at Chicago (UIC).

John's presentation to more than 100 representatives of the public and private sector was well received. His comments on the future of international crime were right on target and his presentation was a credit to the Bureau.



Special Programs

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ck
-1-98 *D*

OPCA/ID

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Plan - Notice Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Position Title and Grade SPECIAL AGENT IN CHARGE ES-5	4. Office of Assignment NEW YORK DIVISION

This Performance Plan is consistent with the employee's assigned duties and responsibilities and is in furtherance of the mission and goals of the FBI.

5. <u><i>Thomas J. Pikel</i></u> Signature of Rating Official	<u>8/31/98</u> Date
6. <u><i>Robert M. Bryant</i></u> Signature of Reviewing Official	<u>8/31/98</u> Date

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and I am aware that my summary rating must at a minimum, meet the Fully Successful (FS) level, with no rating less than FS on any critical element, in order to be considered for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the FS level, may be the basis for my reassignment, reduction in grade, or removal from the FBI Senior Executive Service.

7. <u><i>J.P. O'Neill</i></u> Signature of Employee	<u>9/2/98</u> Date
--	-----------------------

PRAU USE ONLY

Logged: JS 10/11/98 4 cr

CE	Type	Code	Reviewed
1	V	EAINVE	<i>JS 10/11/98</i>
2	V	EBADMI	<i>JS 10/11/98</i>
3	V	ECLIAI	<i>JS 10/11/98</i>
4	V	EDEQUA	<i>JS 10/11/98</i>

JS
FREE
FBI/DOJ

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Plan - Critical Element and Performance Standard Page

[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE

1. Payroll Name of Employee

2. Social Security Number

O'NEILL, JOHN P.

147-42-1004

3. Critical Element # 1**EXECUTIVE MANAGEMENT OF INVESTIGATIVE OPERATIONS -**

Manages investigative operations to include, but not limited to the Organized Crime, Drug, Foreign Counterintelligence, Violent Crimes and Major Offenders, and White Collar Crimes Programs. Manages other areas such as Civil Rights, Counterterrorism, Security Programs, Applicant matters and crisis situations.

4. PERFORMANCE STANDARD

FULLY SUCCESSFUL

IMPACT ON INVESTIGATIVE PROBLEMS IN THE DIVISION


- Identifies problems and sets appropriate priorities and policies for meeting the investigatory objectives of the office.
- Devises and implements management oversight techniques to ensure pending cases are focused on priority problems.
- Routinely evaluates investigatory progress to ensure thoroughness and compliance with established policy.
- Consistent with priorities, obtains results commensurate with resources expended.

USE OF INVESTIGATIVE TECHNIQUES AND RESOURCES

- Effectively employs sophisticated techniques in order to advance investigative objectives.
- Carefully controls and allocates resources such that all investigations, and particularly priority investigations are staffed, funded and supported in a manner which will promote success.

INTELLIGENCE BASE

- Ensures development and maintenance of confidential sources who assist in initiating cases and/or reaching positive results.
- Similarly, ensures the acquisition of information from other sources which provides comparable results.


5. Initials of Employee

9/11/98
Date

Three

FBI/DOJ

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Plan - Critical Element and Performance Standard Page

[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE

1. Payroll Name of Employee

2. Social Security Number

O'NEIL, JOHN P.

147-42-1004

3. Critical Element # 2

EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS -

Oversees the administrative operations of the division, to include personnel and financial management. Abides by the Office of Management and Budget regulations governing fraud, waste and abuse.

4. PERFORMANCE STANDARD

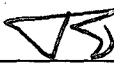
FULLY SUCCESSFUL

PERSONNEL MANAGEMENT

- Regularly evaluates personnel, including appropriate use of formal performance appraisals, to ensure that problems are identified/addressed and deserving employees are accorded recognition. Supports the division's Employee Assistance Program (EAP) and ensures that all employees are aware of the services offered by the EAP.
- Institutes and supports programs for training FBI and other law enforcement personnel.
- Identifies, originates, investigates, and reports in a timely and accurate manner, administrative inquires where called for by rules/regulations or where deemed prudent by logic/circumstances.
- Generally ensures compliance with administrative reporting requirements.

FINANCIAL MANAGEMENT

- Ensures the overall effective management of the division's operational budgets and Forfeiture Program.
- Maintains overall responsibility for establishing/enforcing administrative controls over financial matters.
- Counsels all subordinates on the mandate to report and curtail fraud, waste and abuse concerning Bureau operations.
- Promotes operational economy and efficiency using established means.


5. Initials of Employee

9/11/98
Date

Three

FBI/DOJ

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Plan - Critical Element and Performance Standard Page

[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE

1. Payroll Name of Employee

2. Social Security Number

O'NEILL, JOHN P.

147-42-1004

3. Critical Element # 3:

LIAISON AND MEDIA RELATIONS - Promotes divisional/organizational programs and interests to advance investigative or operational mission. Serves as the FBI's primary representative and spokesperson within division territory.

4. PERFORMANCE STANDARD

FULLY SUCCESSFUL

ESTABLISHMENT AND MAINTENANCE OF MEDIA RELATIONSHIPS

- Personally and through subordinates, establishes and maintains division-wide contacts with the electronic and print media.
- Uses these contacts to make FBI accomplishments and interests known to the public.

ESTABLISHMENT AND MAINTENANCE OF LAW ENFORCEMENT RELATIONSHIPS

- Personally and through subordinates, establishes and maintains division-wide contacts with local, state and federal law enforcement, and Intelligence Community elements within the division.
- Through these contacts, obtains assistance in identifying crimes and crime problems, as well as operational support.

ESTABLISHMENT AND MAINTENANCE OF COMMUNITY RELATIONSHIPS

- Personally and through subordinates, establishes and maintains contact with leaders in the community ensuring that they are aware of FBI accomplishments and interests.
- Uses contacts to forge positive public relations for the FBI and to obtain information which facilitates the FBI mission.

VS
5. Initials of Employee

9/11/98
Date

Three

FBI/DOJ

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Plan - Critical Element and Performance Standard Page

[SEE INSTRUCTIONS ON REVERSE]


SPECIAL AGENT IN CHARGE

1. Payroll Name of Employee <u>O'NEILL, JOHN P.</u>	2. Social Security Number <u>147-42-1004</u>
3. Critical Element # <u>4</u> : EQUAL EMPLOYMENT OPPORTUNITY - Supports and promotes the DOJ's and the FBI's equal employment opportunity program.	

4. PERFORMANCE STANDARD

FULLY SUCCESSFUL

- Regularly demonstrates support and effective implementation of the DOJ's and the FBI's Equal Employment Opportunity (EEO) plans and policies.
- Maintains effective personal and delegated liaison with appropriate community contacts from diverse organizations to ensure intensified and concerted outreach efforts to enhance our cooperative relations with local community residents and our recruitment of all available qualified candidates for FBI employment in accordance with FBI hiring plans.
- Provides appropriate guidance to all subordinates regarding opportunities for career development for all qualified employees in the organizational units.
- Implements, in accordance with FBIHQ instructions, systems to sensitize supervisors and subordinates (where applicable) to their EEO responsibilities and appropriate treatment in the workplace of all employees.
- Consistently demonstrates EEO sensitivity in work assignments (where applicable) through preparation of FBI policy recommendations.
- Promotes the value of cultural diversity among FBI employees.
- Ensures that employees who offend fellow employees are adequately counseled, and where appropriate, provided cultural sensitivity training or referred for appropriate administrative action.
- Solicits and considers feedback from persons from diverse backgrounds in the development/implementation of FBI planning and/or programs.


5. Initials of Employee

9/11/98
Date

Three

FBI/DOJ



THRIFT SAVINGS PLAN ELECTION FORM

TSP-1

Use this form to:
o Start or change your contributions to the Thrift Savings Plan (TSP)
o Stop your contributions to the TSP
o Indicate how you want your future contributions to be invested in the three TSP funds.

Before completing this form, please read the *Summary of the Thrift Savings Plan for Federal Employees* and the instructions on the back of this form. Type or print all information. Return the completed form to your agency employing office. Do not remove your copy. Your agency will return it to you after completing Section VII.

I. INFORMATION ABOUT YOU

1. O'Neill John P.
Name (Last) (First) (Middle)

2. 441 EAST 20th STREET NY, NY 10010
Street Address City State Zip Code

3. 147 - 42 - 1004
Social Security Number

4. (212) 384-2870
Daytime Phone (Area Code and Number)

5. 2/6/52
Date of Birth (Month/Day/Year)

6. NY 4385
Office Identification (Agency and Organization)

II. AMOUNT OF YOUR CONTRIBUTIONS

If you complete this section, you must also complete Section IV.

Complete either Part A or Part B of this section.

Part A. To contribute to your TSP account, enter either a whole percentage of your basic pay per pay period (Item 7) or a whole dollar amount per pay period (Item 8).

Part B. If you are a FERS employee who is not, and will not be, contributing to your TSP account at this time, but you are allocating your Agency Automatic (1%) Contributions, check Item 9.

7. 5.0% OR 8. \$.00

9. (Noncontributing FERS)

III. STOPPING YOUR CONTRIBUTIONS

Do not complete Section II. FERS employees must also complete Section IV.

To stop your contributions to the TSP, check Item 10 and sign and date Items 15 and 16. If you are a FERS employee, your Agency Automatic (1%) Contributions will continue. You must complete Section IV to show how you want these contributions to be divided among the three TSP funds.

10. I want to stop contributing to my TSP account. I understand that my payroll deductions will stop at the end of the pay period in which my agency employing office accepts this form.

IV. ALLOCATING CONTRIBUTIONS

You must also complete Section II or III.

Show how you want future contributions to your account to be divided among the G, F, and C Funds. Enter the percentage (in multiples of 5%) that you want invested in each fund. Do not use dollar amounts. The total of Items 11, 12, and 13 must equal 100%. If you are a FERS employee, the percentages that you choose will be applied to all contributions to your account, including Agency Automatic (1%) Contributions and Agency Matching Contributions.

If you invest in either the F or C Fund, you must sign Item 14; otherwise, your form will be returned to you unprocessed.

11. G Fund	Government Securities Investment Fund	<u>.0%</u>
12. F Fund	Fixed Income Index Investment Fund	<u>.0%</u>
13. C Fund	Common Stock Index Investment Fund	<u>100.0%</u>
Total		<u>100.0%</u>

V. ACKNOWLEDGEMENT OF RISK

Also sign Section VI.

I have chosen to invest in the F and/or C Fund. I understand that I am making this investment at my own risk. I also understand that I am not protected by either the U.S. Government or the Federal Retirement Thrift Investment Board against investment loss in the F or C Fund, and that neither the U.S. Government nor the Federal Retirement Thrift Investment Board guarantees a return on my investment.

14. John P. O'Neill
Participant's Signature

VI. SIGNATURE

You must sign Item 15 and date Item 16; otherwise, your form will be returned to you unprocessed.

15. John P. O'Neill
Participant's Signature

16. 12/22/98
Date Signed

VII. FOR EMPLOYING OFFICE USE ONLY

17. 15-02-0001 18. FBI 19. 1-3-99 20. _____
Code Effective Date TSP SCD (Optional)

21. _____ 22. 12-28-98
Acceptance Date

23. _____ 24. FERS trans 1-3-99
New Eligibility Date if Item 10 Is Checked Remarks



NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) ONEILL JOHN P	2. Social Security Number 147-42-1004	3. Date of Birth 02-06-1952	4. Effective Date 01-03-1999
---	---	---------------------------------------	--

FIRST ACTION		SECOND ACTION	
5-A. Code 002	5-B. Nature of Action CORRECTION	6-A. Code 803	6-B. Nature of Action CHG IN RETIREMENT PLAN
5-C. Code FBI	5-D. Legal Authority 28 U.S.C. 536	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-049 049	15. TO: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-049 049
--	---

8. Pay Plan ES	9. Occ. Code 1811	10. Grade/Level 00	11. Step/Rate 05	12. Total Salary 137,344.00	13. Pay Basis PA	16. Pay Plan ES	17. Occ. Code 1811	18. Grade/Level 00	19. Step/Rate 05	20. Total Salary/Award 137,344.00	21. Pay Basis PA
12A. Basic Pay 118400.00	12B. Locality Adj. 18944.00	12C. Adj. Basic Pay 137344.00	12D. Other Pay	20A. Basic Pay 118400.00	20B. Locality Adj. 18944.00	20C. Adj. Basic Pay 137344.00	20D. Other Pay				

14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NEW YORK CITY 3540	22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NEW YORK CITY 3540
---	---

EMPLOYEE DATA

23. Veterans Preference I	1 - None 2 - 5-Point	3 - 10-Point/Disability 4 - 10-Point/Compensable	5 - 10-Point/Other 6 - 10-Point/Compensable/30%	24. Tenure 0	0 - None 1 - Permanent	2 - Conditional 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF NO
27. FEGLI B	WAIVED			28. Annuitant Indicator 9	29. Pay Rate Determinant 0			
30. Retirement Plan M	FERS & FICA-SPEC			31. Service Comp. Date (Leave) 06-22-1970	32. Work Schedule F	33. Part-Time Hours Per Biweekly Pay Period		

POSITION DATA

34. Position Occupied 4	1 - Competitive Service 2 - Excepted Service	3 - SES General 4 - SES Career Reserved	35. FLSA Category E	E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status
38. Duty Station Code	39. Duty Station (City - County - State or Overseas Location)					

40. AGENCY DATA 067-0679605	41.	42.	43.	44. SQUAD: 100A
---------------------------------------	-----	-----	-----	---------------------------

45. Remarks
 FIELD ' FROZEN-CSRS-SERVICE ' WAS CORRECTED.
 PAYABLE SALARY LIMITED TO \$125900.00 BY 5 U.S.C. 5303(F) (OR OTHER STATUTORY AUTHORITY)
 SALARY IN BLOCK 20 INCLUDES AVAILABILITY PAY OF \$ 0.00
 2644.50 HOURS OF SICK LEAVE AS OF 01/02/1999
 CHANGE IN RETIREMENT PLAN PURSUANT TO P.L. 105-61
 FROZEN SERVICE: 28 YR(S) 06 MO(S) 11 DAY(S)
 CREDITABLE MILITARY SERVICE: NONE
 PREVIOUS RETIREMENT COVERAGE: PREVIOUSLY COVERED
 FIELD ' FROZEN-CSRS-SERVICE ' WAS CORRECTED

PLEASE RETAIN FOR YOUR

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46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION	50. Sign JBAU DIR
47. Agency Code DJ02	48. Personnel Office ID 4017
49. Approval Date 01-30-1999	3

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) ONEILL JOHN P	2. Social Security Number 147-42-1004	3. Date of Birth 02-06-1952	4. Effective Date 01-03-1999
---	---	---------------------------------------	--

FIRST ACTION		SECOND ACTION	
5-A. Code 803	5-B. Nature of Action CHG IN RETIREMENT PLAN	6-A. Code	6-B. Nature of Action
5-C. Code FBI	5-D. Legal Authority 28 U.S.C. 536	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-049 049					15. TO: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-049 049						
8. Pay Plan ES 1311	9. Occ. Code 00	10. Grade/Level 05	11. Step/Rate 05	12. Total Salary 137,344.00	13. Pay Basis PA	16. Pay Plan ES 1811	17. Occ. Code 00	18. Grade/Level 05	19. Step/Rate 05	20. Total Salary/Award 137,344.00	21. Pay Basis PA
12A. Basic Pay 118400.00	12B. Locality Adj. 18944.00	12C. Adj. Basic Pay 137344.00	12D. Other Pay		20A. Basic Pay 18400.00	20B. Locality Adj. 18944.00	20C. Adj. Basic Pay 137344.00	20D. Other Pay			

14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NEW YORK CITY 3540					22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NEW YORK CITY 3540				
---	--	--	--	--	---	--	--	--	--


EMPLOYEE DATA			
23. Veterans Preference <input checked="" type="checkbox"/> 1 - None <input type="checkbox"/> 2 - 5-Point		3 - 10-Point/Disability 4 - 10-Point/Compensable	
24. Tenure <input type="checkbox"/> 0 - None <input type="checkbox"/> 1 - Permanent		2 - Conditional 3 - Indefinite	
25. Agency Use		26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
27. FEGLI <input checked="" type="checkbox"/> WAIVED		28. Annuitant Indicator <input type="checkbox"/> 9	
29. Pay Rate Determinant <input type="checkbox"/> 0		30. Retirement Plan <input checked="" type="checkbox"/> FERS & FICA-SPEC	
31. Service Comp. Date (Leave) 06-22-1970		32. Work Schedule <input type="checkbox"/> F	
33. Part-Time Hours Per Biweekly Pay Period		34. Position Occupied <input checked="" type="checkbox"/> 1 - Competitive Service <input type="checkbox"/> 2 - Excepted Service	

POSITION DATA	
35. FLSA Category <input checked="" type="checkbox"/> E - Exempt <input type="checkbox"/> N - Nonexempt	36. Appropriation Code
37. Bargaining Unit Status	38. Duty Station Code
39. Duty Station (City - County - State or Overseas Location)	

40. AGENCY DATA 067-0679605	41.	42.	43.	44. SQUAD: 100A
---------------------------------------	-----	-----	-----	---------------------------

45. Remarks
**2644.50 HOURS OF SICK LEAVE AS OF 01-02-1999
 PAYABLE SALARY LIMITED TO \$125900.00 BY 5 U.S.C. 5303(F) (OR OTHER
 STATUTORY AUTHORITY)
 SALARY IN BLOCK 20 INCLUDES AVAILABILITY PAY OF \$ 0.00**

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION			50. Sig 
47. Agency Code DJ02	48. Personnel Office ID 4017	49. Approval Date 01-15-1999	
46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION			

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b7c

3



Election of Coverage Federal Employees Retirement System

Section 1. Instructions for Employee

- Complete this form only if you wish to elect FERS coverage. If you wish your current coverage to continue, take no action.
 - Read information on back of Part 3.
 - Make your election in Section 4.
 - Complete Section 5.
 - Be sure to sign and date in Section 6.
- Return Parts 2 and 3 according to your employing office's instructions.
 - Be sure to read your FERS Transfer Handbook.
 - If you elect FERS, any CSRS designation of beneficiary (SF 2808) is cancelled. If you want to make a new designation of beneficiary, use SF 3102.

Section 2. Identifying Information (type or print)

Name (Last, first, middle) <i>O'Neill, John P.</i>	Date of birth (mo, dy, yr) <i>2/2/52</i>	Social Security Number <i>147-42-1004</i>
Employing Department or Agency <i>FBI</i>	Agency location (City, state, ZIP Code) <i>N.Y. NY 10278</i>	

Section 3. Verification of Receipt of Election Form (Employee's signature in this section verifies receipt of this form. It does not constitute an election.)

Employee's signature <i>John P. O'Neill</i>	Date <i>12/22/98</i>	Office telephone number <i>212-384-2970</i>
--	-------------------------	--

Section 4. Election Place your initials in the box to indicate that you want FERS coverage.



I elect FERS coverage. I understand that I will be covered by (1) the Basic Benefits of FERS, (2) the Old Age, Survivors, and Disability Insurance programs of Social Security and (3) the Thrift Savings Plan. I authorize withholdings from my pay for FERS and Social Security purposes. I understand that this decision is irrevocable.

Section 5. Former Spouse Information

Do you have a living former spouse to whom a court order, on file at OPM, awards a portion of your annuity or, if the former spouse has not remarried before age 55, survivor benefits based on your Federal service?

Yes Attach OPM Form 1556, Former Spouse's Consent to FERS Election, your request for waiver of consent requirement, or your request for extension of election deadline in order to modify court order.

No

I don't know if a court order is on file at OPM. I request OPM to determine whether a qualified court order is on file.

Section 6. Employee's Certification

I hereby certify that all statements made on this election are true to the best of my knowledge.

Signature <i>John P. O'Neill</i>	Date <i>12/22/98</i>
-------------------------------------	-------------------------

Warning: Any intentional false statement in this election or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years or both. (18 USC 1001)

For Agency Use Only →

Date or receipt by agency <i>12-28-98</i>	<i>26445056</i>
--	-----------------

1623

November 18, 1997

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b7C

[Redacted]

USAirways
2345 Crystal Drive
Arlington, Virginia 22227

Dear [Redacted]

Thank you for your November 6th letter commending Special Agent in Charge John O'Neill for his recent participation in your domestic GSC program. I'm glad that the comments by the station managers regarding his presentation on "Threat Assessment for U.S. Flag Carriers" were so impressive.

It is always a pleasure for me to receive compliments about our personnel, especially when they reflect so favorably on the Bureau. I will share your letter with Agent O'Neill, and I'm sure he will join me in thanking you.

Sincerely yours,

Louis J. Freeh

Louis J. Freeh
Director

MAILED 7
NOV 19 1997

1 - ADIC, New York (PERSONAL ATTENTION)
Bring to the attention of SAC John P. O'Neill - Enc.

- 1 - [Redacted] (7176)
 - 1 - [Redacted] (7176)
 - 1 - [Redacted] (7176)
- 67-679605 (John P. O'Neill) - Enc.

NOTE: We have had prior cordial correspondence with [Redacted]

ITR

- Dep. Dir. _____
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.: _____
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res. _____
- Insp. _____
- Lab. _____
- National Sec. _____
- Personnel _____
- Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

APPROVED: _____
 APPROVED: _____
 DIRECTOR: _____
 SPECIAL AGENT IN CHARGE: _____

John

67-679605-167

John

MAIL ROOM

FBI/DOJ



U.S AIRWAYS

10/4

*000M-06
P-4*

*SA
97-11110*

November 6, 1997

Mr. Louis B. Freeh
Director
Federal Bureau of Investigation
FBI Headquarters
9th and Pennsylvania Avenue, NW
Washington, DC 20535

Dear Mr. Freeh:

On behalf of the US Airways Corporate Security and Customer Services Training Departments, I would like to thank and commend John O'Neil, Special Agent-in-Charge, National Security Division New York Office of the FBI, for his participation as the keynote speaker for our domestic GSC program held in Washington, DC on September 30 and October 1. His presentation covered "Threat Assessment for U. S. Flag Carriers" and was the highlight of the program. The information presented and John's style of presentation captivated the audience of our station managers and held them riveted to their seats. Comments received following this training confirmed that it was one of the best ever. John's presentation was most informative and timely, and it set the appropriate tone for the remainder of the program. Such high level, personal appearances from FBI personnel help to inspire station managers who have the direct day-to-day responsibility for implementing our security program. Please extend to him my sincere thanks and gratitude.

Again, please accept my personal thanks for the cooperation the Bureau has given to US Airways. If I or my staff can ever be of service to you or your staff, please feel free to call on us.

Sincerely,

[Redacted signature box]

AT

b6
b7C

cc: [Redacted] CS Training Department

*ack
11/18/97
U.S.*


DPCA/ate

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Plan - Notice Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Position Title and Grade SPECIAL AGENT IN CHARGE ES-5	4. Office of Assignment NEW YORK

This Performance Plan is consistent with the employee's assigned duties and responsibilities and is in furtherance of the mission and goals of the FBI

5.  _____ Date 4-14-99

b6
b7C

6.  _____ Date _____

Signature of Reviewing Official

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and I am aware that my summary rating must at a minimum, meet the Fully Successful (FS) level, with no rating less than FS on any critical element, in order to be considered for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the FS level, may be the basis for my reassignment, reduction in grade, or removal from the FBI Senior Executive Service.

7.  _____ Date 4-14-99

Signature of Employee

PRAU USE ONLY

Logged: wp 5-21-99/ker

CE	Type	Code	Reviewed
1	✓	EAINVE	5/18/99
2	✓	EBADMI	
3	✓	ECLIAI	
4	✓	EDEGUA	✓

Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Plan - Critical Element and Performance Standard Page

[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE

1. Payroll Name of Employee

O'NEILL, JOHN P.

2. Social Security Number

147-42-1004

3. Critical Element # 1:**EXECUTIVE MANAGEMENT OF INVESTIGATIVE OPERATIONS -**

Manages investigative operations to include, but not limited to the Organized Crime, Drug, Foreign Counterintelligence, Violent Crimes and Major Offenders, and White Collar Crimes Programs. Manages other areas such as Civil Rights, Counterterrorism, Security Programs, Applicant matters and crisis situations.

4. PERFORMANCE STANDARD

FULLY SUCCESSFUL

IMPACT ON INVESTIGATIVE PROBLEMS IN THE DIVISION

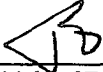
- Identifies problems and sets appropriate priorities and policies for meeting the investigatory objectives of the office.
- Devises and implements management oversight techniques to ensure pending cases are focused on priority problems.
- Routinely evaluates investigatory progress to ensure thoroughness and compliance with established policy.
- Consistent with priorities, obtains results commensurate with resources expended.

USE OF INVESTIGATIVE TECHNIQUES AND RESOURCES

- Effectively employs sophisticated techniques in order to advance investigative objectives.
- Carefully controls and allocates resources such that all investigations, and particularly priority investigations are staffed, funded and supported in a manner which will promote success.

INTELLIGENCE BASE

- Ensures development and maintenance of confidential sources who assist in initiating cases and/or reaching positive results.
- Similarly, ensures the acquisition of information from other sources which provides comparable results.


5. Initials of Employee

4/14/99
Date

Three

FBI/DOJ

Federal Bureau of Investigation
 Performance Management System - Executive Personnel
Performance Plan - Critical Element and Performance Standard Page

[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE

1. Payroll Name of Employee

O'NEILL, JOHN P.

2. Social Security Number

147-42-1004

3. Critical Element # 2:**EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS -**

Oversees the administrative operations of the division, to include personnel and financial management. Abides by the Office of Management and Budget regulations governing fraud, waste and abuse.

4. PERFORMANCE STANDARD


FULLY SUCCESSFUL

PERSONNEL MANAGEMENT

- Regularly evaluates personnel, including appropriate use of formal performance appraisals, to ensure that problems are identified/addressed and deserving employees are accorded recognition. Supports the division's Employee Assistance Program (EAP) and ensures that all employees are aware of the services offered by the EAP.
- Institutes and supports programs for training FBI and other law enforcement personnel.
- Identifies, originates, investigates, and reports in a timely and accurate manner, administrative inquiries where called for by rules/regulations or where deemed prudent by logic/circumstances.
- Generally ensures compliance with administrative reporting requirements.

FINANCIAL MANAGEMENT

- Ensures the overall effective management of the division's operational budgets and Forfeiture Program.
- Maintains overall responsibility for establishing/enforcing administrative controls over financial matters.
- Counsels all subordinates on the mandate to report and curtail fraud, waste and abuse concerning Bureau operations.
- Promotes operational economy and efficiency using established means.


 5. Initials of Employee

4/14/99
 Date

Three

FBI/DOJ

Federal Bureau of Investigation
 Performance Management System - Executive Personnel
 Performance Plan - Critical Element and Performance Standard Page

[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE

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

3. Critical Element # 3: **LIAISON AND MEDIA RELATIONS** - Promotes divisional/organizational programs and interests to advance investigative or operational mission. Serves as the FBI's primary representative and spokesperson within division territory.

4. PERFORMANCE STANDARD
 FULLY SUCCESSFUL

ESTABLISHMENT AND MAINTENANCE OF MEDIA RELATIONSHIPS


- Personally and through subordinates, establishes and maintains division-wide contacts with the electronic and print media.
- Uses these contacts to make FBI accomplishments and interests known to the public.

ESTABLISHMENT AND MAINTENANCE OF LAW ENFORCEMENT RELATIONSHIPS

- Personally and through subordinates, establishes and maintains division-wide contacts with local, state and federal law enforcement, and Intelligence Community elements within the division.
- Through these contacts, obtains assistance in identifying crimes and crime problems, as well as operational support.

ESTABLISHMENT AND MAINTENANCE OF COMMUNITY RELATIONSHIPS

- Personally and through subordinates, establishes and maintains contact with leaders in the community ensuring that they are aware of FBI accomplishments and interests.
- Uses contacts to forge positive public relations for the FBI and to obtain information which facilitates the FBI mission.


 5. Initials of Employee

4/14/97
 Date

Three

FBI/DOJ

Federal Bureau of Investigation
 Performance Management System - Executive Personnel
Performance Plan - Critical Element and Performance Standard Page

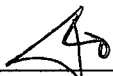
[SEE INSTRUCTIONS ON REVERSE]

SPECIAL AGENT IN CHARGE
 1. Payroll Name of Employee
 O'NEILL, JOHN P.

 2. Social Security Number
 147-42-1004

 3. Critical Element # AL: **EQUAL EMPLOYMENT OPPORTUNITY** - Supports and promotes the DOJ's and the FBI's equal employment opportunity program.
4. PERFORMANCE STANDARD**FULLY SUCCESSFUL**

- Regularly demonstrates support and effective implementation of the DOJ's and the FBI's Equal Employment Opportunity (EEO) plans and policies.
- Maintains effective personal and delegated liaison with appropriate community contacts from diverse organizations to ensure intensified and concerted outreach efforts to enhance our cooperative relations with local community residents and our recruitment of all available qualified candidates for FBI employment in accordance with FBI hiring plans.
- Provides appropriate guidance to all subordinates regarding opportunities for career development for all qualified employees in the organizational units.
- Implements, in accordance with FBIHQ instructions, systems to sensitize supervisors and subordinates (where applicable) to their EEO responsibilities and appropriate treatment in the workplace of all employees.
- Consistently demonstrates EEO sensitivity in work assignments (where applicable) through preparation of FBI policy recommendations.
- Promotes the value of cultural diversity among FBI employees.
- Ensures that employees who offend fellow employees are adequately counseled, and where appropriate, provided cultural sensitivity training or referred for appropriate administrative action.
- Solicits and considers feedback from persons from diverse backgrounds in the development/implementation of FBI planning and/or programs.


 5. Initials of Employee


 Date

Three

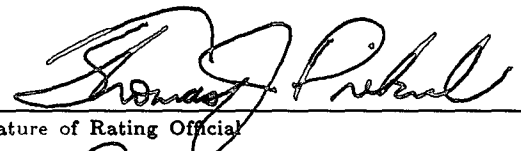
FBI/DOJ

**Federal Bureau of Investigation
Performance Management System - Executive Personnel
Performance Plan - Notice Page**

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Employee O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Position Title and Grade SPECIAL AGENT IN CHARGE ES-5	4. Office of Assignment NEW YORK CITY

This Performance Plan is consistent with the employee's assigned duties and responsibilities and is in furtherance of the mission and goals of the FBI.

5.  10/29/98
Signature of Rating Official Date

6.  10/29/98
Signature of Reviewing Official Date

I have been advised of my critical element(s) and performance standards for the forthcoming appraisal period and I am aware that my summary rating must at a minimum, meet the Excellent level, with no rating less than Fully Successful (FS) on any critical element, in order to be considered for promotion, administrative advancement, and/or office of preference transfer. In addition, I am aware that my summary rating, if below the FS level, may be the basis for my reassignment, reduction in grade, or removal from the FBI Senior Executive Service.

7.  10/29/98
Signature of Employee Date

PRAU USE ONLY

Logged : 10/11/98 YCES

CE	Type	Code	Reviewed
1	✓	EADIVE	<u>10/11/98</u>
2	✓	ECADMI	<u>10/11/98</u>
3	✓	ECLIAI	<u>10/11/98</u>
4	✓	EDEQUA	<u>10/11/98</u>

**Due to an administrative oversight, you were not provided with an updated Notice Page when your ES level changed on 1/2/98. The information on this Notice Page reflects that change. The critical elements and performance standards, from the performance plan you signed on 1/2/97, remain in force.*



NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) ONEILL JOHN P					2. Social Security Number 147-42-1004		3. Date of Birth 02-06-1952		4. Effective Date 07-11-1999		
FIRST ACTION					SECOND ACTION						
5-A. Code 292		5-B. Nature of Action RTD			6-A. Code		6-B. Nature of Action				
5-C. Code FBI		5-D. Legal Authority 28 U.S.C. 536			6-C. Code		6-D. Legal Authority				
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 SA-00-049 049						
8. Pay Plan ES		9. Occ. Code 1811		10. Grade/Level 00		11. Step/Rate 05		12. Total Salary 137,344.00		13. Pay Basis PA	
20A. Basic Pay 118400.00		20B. Locality Adj. 18944.00		20C. Adj. Basic Pay 137344.00		20D. Other Pay					
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NEW YORK CITY 3540						

EMPLOYEE DATA											
23. Veterans Preference <input checked="" type="checkbox"/> 1 - None <input type="checkbox"/> 2 - 5-Point <input type="checkbox"/> 3 - 10-Point/Disability <input type="checkbox"/> 4 - 10-Point/Compensable <input type="checkbox"/> 5 - 10-Point/Other <input type="checkbox"/> 6 - 10-Point/Compensable/30%					24. Tenure <input checked="" type="checkbox"/> 0 - None <input type="checkbox"/> 1 - Permanent <input type="checkbox"/> 2 - Conditional <input type="checkbox"/> 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
27. FEGLI <input checked="" type="checkbox"/> WAIVED					28. Annuitant Indicator <input checked="" type="checkbox"/> 9			29. Pay Rate Determinant <input checked="" type="checkbox"/> 0			
30. Retirement Plan <input checked="" type="checkbox"/> FERS & FICA-SPEC			31. Service Comp. Date (Leave) 06-22-1970		32. Work Schedule <input checked="" type="checkbox"/> F			33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied <input checked="" type="checkbox"/> 4 1 - Competitive Service 2 - Excepted Service			35. FLSA Category <input checked="" type="checkbox"/> E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status			
38. Duty Station Code					39. Duty Station (City - County - State or Overseas Location)						

40. AGENCY DATA 067-0679605		41.		42. EFF HR: 808		43.		44. SQUAD: 100A	
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45. Remarks
**PAYABLE SALARY LIMITED TO \$125900.00 BY 5 U.S.C. 5303(F) (OR OTHER STATUTORY AUTHORITY)
 SALARY IN BLOCK 20 INCLUDES AVAILABILITY PAY OF \$ 0.00**

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION			47. Agency Code DJ02			48. Personnel Office ID 4017			49. Approval Date 07-12-1999			50. Director DIRECTOR		
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b6
b7C

64

November 7, 1997

PERSONAL

Mr. John P. O'Neill
Federal Bureau of Investigation
New York, New York

Dear Mr. O'Neill:

Each year at this time, I am presented with award recommendations describing the FBI Senior Executives who have excelled in the performance of their duties throughout the past year. As our organization struggles to maximize our investigatory successes from constrained resources, I have involved myself personally to ensure that awards allocated at the executive level are not provided on a perfunctory basis as a function of available funding or appraisal ratings. My mandate is that these awards be given only to those executives who have truly provided an extraordinary contribution toward the FBI mission.

Your initiative and drive have earned you such an honor, and it is with great pleasure that I have approved an award in an amount equivalent to 5 percent of your basic salary, which will be reflected in an upcoming statement of earnings. I congratulate you on this past year of outstanding success and urge you to continue your fine efforts.

Sincerely yours,

Louis J. Freeh
Director

67-119-679605-169

Dep. Dir. _____ 1 - PRAU, Room 6859

Chief of Staff _____
Off. of Gen. Counsel _____ Based on EC from [redacted] to the Director, dated 10/22/97,
Asst. Dir.: _____ captioned "FBI SENIOR EXECUTIVE SERVICE (SES) 1997 ANNUAL
Crim. Inv. _____ PERFORMANCE RATINGS AND AWARDS."
CJIS _____ (5.5% award)

b6
b7C

Info. Res. _____
Insp. _____ (3)
Lab. _____
National Sec. _____
Personnel _____
Training _____
Off. of EEOA _____
Off. of Public & Cong. Affs. _____
Director's Office _____

APPROVED: _____
Director _____
Dep. Dir. _____
Crim. Inv. _____
Crim. Jus. Info. _____
Servs. _____
Finance _____
Gen. Counsel _____
Info. Res. _____
Inspection _____
Laboratory _____
National Sec. _____
Personnel _____
Training _____
Office of EEO Affairs _____
Office of Public & Cong. Affairs _____

MAIL ROOM

FBI/DOJ

MAIL SENT DIRECT FROM PRAU.

1081

November 7, 1997

PERSONAL

Mr. John P. O'Neill
Federal Bureau of Investigation
New York, New York

Dear Mr. O'Neill:

Under the provisions of the FBI Senior Executive Service (SES), each senior executive is entitled to receive a copy of his/her final rating. In most cases, the enclosed document differs from the initial rating you received from your rating official only by the addition of approval signatures from the chairman of the Performance Review Board (PRB), and either the Deputy Director, or myself as the final appointing authority.

If you exercised the option of providing a formal response to your initial rating, your response and any comments provided by your reviewing official, the PRB, and the appointing authority are also included. This copy of the final rating constitutes the reply to any response; no other administrative avenue of appeal is available under the FBI SES.

Sincerely yours,

Louis J. Freeh
Director

Enclosure

1 - PRAU, Room 6859

68-55-771

- Dep. Dir. TBH (3)
- Chief of Staff _____
- Off. of Gen. Counsel _____
- Asst. Dir.:
- Crim. Inv. _____
- CJIS _____
- Finance _____
- Info. Res. _____
- Insp. _____
- Lab. _____
- National Sec. _____
- OPR _____
- Personnel _____
- Training _____
- Off. of EEOA _____
- Off. of Public & Cong. Affs. _____
- Director's Office _____

APPROVED: _____

Crim. Inv. _____	Info. Res. _____	Training _____
Crim. Jus. Info. _____	Inspection _____	Office of EEO _____
Servs. _____	Laboratory _____	Affairs _____
Director _____	Finance _____	National Sec. _____
Dep. Dir. _____	Gen. Counsel _____	Personnel _____
		Cong. Affairs _____

MAIL ROOM

MAIL SENT DIRECT FROM PRAU.

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) ONEILL JOHN P FIRST ACTION		2. Social Security Number 147-42-1004 SECOND ACTION	3. Date of Birth 02-06-1952	4. Effective Date 01-02-1998
5-A. Code 09A	5-B. Nature of Action PAY ADJ	6-A. Code	6-B. Nature of Action	
5-C. Code FBI	5-D. Legal Authority 28 U.S.C. 536	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	

7. FROM: Position Title and Number

SUPERVISORY SPECIAL AGENT
SA-00-049 049

8. Pay Plan ES 1811	9. Occ. Code 00	10. Grade/Level 04	11. Step/Rate 04	12. Total Salary 129,804.00	13. Pay Basis PA
12A. Basic Pay 111900.00	12B. Locality Adj. 17904.00	12C. Adj. Basic Pay 129804.00	12D. Other Pay		

14. Name and Location of Position's Organization
FEDERAL BUREAU OF INVESTIGATION
NEW YORK CITY 3540

15. TO: Position Title and Number

SUPERVISORY SPECIAL AGENT
SA-00-049 049

16. Pay Plan ES 1811	17. Occ. Code 00	18. Grade/Level 05	19. Step/Rate 05	20. Total Salary/Award 134,212.00	21. Pay Basis PA
20A. Basic Pay 115700.00	20B. Locality Adj. 18512.00	20C. Adj. Basic Pay 134212.00	20D. Other Pay		

22. Name and Location of Position's Organization
FEDERAL BUREAU OF INVESTIGATION
NEW YORK CITY 3540

EMPLOYEE DATA


23. Veterans Preference 1 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%	24. Tenure 0 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
27. FEGLI 5 WAIVED	28. Annuitant Indicator 9	29. Pay Rate Determinant C	
30. Retirement Plan 3 CSRS-SPEC	31. Service Comp. Date (Leave) 06-22-1970	32. Work Schedule F	33. Part-Time Hours Per Biweekly Pay Period
34. Position Occupied 4 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved	35. FLSA Category E E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status
38. Duty Station Code	39. Duty Station (City - County - State or Overseas Location)		

40. AGENCY DATA

41. 067-0679609	42.	43.	44. SQUAD: 100A
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45. Remarks
**SALARY IN BLOCK 20 INCLUDES AVAILABILITY PAY OF \$ 0.00
 PAYABLE SALARY LIMITED TO \$125900.00 BY 5 U.S.C. 5303(F) (OR OTHER
 STATUTORY AUTHORITY)**

PLEASE RETAIN FOR YOUR RECORDS

46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION			50. Signature/Authentication and Title of Approving Official LOUIS J. FREEH DIRECTOR	
47. Agency Code DJ02	48. Personnel Office ID 6017	49. Approval Date 01-30-1998		

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Cover Page



[See Instructions on Reverse]

1. Payroll Name of Executive:
JOHN P. O'NEILL

2. Social Security Number:
147-42-1004

3. Position Title and ES Level:
SPECIAL AGENT IN CHARGE ES 5

4. Office of Assignment:
NEW YORK CITY 3540

5. Reason for Issuance:
 Annual Position Change Other b6
b7C

6. Critical Element(s):
Ratings:
#1 0 #2 0 #3 0
#4 E #5 #6

7. Summary: OUTSTANDING

8. I certify that this represents a fair and objective performance evaluation.

Thomas J. Prekul
Signature of Rating Official

7/31/98
Date

9. Progress Review Conducted: 1/27/98

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED EXCEPT
WHERE SHOWN OTHERWISE

10. I am aware that: 1) A summary rating at the Excellent level, with no element rating less than Fully Successful (FS), is required for administrative advancement; 2) Adverse actions (described on reverse of form) may stem from a final rating below FS; 3) I am allowed fourteen (14) calendar days to prepare written comments regarding this Performance Appraisal Report (PAR) for the consideration of my reviewing official and the Performance Review Board (PRB). 4) Unless I respond by adding comments or specifically request a higher level review, this PAR will not be subject to further examination by a reviewing official.

I do do not choose to addend comments to this PAR.

John P. O'Neill
Signature of Executive

8/5/98
Date

Recommendations:

11. Reviewing Official: (See addendum) I recommend this PAR be:
 accepted as issued. adjusted.

DATE: 11-10-2009
CLASSIFIED BY 60324 uc baw/sab/rs
REASON: 1.4 (c)
DECLASSIFY ON: 11-10-2034

Signature of Reviewing Official

Date

12. PRB We recommend this PAR be:

accepted as issued
 adjusted

accepted as recommended by the reviewing official.

Chair

9/3/98
Date

Approval

13. The appointing authority:

accepted PAR as recommended by the PRB.
 adjusted PAR as indicated in item 6.
 See attached comments.

Lawrence B. Bryant
Appointing Authority 9/18/98
Date

PRAU Use Only

Entered: *[Signature]*

PPSTF: 1/2/98

Checked: *[Signature]*

[Signature]
FBI/DOJ

~~SECRET~~

JOHN P. O'NEILL
NEW YORK OFFICE
7/1/97 - 6/30/98

CE #1 Executive Management of Investigative Operations

IMPACT ON INVESTIGATIVE PROBLEMS IN THE DIVISION

--During the relevant rating period, SAC O'Neill has taken on a comprehensive review of the entire intelligence division, and together with his ASACs, went through a complete reorganization. Working in a block of approximately 30 hours and chairing the entire reorganization, every aspect and every program was looked at in a manner that would help improve the Division's approach to Intelligence and the Terrorism Program. In addition, a system was set up so that yardsticks could be utilized to measure the overall effectiveness of the reorganization and more aggressive and total approach of the Programs.

--As mentioned above, a system to monitor the results of the reorganization was activated and already the benefits of the reorganization are showing substantial results, many of which will be addressed under the subtitle Intelligence Base, which has greatly increased as a result of the reorganization.

--As a result of this reorganization, Division I is now in a position to address and be prepared to handle situations as they arise which emanate from many regions of the world. Part of this reorganization effort was geared towards measuring techniques that are utilized by the individual squads, and the program areas are encouraged to utilize extraordinary techniques in pursuit of their target areas. As a result of these efforts, there has been a substantial increase in the use of extraordinary techniques by all three Branches on the Division.

--During the relevant rating period, SAC O'Neill actively and aggressively monitored the TWA investigation of the explosion and crash of Flight 800 insuring that all leads and testing were being pursued in a timely fashion and that the overall investigation would reach logical completion in a timely fashion.

--SAC O'Neill played a major leadership role in Operation Ice, a multi-agency police force exercise to prepare the Bureau and other law enforcement and relevant entities in NY for a major biological/chemical disaster. A tremendous amount of coordinated effort, led by SAC O'Neill, was undertaken to insure the success of this operation. The Bureau played a major role in this exercise and established itself as a leader in the terrorism field during the course of it -- which was considered a huge success by the Mayor and the other heads of the respective agencies in NY.

--During this relevant period, SAC O'Neill's CITAC squad has been established and has subsequently been staffed. This squad and

~~SECRET~~

60

the strategy formulated by SAC O'Neill with a task force make-up, played a significant role in Operation Ice supra. This squad is also responsible for the ANSIR program, which is a key component of the National Security strategy, and SAC O'Neill is emphasizing the importance in terms of investigative programs insuring that this program is approached in a professional and aggressive manner.

(S) --SAC O'Neill has been extremely aggressive in invigorating the relationship between the FBI [redacted] He has (S) had frequent contact with the leadership [redacted] and encourages, when appropriate, his supervisory personnel, through his ASACs, to target subjects of mutual interest and the sharing of information.

--SAC O'Neill takes a hands-on approach to all investigations and is almost, in every situation, the first to arrive during a major incident, i.e. Brooklyn bombing. In addition, SAC O'Neill was the hands-on commander, along with the Chief of Department for the NYPD, during the investigation at Inwood, NY, of pipe bombs. Subsequent investigation uncovered weapons and involved the evacuation of a daycare center. After an evaluation of the situation at hand and a determination that this situation was not terrorism related, responsibility for further investigation was handed over to ATF.

(S) --SAC O'Neill's impact regarding the investigative priorities on Division I have been significant. There are three branches that fall under the executive management of SAC O'Neill. During this relevant rating period, the accomplishments on those branches have been remarkable. Comments received from the Assistant Director of the Intelligence Division at HQ as well as the Program Managers/Section Chiefs of the individual divisions at HQ, have noted the unprecedented accomplishments that have been achieved during the last year. SAC O'Neill has created an atmosphere and an aggressive posture that has helped nurture the significant accomplishments of the entire division. Both the (S) [redacted] have made strides that have produced results which have been highly recognized by the highest echelons of the intelligence community. In the terrorism arena, SAC O'Neill has been the key figure in organizing a coordinated effort by intelligence components, to include the CIA, as well as US Attorney's Office, to target a major international terrorist organization. His enlistment of assistance from other components of government, as well as foreign intelligence agencies and governments, has enabled this significant venture to formulate.

USE OF INVESTIGATIVE TECHNIQUES

--As outlined above, SAC O'Neill has taken many efforts to create an atmosphere and to be in a position to address the investigative problems associated with his division's responsibility. Incorporated into this strategy was the

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encouragement and promotion of the use of creative and sophisticated investigative techniques. The utilization of technical coverage has greatly enhanced investigative efforts; in addition other sophisticated, varied techniques have been utilized with great success, to include undercover operations, GPS systems, and the coverage of illegals activity with sophisticated camera techniques.

INTELLIGENCE BASE

--During this relevant period, SAC O'Neill's primary goal in the orchestration of the reorganization was to evaluate the existing intelligence base and improve and expand in areas; for the purpose of insuring that specific programs are benefitting by an expanded and shared intelligence base. He also sets measurement yardsticks, to insure that appropriate use is being made of information received and that cases are being generated from this information. Utilizing the barometers in place to measure enhancements in coverage of the program's intelligence base, there has been significant increases in asset informant coverage and the intelligence base itself has been enhanced to cover a far-wider range of both intelligence and terrorism activities, both in the NY area and worldwide.

--SAC O'Neill, through his ASACs and supervisors, continually evaluates the information being received in the various program areas and creates ticklers and a hands-on management approach to insure that the information developed is being properly utilized and generating the proper attention in terms of case follow-up.

--One clear example of the impact created by an improved intelligence base across the entire division was most noteworthy during the Iraqi crisis. Vast amounts of up-to-date intelligence information was being received and forwarded to the highest decision makers in government on a timely basis throughout this volatile situation. Sophisticated techniques, source reporting and a myriad of intelligence was all funneled together and reported on a continual basis to the situation. Information was of such value that the Director of the CIA and the US Ambassador to the UN paid special recognition to Division I for their outstanding contributions during this situation.

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(4/10/97)

DATE: 11-10-2009
CLASSIFIED BY: 60324 uc baw/sab/rs
REASON: 1.4 (c)
DECLASSIFY ON: 11-10-2034

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Document

Name: John P. O'Neill Social Security Number: 147-42-1004 1

Office/Division: New York ~~SECRET~~ Rating Period: 7/1/97 - 6/30/98

Name of Contributing Office/Division: National Security Division

Program: National Foreign Intelligence Program/Domestic Terrorism Program

Critical Element: #1 EXECUTIVE MANAGEMENT OF INVESTIGATIVE OPERATIONS

10/3/2004
CLASSIFIED BY: 60267NLS/BAW/DL
REASON: 1.4 (C)
DECLASSIFY ON: X 10/3/2029

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

SAC O'Neill continues to support and aggressively pursue Foreign Counterintelligence/International Terrorism investigations. He directs resources and utilizes investigative techniques to ensure the International Terrorism Program is managed effectively and efficiently.

SAC O'Neill is an active participant in a joint FBI/Central Intelligence Agency initiative designed to develop assets under the Weapons of Mass Destruction Program.

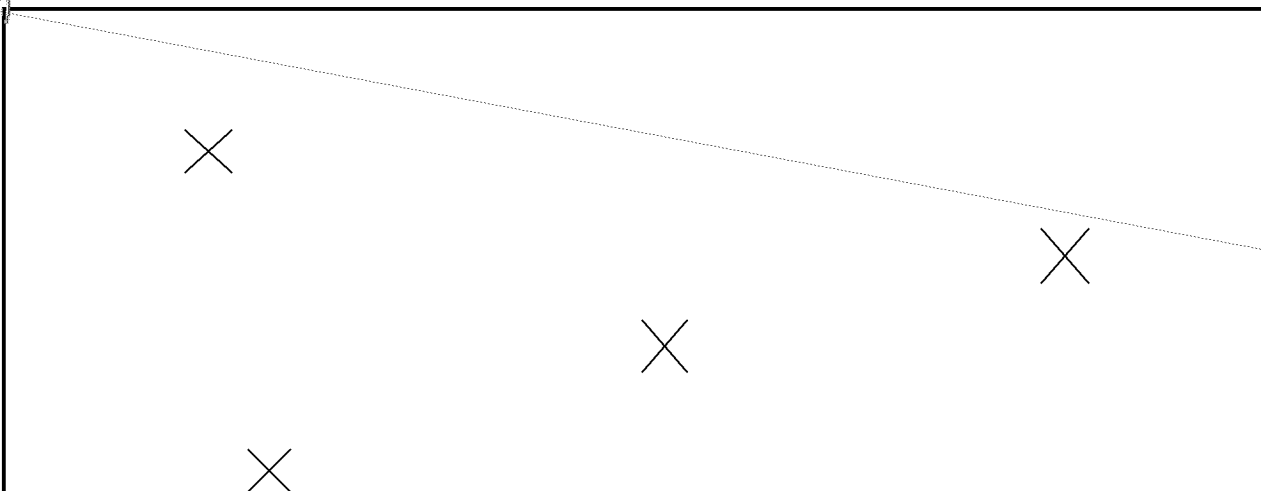
SAC O'Neill has provided outstanding management and support regarding International Terrorism matters to include extremely sensitive terrorism investigations. He has ensured that these investigations were initiated in a timely manner and managed effectively. In addition to the successful investigation of several International Radical Fundamentalist cases, SAC O'Neill has ensured that criminal cases on these subjects are initiated where practical. Significant results have been achieved during this rating period.

SAC O'Neill provided strong support for proactive counterintelligence operations, which yielded significant results against an important counterintelligence target.

SAC O'Neill provided strong support for sophisticated technical operations which supported the U.S. intelligence community.

SAC O'Neill effectively used a court-ordered electronic surveillance and search to investigate the possible compromise of a supercomputer by a foreign power.

This SAC has established appropriate goals and objectives with regard to the Division's National Foreign Intelligence Program.



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New York has a robust economic espionage program. SAC O'Neill is responsible for a number of key economic espionage investigations. He has provided guidance and support to the economic espionage program, and has taken the initiative on a bureau-wide economic espionage matter.

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New York continues to be the most significant office for several Country Threat sub-programs, as well as being very aggressive in pursuit of issue threat investigations. Two squads which handle two specific Country Threats are viewed by many field offices and members of the Intelligence Community as a significant resource.

Under the leadership of SAC O'Neill, greater interaction and cooperation between FBI Special Agents and their Federal, state and local counterparts exist. The creation of the New York Joint Terrorism Task Force has led to a more focused, integrated, and resource conscious approach to the investigation of terrorist groups and/or individuals. Moreover, state and local law enforcement officials view the FBI as a welcome and necessary participant in counterterrorism investigations. As a result of New York's Joint Terrorism Task Force initiatives, there has been a noticeable enhancement in relationships among the participating law enforcement agencies.

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SAC O'Neill is currently providing outstanding support to the 1998 Goodwill Games, a special event scheduled to take place during July, 1998. Appropriate field office resources are being provided to proactively support the planning, development and implementation of the FBI's counterterrorism efforts against potential acts of terrorism at this special event.

SAC O'Neill is reestablishing the FBI's leadership in counterterrorism investigative matters in the New York area. During a portion of this rating period, a segment of the counterterrorism effort had been directed toward the TWA Flight 800 investigation. SAC O'Neill actively and aggressively monitored the TWA investigation of the explosion and crash of the TWA Flight 800, ensuring that all leads and testing were being pursued in a timely fashion and that the overall investigation reached logical completion in a timely fashion.

SAC O'Neill has directly coordinated the activities of the FBI with the New York Police and Fire Department during incidents where the Joint Terrorism Task Force has participated.

SAC O'Neill strongly supports and actively contributes to the intelligence base of the New York Division. SAC O'Neill's primary goal in the orchestration of the reorganization was to evaluate the existing intelligence base and improve and expand in areas for the purpose of ensuring that specific programs are benefitting by an expanded and shared intelligence base.

SAC O'Neill also sets measurement yardsticks, to ensure that appropriate use is being made of information received and that cases are being generated from this information. Utilizing the barometers in place to measure enhancements in coverage of the program's intelligence base, there has been significant increases in asset informant coverage and the intelligence base itself has been enhanced to cover a far-wider range of both intelligence and terrorism activities, both in the New York area and worldwide.

New York has provided significant operational support to a long term overseas nuclear smuggling investigation. This investigation has required extensive liaison with a number of U.S. Government agencies as well as a foreign law enforcement agency.

New York is currently conducting a major Weapons of Mass Destruction proliferation investigation with excellent potential for providing data which would fill major proliferation intelligence gaps identified by the U.S. Intelligence Community. The magnitude and potential of this investigation will require the allocation of significant resources.

New York provided timely and extensive support and devoted considerable resources in support of a Weapons of Mass Destruction Proliferation investigation in order to prevent foreign access to sensitive U.S. technology.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. X

No conflicts noted. X

Conflicts noted and addressed above, or on a separate sheet attached.

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ADIC COMMENTS
CE #1

JOHN P. O'NEILL
NEW YORK OFFICE
7/1/97 - 6/30/98

**CRITICAL ELEMENT #1 - EXECUTIVE MANAGEMENT OF
INVESTIGATIVE OPERATIONS**

During the past year, SAC O'NEILL has overseen a reorganization of the National Security Division (NSD) within the New York Office (NYO). As a result of this effort, the NYO NSD has become more responsive and accountable for the direct investigative programs within the New York Division. SAC O'NEILL's experience and leadership within both the Terrorism and NFIP Programs have been a tremendous benefit to the NYO in terms of structuring and defining the NSD. During the current rating period, SAC O'NEILL has taken a major leadership role in conducting several law enforcement and crisis management exercises designed to insure the effective response of emergency and investigative resources to potential critical incidents.

In addition to the above, SAC O'NEILL has taken direct investigative responsibility for several high profile incidents during the past year. His investigative accomplishments in this regard have been extremely beneficial to the overall objectives of the NSD. Moreover, SAC O'NEILL's liaison with numerous Federal, State and local agencies and the outside business community have contributed significantly to the mission of the NSD.

During the past year, the NSD has experienced some of the most significant accomplishments from both an investigative and intelligence perspective. These accomplishments have been the direct result of the use of all investigative techniques in a creative and imaginative fashion.

For the reasons cited above, SAC O'NEILL is rated Outstanding in the Critical Element of Executive Management of Investigative Operations.



CE #2

EXECUTIVE MANAGEMENT OF
ADMINISTRATIVE OPERATIONS

DATE: 12-01-2009
CLASSIFIED BY 60324 uc baw/sab/rs
REASON: 1.4 (c)
DECLASSIFY ON: 12-01-2034

JOHN P. O'NEILL
NEW YORK OFFICE
7/1/97 - 6/30/98

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CE #2 Executive Management of Administrative Operations

PERSONNEL MATTERS

-- SAC O'Neill interacts with his ASACs and Supervisory personnel on a constant, continual basis, providing counsel and guidance in an effort to promote their individual career growth. He takes an active role in monitoring the morale and attitude of the employees, not only under his direct command but throughout the NYO. He strongly encourages he be immediately notified when tragedy, illness or other personnel situations arise on the Division and he takes an active and personal role in insuring that individuals in those situations are given all the assistance (EAP, clergy, etc.) that will help this individual through difficult periods. During the relevant rating period, there have been many instances where he has played an active and participatory role in personnel matters. He makes an extra effort to attend wakes and/or funerals of any relatives of employees who have passed on. He also stresses to his management staff that he be immediately kept apprised of any personnel incidents that arise, such as accidents, illness, etc., and he follows developments closely adding a personal touch.

-- Through his ASACs and Supervisory staff, SAC O'Neill has consistently explored new opportunities for training both in-house and through the use of expertise from other agencies like the CIA and [NSA]. During the relevant rating period there has been training to include representation as outlined above.

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-- More recently, SAC O'Neill arranged for more than [redacted] to participate in a cross-training program with management staff and investigators of the National Security Division, which greatly enhanced the understanding between the two entities as to how we operate in our respective environments. SAC O'Neill's strong liaison with the NY Police Department and other police and intelligence entities within the NY area has continually created an exchange of training and understanding as to how each operates within their particular agency. SAC O'Neill places strong emphasis in this area and he fully supports the idea of strategic partnering.

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-- During administrative inquiries, SAC O'Neill has counselled and made logical recommendations to the ASACs and individual Supervisors who are handling specific inquiries and has offered his expertise and considerable time to assist his staff in the handling of these delicate matters. This has been particularly evident during the handling of a shooting inquiry by one of his ASACs.

-- In an effort to help boost the morale and pride of the

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REASON: 1.4 (C)
DECLASSIFY ON: X 1/21/2029

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individuals who work in the intelligence field, who seldom receive public recognition for their accomplishments, SAC O'Neill has taken several steps to increase their self-pride and morale. He has directed and since accomplished an awards and recognition display in the area of the Division that he commands. He has also directed that unclassified FCI tradecraft be displayed for visitors to see and recognize this frequently untouted intelligence program.

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FINANCIAL MANAGEMENT

-- In terms of financial oversight, SAC O'Neill has created a system of monitoring the budget and has fixed greater responsibility to the ASACs for monitoring the budget, asset expenditures, etc. SAC O'Neill has personally reviewed all financial audits to include [redacted], SAC Emergency Funds and UC operations, and provides regular reminders to ASACs who insure they are reviewing individual investigations to insure that the AG Guidelines and financial guidelines are being closely monitored. Additionally, he insists that the ASACs take careful oversight of [redacted] expenditures and approves personally foreign travel by Division personnel. As of the date of this report, the informant budget on Division I is right on target ratio-wise with the May timeframe, and at this particular juncture, the end of the year budget should be fully consistent with the allocated budget.

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(4/10/97)

**Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation**

Name: John P. O'Neill

Social Security Number: 147-42-1004

Office/Division: New York

Rating Period: 7/1/97 - 6/30/98

Name of Contributing Office/Division: National Security Division

Program: National Foreign Intelligence Program/Domestic Terrorism Program

Critical Element: #2 EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

SAC O'Neill has provided thorough and accurate administrative oversight of all International Terrorism matters. All programs meet deadlines and conform to the Attorney General Guidelines.

SAC O'Neill continues to seek maximum use from the FBI Headquarters analytical programs by requesting analyses and threat assessments in support of his programs. Particularly noteworthy was the Special Events Management support to the 1998 Goodwill Games.

SAC O'Neill interacts with his ASACs and supervisory personnel on a constant, continual basis, providing counsel and guidance in an effort to promote their individual career growth. He takes an active role in monitoring the morale and attitude of the employees, not only under his direct command but throughout the New York Office. SAC O'Neill has held weekly meetings with his ASACs and monthly meetings with his Supervisory Special Agents. He has also held meetings with each of his squads under his management authority.

SAC O'Neill is redesigning information management in the New York Division by facilitating greater sharing of information among various squads.

SAC O'Neill ensures that New York Agents assigned to Weapons of Mass Destruction matters are afforded the opportunity to attend program workshops sponsored by the Department of Defense and the Department of Energy.

SAC O'Neill continues to reconfirm the FBI's leadership in Domestic Counterterrorism matters in the New York area. This has been accomplished in part by supporting the Domestic Terrorism/Counterterrorism Planning Section's Weapons of Mass Destruction program and has led to the establishment of a squad whose major focus is preparation and planning for these incidents.

The New York Division has been actively involved in all phases of the Nunn-Lugar-Domenici Domestic Preparedness Program.

The New York Division participated in a regional field training exercise, which included a nuclear Weapons of Mass Destruction scenario at the Elizabethtown, Pennsylvania, prison. The New York Division also participated in an interagency chemical terrorism exercise hosted by the New York Mayor's Office of Emergency Management in conjunction with the Domestic Preparedness initiative.

SAC O'Neill created a new squad that specifically addresses infrastructure issues and includes the Weapons of Mass Destruction coordinator as a member of this squad.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. X

No conflicts noted. X

(5/19/98)

**Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation**

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 7/1/97 - 6/30/98

Name of Contributing Office/Division: ADMINISTRATIVE SERVICES DIVISION

Program: EMPLOYEE ASSISTANCE PROGRAM (EAP)

Critical Element: EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

Based on a review of the degree of compliance with the established FBI EAP policy and SAC duties listed therein, SAC O'Neill has provided excellent direction and oversight to the program coordinator. He has ensured the appropriate assistance and training were provided as needed, and appropriate resources were allocated and made available on a timely basis.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process.

No conflicts noted.

Conflicts noted and addressed above, or on a separate sheet attached.

B

(5/19/98)

**Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation**

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 7/1/97 - 6/30/98

Name of Contributing Office/Division: TRAINING DIVISION

Program:

Critical Element: EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

- New York Division has an ongoing program of firearms related police training.
- All applicable reports were submitted.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. _____

No conflicts noted. _____

Conflicts noted and addressed above, or on a separate sheet attached. _____

2

(4/10/97)

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 7/1/97 - 6/30/98

Name of Contributing Office/Division: FINANCE DIVISION

Program: Accounting Section

Critical Element: EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

- * MANAGED ALL FIELD OFFICE BUDGETS WITHIN ALLOCATIONS. PROMPTLY IDENTIFIED AND ADDRESSED UNUSUAL FINANCIAL NEEDS WITH HEADQUARTERS ACCOUNTING PERSONNEL, ENSURING FIELD OFFICE OPERATIONS CONTINUED WITHOUT INTERRUPTION.
- * FULLY UNDERSTOOD THE FINANCIAL CONSEQUENCES OF UNDER EXPENDITURE AS WELL AS OVER EXPENDITURE OF FUNDS, RETURNING UNEXPENDED FUNDS TO FBIHQ PRIOR TO FISCAL YEAR END FOR USE WHERE NEEDED.
- * MANAGED FIELD OFFICE DRAFT SYSTEM IN A MOST EFFECTIVE AND EFFICIENT MANNER, ENSURING TRAVEL VOUCHERS, CONFIDENTIAL EXPENDITURES, AND COMMERCIAL VOUCHERS WERE PROMPTLY SUBMITTED AND PROCESSED.

List Deficiencies and/or Suggestions for Improvement:

NONE NOTED.

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process.

No conflicts noted.

Conflicts noted and addressed above, or on a separate sheet attached. _____

(5/19/98)

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Document

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 7/1/97 - 6/30/98

Name of Contributing Office/Division: FINANCE DIVISION

Program: Budget Section

Critical Element: EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

Although the delinquency rate for reporting statistical accomplishments at the New York office fell outside the ten percent level allowed by the FBI's Inspection Division, SAC O'Neill should be recognized for his performance for ensuring that most investigative accomplishments were reported in a timely manner. This information is used to insure that budget requests to external oversight agencies are well justified and defensible.

During an on-site visit by the Budget Staff, SAC O'Neill had members of his staff available to discuss the Organized Crime Program as part of developing the FBI's Strategic Program. The value of these liaison efforts cannot be overstated and SAC O'Neill's efforts should be recognized.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process.

No conflicts noted.

Conflicts noted and addressed above, or on a separate sheet attached.

ADIC COMMENTS
CE #2

JOHN P. O'NEILL
NEW YORK OFFICE
7/1/97 - 6/30/98

**CE #2 - EXECUTIVE MANAGEMENT OF
ADMINISTRATIVE OPERATIONS**

SAC O'NEILL has provided direct financial oversight during the past year for the National Security Division (NSD). He personally reviews all financial audits and major expenditures to insure both budgetary and regulatory considerations are met. His effort in this regard has enabled the New York Office to maintain financial guidelines and fiscal responsibilities.

SAC O'NEILL, during the past year, has consistently provided recognition to Agents and management staff under his supervision for the results they have obtained. He has continuously provided counseling and guidance where necessary and has played an active role in fostering the high degree of morale throughout the NYO.

SAC O'NEILL has instituted procedures to insure that the NSD conforms to the Attorney General guidelines and FBIHQ policy regarding NSD matters.

For his role in the Executive Management of Administrative Operations, SAC O'NEILL is rated outstanding.

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CE #3

LIAISON AND MEDIA RELATIONS

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Per OGA letter dated 11/17/2009

JOHN P. O'NEILL
NEW YORK OFFICE
7/1/97 - 6/30/98

DATE: 12-01-2009
CLASSIFIED BY 60324 uc baw/sab/rs
REASON: 1.4 (c)
DECLASSIFY ON: 12-01-2034

CE #3 Liaison and Media Relations

ESTABLISHMENT AND MAINTENANCE OF LAW ENFORCEMENT RELATIONSHIPS

-- SAC O'Neill recognizes the importance of strong liaison, especially in terms of promoting and advancing the investigative and operational mission of the Division he commands. He fully shoulders the responsibility of being the primary representative and spokesperson for his Division in terms of his Program responsibilities. During the relevant rating period, he has continued to foster and expand the relationships between the multi-agencies, both police and outside that comprise the vast and complex make-up of NY. In an effort to further develop close coordination and liaison with the multi-agencies that comprise the NY area and who work in the intelligence and counter-terrorism field, SAC O'Neill has re-established two initiatives to further enhance the working relationships between those entities. He has laid the groundwork to reinstitute the CHART Conference, which is a bi-yearly meeting of all police and other organizations such as the FAA, who could play an important role in helping to prevent or respond to an event of active terrorism. The purpose of this meeting will be to meet and discuss individual issues and for the Bureau to provide information in terms of "hot spot issues" and the state of terrorism concerns on a worldwide basis. He has also initiated the re-establishment of the intelligence community bi-yearly meetings to gather local entities involved in the counterintelligence field and share concerns, intelligence and to discuss strategies working as a team in the NY area. As the host city to the UN, this is a complex and diverse intelligence community which requires constant contact with the entities involved. These above-listed community exchanges should help to further the NYO, Division I's ability to operate in this genre.

--In addition to his own personal involvement with liaison activities, SAC O'Neill encourages and includes his management staff in liaison activities. He frequently delegates liaison assignments to his subordinates commensurate with their experience level in this area.

--Most importantly, SAC O'Neill has nurtured his contacts and liaison in the law enforcement field by demonstrating the Bureau's personal commitment and his knowledge and understanding of the relevant investigative area. He is a strong advocate of strategic partnering and has successfully strengthened the division's effectiveness by developing even stronger ties to the major entities in NY, i.e. NY Police Department, ATF,

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-- SAC O'Neill continues to maintain strong, professional contact with the US Attorneys from both the SDNY and EDNY. During the

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many high-profile investigations, particularly in the terrorism field in the last six months, i.e. TWA, [redacted] trial, Brooklyn bombing, [redacted] he is in constant contact with the US Attorneys and their leadership regarding the progress of these investigations and trials.

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ESTABLISHMENT AND MAINTENANCE OF COMMUNITY RELATIONSHIPS

-- SAC O'Neill has also actively established contact with community leaders in the NY community and spends considerable time in evenings and weekends working with these individuals and insuring that they are aware of the Bureau's accomplishments and interests, as well as creating a positive public image for the FBI. Responsible for terrorism matters, he has and continues to meet with Jewish umbrella organizations, as well as establishing contact with key leaders of Arab-American umbrella organizations.

--An example of his close ties in the Muslim community is the fact that he was recently called upon to eulogize a prominent Muslim leader at a mosque in Manhattan, and more recently he has provided a one hour presentation to the Anti-Defamation League.

--In addition, SAC O'Neill has reached out into the Black and Spanish communities and has more recently liaised with members of the Pakistani community.

--As with liaising with the law enforcement community, SAC O'Neill also delegates assignments, speeches, etc., to his management staff commensurate with their experience and creating opportunities to enhance these subordinates' development in areas such as liaison and media relationships.

MEDIA

-- SAC O'Neill has participated in a number of high-profile news conferences, along with the ADIC, the Mayor of NY and the City Police Commissioner. SAC O'Neill has provided numerous interviews to the print media and is frequently called upon, particularly because of his terrorism expertise, to speak at various law enforcement affairs and professional organizations.

--Most notable is SAC O'Neill's orchestration of a two hour special documentary which was produced by A & E Television that highlighted in a favorable manner some of the high profile investigations and accomplishments of the NYO of the FBI. This documentary will include not only investigation from the National Security Division but from other important programs as well.

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**Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation**

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED EXCEPT
WHERE SHOWN OTHERWISE

Name: John P. O'Neill

Social Security Number: 147-42-1004

~~SECRET~~

Office/Division: New York

Rating Period: 7/1/97 - 6/30/98

Name of Contributing Office/Division: National Security Division

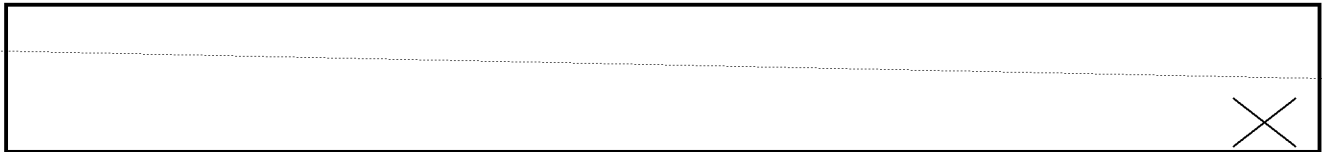
Program: National Foreign Intelligence Program/Domestic Terrorism Program

Critical Element: #3 LIAISON AND MEDIA RELATIONS

CLASSIFIED BY: 10267 UC/NLS/BW/d
REASON: 1.4 (c)
DECLASSIFY ON: X 1/22/2009

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

SAC O'Neill has ongoing and effective contacts with an agency of the U.S. Intelligence Community.



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New York has expanded its liaison with the U.S. Mission to the United Nations, which has increased the source coverage available at the United Nations itself.

New York has sought to improve and regulate liaison with the many foreign services present in that city.

SAC O'Neill ensures that the information regarding significant terrorism dates in history, notification of upcoming special events in New York, identifications of State Department, U.S. Secret Service "protected persons" visiting New York, and terrorism threat warnings are disseminated to all relevant Federal, state, and local agencies.

SAC O'Neill meets personally with key leaders of law enforcement and intelligence agencies in the New York area. He has also met with news media representatives at both the national and local level.

SAC O'Neill has participated in a number of high-profile news conferences, along with the ADIC, the Mayor of New York and the City Police Commissioner. SAC O'Neill has provided numerous interviews to the media and is frequently called upon, particularly because of his terrorism expertise, to speak at various law enforcement affairs and professional organizations.

Most notable is SAC O'Neill's orchestration of a two hour special documentary which was produced by Arts and Entertainment Television that was highlighted in a favorable manner. Some of the high profile investigations and accomplishments of the New York Office of the FBI were featured. This documentary will include not only investigations from the National Security Division but from other important programs as well.

SAC O'Neill coordinates a national plan for the Crimestoppers Program to enlist the public's help in fighting terrorism in the United States.

SAC O'Neill has actively participated in coordinating efforts between the Federal, state and local agencies responsible for Weapons of Mass Destruction within the New York area. SAC O'Neill has initiated extensive liaison and has ensured that the field office fully participate in major exercises which also involved significant media coordination.

In support of the Weapons of Mass Destruction Operations Unit's Nuclear Site Security Program, New York coordinated the participation of seven Special Agents in a joint Department of Energy/FBI Interactive Television Seminar in November, 1997, on countering Domestic Terrorism at critical nuclear sites.

As the lead Federal agency for Weapons of Mass Destruction terrorism response, the FBI must assume a lead in community program response initiatives. Participation of the New York Division in the Federal interagency Nunn-Lugar-Domenici Domestic Preparedness Program ensures the necessary interaction with the state and local

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emergency first responder community for program response training, planning, and exercises. This was accomplished during the November, 1997, Interagency Chemical Exercise hosted by the New York Mayor's Office of Emergency Management

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process.

~~SECRET~~

No conflicts noted.

Conflicts noted and addressed above, or on a separate sheet attached.

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(5/19/98)

**Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation**

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 1/22/98 - 6/30/98

Name of Contributing Office/Division: TRAINING DIVISION

Program:

Critical Element: LIAISON AND MEDIA RELATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

- Provided one Agent to instruct at ILEA South in Panama.
- The New York Division has promoted liaison through conducting firearms training with all Task Force members.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. x

No conflicts noted. x

Conflicts noted and addressed above, or on a separate sheet attached.

LB

(5/19/98)

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Document

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 7/1/97 - 6/30/98

Name of Contributing Office/Division: OFFICE OF PUBLIC AND CONGRESSIONAL AFFAIRS

Program: OPCA

Critical Element: #3 LIAISON AND MEDIA RELATIONS

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

Ensures Members of Congress are aware of FBI mission and accomplishments. Any impediments to the FBI's continued success in addressing our law enforcement responsibilities are also brought to the attention of Members or their staff.

SAC maintains aggressive and effective media relations program and takes a personal interest in those efforts.

SAC works closely with National Press Office on news media matters requiring a headquarters perspective.

SAC regularly advises National Press Office of press conferences, news releases and other events likely to receive public and/or Congressional attention.

Maintains and updates a home page on the FBI Home Page in order to foster more public affairs outreach.

While supporting the overall media programs, SAC O'Neill has also been frequently called upon to be interviewed in terrorism-related matters.

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. X

No conflicts noted. X

Conflicts noted and addressed above, or on a separate sheet attached.

ADIC COMMENTS

CE #3

5

JOHN P. O'NEILL
NEW YORK OFFICE
7/1/97 - 6/30/98

CE#3- LIAISON AND MEDIA RELATIONS

SAC O'NEILL devotes significant effort and time to the development and fostering of law enforcement and business community relationships. During the current rating period, SAC O'NEILL has participated in numerous multi-agency conferences and has represented the NYO in an extremely professional and courteous manner. The ADIC, NYO has received voluminous compliments on presentations and meetings that SAC O'NEILL has participated in. As a result of his experience in the Terrorism and Counterterrorism field, he has been called upon to give several presentations to outside groups.

SAC O'NEILL actively participates with community leaders in fostering a close working relationship with the public and various outside interest groups. His liaison in this regard directly contributes to the overall ability of the NYO to create a positive environment between the law enforcement community and the diverse ethnic makeup of New York City.

SAC O'NEILL has also participated with the ADIC in several news briefings and has provided interviews to the print media regarding Terrorism issues. Along with the former ADIC, SAC O'NEILL worked with the A&E television network in a production of a documentary on the NYO.

For the reasons cited above, SAC O'NEILL is rated Outstanding in the Critical Element of Liaison and Media Relations.

5

CE #4

EQUAL EMPLOYMENT
OPPORTUNITY

ADIC COMMENTS
CE #4

JOHN P. O'NEILL
NEW YORK OFFICE
7/1/97 - 6/30/98

CE#4 - EQUAL EMPLOYMENT OPPORTUNITY

During the current rating period, SAC O'NEILL has continued to encourage equal employment opportunity matters within the NYO. He attends meetings of various ethnic organizations to include Jewish, Arab American, Muslim and Hispanic groups. His efforts in this regard has assisted in the recruitment of minority employees. He also emphasizes the fair and equal treatment of all employees in the NSD and has demonstrated a commitment to the EEO Program.

For the reasons cited above, SAC O'NEILL has performed Critical Element of Equal Employment Opportunity in an excellent manner.

B

(5/19/98)

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Documentation

Name: JOHN P. O'NEILL

Social Security Number: 147-42-1004

Office/Division: NEW YORK

Rating Period: 7/1/97 - 6/30/98

Name of Contributing Office/Division: OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY AFFAIRS

Program:

Critical Element: EQUAL EMPLOYMENT OPPORTUNITY

Briefly Describe Highlights of Performance, Major Accomplishments/Cases:

See Attached

List Deficiencies and/or Suggestions for Improvement:

For Annual Appraisal: Personal documentation was reviewed and considered in the appraisal process. Yes

No conflicts noted.

Conflicts noted and addressed above, or on a separate sheet attached.

128

SAC JOHN P. O'NEIL
CE# - 4 Equal Employment Opportunity

RECRUITMENT:

Clerical CLF Total minorities: 50%

minority support staff: (336 employees, or 36.9%)

- o The National Security Division is managed overall by SAC John P. O'Neill. It has three Branches: Branch A-FCI, Branch B-FCI, and Branch C-Counter Terrorism/FCI. In total, there are nineteen squads that make up the NSD.
- o SAC O'Neill personally gave out three SA applications to interested candidates.
- o Under the leadership of SAC O'Neill, a Supervisory Special Agent attended various luncheons sponsored by the Women's National Sorority where she spoke to women interested in possible employment with the Bureau. Another SSA and a few of the Language Specialists attended Career Days at Yeshiva University, New York University, Queens College, and St. John's University. Two of them also attended the City University of New York (CUNY) Big Apple Career Fair on 4/28/98. On Squad I-28, an agent discussed employment opportunities and gave applications to two prospective Language Specialists.
- o SAC O'Neill has helped and personally assisted in the recruitment of Muslim, Euro-Africans and has taken great efforts to help pave the way for the incorporation of minority individuals into the ranks of the FBI. SAC O'Neill has recruited two Muslim and one Pakistani applicant.

CAREER DEVELOPMENT:

- o SAC O'Neill has encouraged participation in the Career Development Program (CDP) actively throughout the past six months at monthly supervisors' meetings. He has also met with agents newly assigned to the NYO and has placed a female agent in charge of the liaison program between the Bureau and the business community. The following have been recommended under SAC O'Neill: a minority agent as a top candidate for a supervisory vacancy to both the New York and Headquarters Career Boards; a primary and secondary relief supervisor were trained; a female agent was trained to do file reviews and then recommended for a GS-14 position; a supervisor made a concerted effort to get his employees to participate in the relief supervisory program and has actually had one of them apply for primary relief; secured training for an Intelligence Research Specialist; promoted a secretary to

SAC JOHN P. O'NEIL
CE# - 4 Equal Employment Opportunity

the GS-7, as well as encouraging an IRS to apply for the SA position. Also, an SA was promoted to Primary Relief Supervisor and a female SA was recommended for a relief position.

SENSITIZING PERSONNEL:

- o Under the leadership of SAC O'Neill, the NSD attempts to maintain a positive, equitable work environment. The EEO process was discussed by supervisors and primary reliefs at a recent squad conference. Several members of the NSD attended the NYO's Cultural Diversity Training program.

POLICY/INTERNAL GUIDANCE:

- o [redacted] an internal communication, are distributed throughout the office on a monthly basis. EEO-related materials such as the EEO newsletter and other communications are routed to squad personnel and periodically discussed at conferences as specific concerns arise.
- o SAC O'Neill continues to meet with his ASACs and Division squads. In each of these meetings, he emphasizes his personal and professional commitment to the EEO Program and emphasizes his "zero tolerance policy" regarding discrimination.

b2

MINORITY COMMUNITY OUTREACH:

- o SAC O'Neill spoke at the Jewish Community Center in Brooklyn in February along with ASAC Billy to explain the role of the FBI in New York City to leaders in the Jewish community. O'Neill spoke again at the Arab-American League in March. He also attended both the NYO's and the DEA's Black History Month celebrations.
- o SAC O'Neill continues to meet with Jewish and Arab-American umbrella organizations, as well as with key leaders in Black and Hispanic umbrella organizations. More recently, SAC O'Neill eulogized a key Muslim leader during his funeral services at a mosque in NY City. He attends meetings at mosques and synagogues and has provided speeches at same; and recently, gave a one-hour lecture at the Anti-Defamation League.

MISCELLANEOUS EEO MATTERS:

- o There were no miscellaneous items reported by the NSD.

SEMI-ANNUAL REPORTS:

X 06/01/97 - 11/30/97

X 12/01/97 - 05/31/98

15

JOHN P. O'NEILL
NEW YORK OFFICE
7/1/97 - 6/30/98

CE #4 Equal Employment Opportunity

-- During the relevant reporting period, SAC O'Neill continues to meet with his ASACs and Division squads and in each of these meetings, emphasizes his personal and professional commitment to the EEO Program and emphasizes his "zero tolerance" in terms of discrimination.

-- SAC O'Neill continues to meet with Jewish and Arab-American umbrella organizations, as well as with key leaders in the Black and Hispanic umbrella organizations. More recently, SAC O'Neill eulogized a key Muslim leader during his funeral services at a mosque in NYC. He attends meetings at mosques and synagogues and has provided speeches at same; recently, giving a one hour lecture at the Anti-Defamation League..

-- Additionally during the relevant rating period, SAC O'Neill has helped and personally assisted in the recruitment of Muslim, Euro-Africans and has taken great effort to help pave the way for the incorporation of minority individuals into the ranks of the FBI. All told, SAC O'Neill has recruited two Muslim and one Pakistani applicants during the relevant reporting period.



Federal Bureau Of Investigation
Senior Executive Service

Performance Appraisal Report - Cover Page

[SEE INSTRUCTIONS ON REVERSE]

<p>1. Payroll Name of Executive: O'NEILL, JOHN P.</p> <p>2. Social Security Number: 147-42-1004</p> <p>3. Position Title and ES Level: SPECIAL AGENT IN CHARGE, ES-5</p> <p>4. Office of Assignment: NEW YORK</p>	<p>5. Reason for Issuance: <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Position Change <input type="checkbox"/> Other</p> <p>Ratings</p> <p>6. Critical Elements(s): #1 <u>FS</u> #2 <u>FS</u> #3 <u>FS</u> #4 <u>FS</u> #5 _____ #6 _____</p> <p>7. Summary: FULLY SUCCESSFUL</p>
---	---

8. I certify that this represents a fair and objective performance evaluation

Signature of Rating Official

12-4-00

Date

9. Progress Review Conducted: _____

10. I am aware that: 1) A summary rating at the Fully Successful (FS) level, with no element rating less than FS, is required for administrative advancement; 2) Adverse actions (described on reverse of form) may stem from a final rating below FS; 3) I am allowed fourteen (14) calendar days to prepare written comments regarding this Performance Appraisal Report (PAR) for the consideration of my reviewing official and the Performance Review Board (PRB). 4) Unless I respond by adding comments or specifically request a higher level review, this PAR will not be subject to further examination by a reviewing official.

I do do not choose to add comments to this PAR.

John P. O'Neill
Signature of Executive

12/4/00

Date

Recommendations:

11. Reviewing Official: (See addendum) I recommend this PAR be:

accepted as issued. adjusted.

Signature of Reviewing Official

Date

12. PRB: We recommend this PAR be:

accepted as issued. accepted as recommended by the reviewing official.

Signature of PRB

12/26/2000

Date

13. The appointing authority:

accepted PAR as recommended by the PRB.
 adjusted PAR as indicated in item 6.
 See attached comments.

Thomas J. Pheasant
Approval
Appointing Authority

12-12-00

Date

PRAU Use Only

Entered: 1/18/01 Checked: brw

b6
b7C

FBI/DOJ

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Executive O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element # <u>1</u> as listed on the Performance Plan: EXECUTIVE MANAGEMENT OF INVESTIGATIVE OPERATIONS	4. Rating level: <input checked="" type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)

5. **Narrative Comments**

I, Barry W. Mawn, was appointed as the Assistant Director in Charge (ADIC) of the New York Office (NYO) on May 8, 2000. SAC O'NEILL has served as the SAC of the National Security Division (NSD) of the NYO for the entire rating period.

Since my arrival in the New York Division, SAC O'NEILL has demonstrated, on a daily basis, his personal involvement and outstanding supervision of all major investigative operations for which he is responsible. He has properly identified the investigative goals and objectives of the FCI and Domestic Terrorism Programs and applied the necessary and appropriate resources to ensure significant results and accomplishments.

SAC O'NEILL has ensured the full range of investigative techniques have been applied to priority investigations, as well as overseen the development of a strong intelligence base which supports and compliments all FCI and Terrorism investigations.

SAC O'NEILL's most significant accomplishments cannot be listed here as it would require this document to be classified. However, it can be said that accomplishments realized by the NYO's FCI Program and due to SAC O'NEILL's direct involvement and management of same are unprecedented in the FBI's FCI Program and have profoundly and favorably impacted upon protecting the national security of the United States.

In the International Terrorism (IT) Program, SAC O'NEILL's efforts in the TANBOM/KENBOM investigations recently resulted in the first plea in which the defendant, for the first time ever in a court of law, told of USAMA BIN LADEN's direct involvement in the bombings of the US Embassies.


 6. Initials of Executive

12/4/00
 Date


Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Executive O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element # <u>1</u> as listed on the Performance Plan: EXECUTIVE MANAGEMENT OF INVESTIGATIVE OPERATIONS (Continued)	4. Rating level: <input type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)

5. Narrative Comments

In summary, SAC O'NEILL's executive management of investigative operations is truly outstanding and the top standard of Fully Successful does not do justice or appropriately describe his performance during the rating period.


 6. Initials of Executive

2/24/00
 Date

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Executive O"NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element # <u>2</u> as listed on the Performance Plan: EXECUTIVE MANAGEMENT OF ADMINISTRATIVE OPERATIONS	4. Rating level: <input checked="" type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)


5. Narrative Comments

SAC O'NEILL oversees all administrative operations of his Division. As such, he regularly evaluates the performance of his immediate subordinates as well as those not under his direct supervision to insure all personnel are coordinated in reaching the Division's goals and objectives. SAC O'NEILL also is closely concerned with the well being of all personnel assigned to him. In addition to being immediately available to his employees, he takes immediate steps to identify and prevent potential personnel matters as well as providing appropriate recognition for a job well done.

SAC O'NEILL, due to the inexperience level of Special Agents (SAs) assigned to the NYO and high turnover rate, has identified continuous training as a top priority of his Division. This training has significantly assisted new Agents in achieving accomplishments which are far beyond their experience level.

SAC O'NEILL, through effective management controls, monitors all fiscal matters of the National Security Division (NSD) to prevent fraud, waste and abuse.

SAC O'NEILL's executive management of administrative operations is Fully Successful and evidenced by the high morale and esprit de corps of the people assigned to the NSD.


 6. Initials of Executive

12/4/00
 Date

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Executive O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element # <u> 3 </u> as listed on the Performance Plan: LIAISON AND MEDIA RELATIONS	4. Rating level: <input checked="" type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)

5. Narrative Comments


SAC O'NEILL, as the Senior SAC in the NYO, is often called upon to handle the many and varied media requests. He handles all electronic and print media requests in a complete, competent and professional manner. SAC O'NEILL serves as the Acting ADIC when ADIC MANW is on travel or leave.

SAC O'NEILL's liaison with other law enforcement and intelligence agencies and the general community is unparalleled. SAC O'NEILL's contacts are local, regional, national and international. All of these contacts are extremely productive and result in the savings of numerous investigative manhours.

SAC O'NEILL's liaison contacts also extend beyond his investigative program responsibilities. For example, he is personally familiar with the entire NYCPD management team and has utilized these contacts to benefit the NYO in their criminal investigations.

SAC O'NEILL is positively viewed by the business community and has enlisted their aid as supporters and advocates of the NYO FBI.

SAC O'NEILL's contacts have been fully shared with the ADIC as well as all management of the NYO. SAC O'NEILL's liaison across the board is the best the ADIC, New York has ever seen. His performance in this area is Fully Successful.


 6. Initials of Executive

12/4/00
 Date

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Executive O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element # <u>4</u> as listed on the Performance Plan: EQUAL EMPLOYMENT OPPORTUNITY	4. Rating level: <input checked="" type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)

5. Narrative Comments

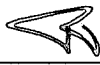
During the rating period, SAC O'NEILL continued to maintain contact with community leaders in the New York area and spent considerable time during evenings and weekends working with them to ensure they are aware of the FBI's mission and accomplishments. These efforts have assisted in maintaining a positive public image for the Bureau in the New York area. SAC O'NEILL continues to meet with a wide spectrum of community leaders including key representatives of both Jewish and Arab-American umbrella organizations and has established a solid relationship with the local Arab community. In addition, he has maintained his contacts with both the African-American and Hispanic communities.

Also, during the rating period, SAC O'NEILL coordinated strategy and planning with all relevant Federal, state and local agencies regarding numerous high-profile special events, to include the New Year's Eve celebration, Opsail 2000, UN General Assembly and the US Open.

SAC O'NEILL delivered numerous speeches concerning terrorism and security issues. He has participated in a number of high profile news conferences and provided numerous interviews to the print media.

During the rating period, SAC O'NEILL participated in all ethnic celebrations conducted by the NYO as well as attended celebrations held at other Federal, state and local agencies located throughout NYC.

During the rating period, SAC O'NEILL has supported the "Adopt-a-School" Program sponsored by the NYO and has encouraged contact and liaison with local schools through the Minority Community Outreach Program.


 6. Initials of Executive

12/4/00
 Date

Federal Bureau of Investigation
Senior Executive Service
Performance Appraisal Report - Evaluation Page

[SEE INSTRUCTIONS ON REVERSE]

1. Payroll Name of Executive O'NEILL, JOHN P.	2. Social Security Number 147-42-1004
3. Critical Element # <u>4</u> as listed on the Performance Plan: EQUAL EMPLOYMENT OPPORTUNITY (Continued)	4. Rating level: <input type="checkbox"/> Fully Successful (FS) <input type="checkbox"/> Minimally Satisfactory (MS) <input type="checkbox"/> Unsatisfactory (U)

5. Narrative Comments

SAC O'NEILL has delegated outreach assignments to his management staff commensurate with their experience thereby increasing their ability to develop these critical FBI/community relationships.

SAC O'NEILL, during the rating period, added to the diversity of the NYO NSD SSA complement by promoting two highly qualified female Special Agents to the rank of Supervisor. Also, during the rating period, SAC O'NEILL played a key role in the recruitment of an Arab-American Special Agent candidate who is now undergoing a background investigation.

SAC O'NEILL continues to meet with his ASACs and supervisory personnel to emphasize his personal and professional commitment to the EEO Program and his policy of "zero tolerance" regarding any form of discrimination.

SAC O'NEILL's performance in the area of Equal Employment Opportunity is Fully Successful.


 6. Initials of Executive

12/4/00
 Date

AS
Retrieved
8/31/01

July 31, 1998

PERSONAL

Mr. John P. O'Neill
Federal Bureau of Investigation
New York, New York

Dear Mr. O'Neill:

Enclosed is your Performance Appraisal Report (PAR) for the annual period which ended June 30, 1998. The Cover Page contains the rating levels determined by the Special Agent in Charge Rating Board (SRB) for each critical element, as well as an overall summary rating. The members of the SRB are Assistant Directors Thomas J. Coyle and Joseph R. Wolfinger, Deputy Assistant Directors Arturo Rivera and Roger H. Wheeler and myself as Chairman. Your personal documentation of accomplishments, which I personally reviewed, along with information from select FBIHQ divisions/ offices serve as the body of your appraisal. This PAR is considered an "initial rating," which by statute is subject to review by a Performance Review Board (PRB) and final approval by the Director or his designee.

As indicated on the Cover Page, you have the right to submit comments regarding this appraisal within fourteen calendar days of the date of this letter. Your comments will be addressed by a reviewing official, the PRB and final appointing authority and will become a permanent part of the appraisal. Unless you respond by addending comments or you specifically request a higher level review, this PAR will not be subject to further examination by a reviewing official. Should you have questions regarding the content or basis for this appraisal that you would like to pose less formally, you may address these concerns directly to me telephonically or in writing.

Following your review, please sign and date the PAR Cover Page, mark the appropriate response block, and initial each page of the appraisal form in the lower right corner. When the overall appraisal process is completed, you will receive a copy of your final PAR. It is suggested that you make a copy of the enclosed material to retain until that time.

APPROVED: *TSP/Am* *183*

Crim. Inv.	Info. Res.	Training
Crim. Jus. Info.	Inspection	Office of EEO
Servs.	Laboratory	Affairs
Director	Finance	National Sec.
Dep. Dir.	Gen. Counsel	Admin. Servs.
		Office of Public & Cong. Affairs

MAIL SENT DIRECT FROM PRAU.

ir. _____
 f. _____
 Gen. _____
 Adm. _____
 Inv. _____

 es. _____

 tl Sec. _____

 CA _____
 vlc _____
 Affs. _____
 Office _____

MAIL ROOM

Mr. John P. O'Neill

As you are probably aware, the field appraisal process requires the coordination of a number of boards. In order to complete this process efficiently, I am asking that you return your initial PAR together with any response by August 14, 1998. Please direct your submission to FBIHQ, Performance, Recognition and Awards Unit, Attention: SES Program, Room 6859. Your cooperation in handling this matter is greatly appreciated.

Sincerely yours,

Thomas J. Pickard
Assistant Director
Criminal Investigative Division
Chairman, SRB

Enclosure

1-PRAU, ROOM 6859
JSS

Last Name	First Name	Middle Name	Date of Birth			Social Security Number			Agency	Payroll Office	Location	Payroll Office No.
1. ONEILL	JOHN	P	Month	Day	Year				JUSTICE	FBI	WASHINGTON	15-02-0001
2. _____			02	06	52	147	42	1004				
3. _____			FERS									
4. _____												
(RECORD EACH NAME CHANGE—STRIKE OUT PREVIOUS NAME)												

SERVICE HISTORY				FISCAL RECORD			
Effective Date	Action	Base Pay	Remarks	Year	Calendar Year Salary Deductions	Accumulated Salary Deductions	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
01/03/99	ELECTED FERS	125900.00	ES0005 INCLUDE LEO LOCALITY -FEPCA				
				1999	1795.43	1795.43	1.55% DEDUCTION
01/02/00	PAY ADJUSTMENT	130200.00	EO 13144 INCLUDE LEO LOCALITY -FEPCA				
				2000	2196.06	3991.49	1.70% DEDUCTION
01/14/01	PAY ADJUSTMENT	133700.00	EO 13182 INCLUDE LEO LOCALITY -FEPCA				
COB 08/22/01	RETIRE-VOLUN	133700.00	ES0005 INCLUDE LEO LOCALITY -FEPCA				
				2001	1222.30	5213.79	1.30% DEDUCTION
	SECTION 8412(D) - 5 U.S.C.						
	ANNUITY PAYMENTS TO COMMENCE		20010901				
	PAY STOPPED COB		20010822				
	SCD		19700622				
	HEALTH CODE		801				
	OPTIONAL INSURANCE		WAIVED				
	LIFE EFFECTIVE DATE		19880227				
	UNUSED SICK LEAVE		2758.00 (FERS)			2644.50 (CSRS)	

Deductions and Service Certified Correct

[Redacted Signature]

Date 9-5-01
Bureau of Investigation

Register of Separations Number (SF 3103)

b6
b7C

12/PE

LAST NAME	FIRST NAME	MIDDLE NAME	DATE OF BIRTH			SOC. SEC. NO.	AGENCY	PAYROLL OFFICE	LOCATION	PAYROLL OFFICE NO.
			MO.	DAY	YR.					
1. ONEILL	JOHN	P	02	06	52	147 42 1004	JUSTICE	FBI	WASHINGTON	15-02-0001
			DO NOT USE							
2. _____			FROZEN RETIREMENT RECORD							
3. _____										
4. _____										
(RECORD EACH NAME CHANGE - STRIKE OUT PREVIOUS NAME)										

SERVICE HISTORY					FISCAL RECORD			
EFFECTIVE DATE (1)	ACTION (2)	BASE PAY (3)	DO NOT USE (4)	REMARKS (4)	YEAR (5)	CALENDAR YEAR SALARY DEDUCTIONS (6)	ACCUMULATIVE TOTAL SALARY DEDUCTIONS (7)	REMARKS (8)
				BALANCE FORWARD			102496.59	
01/04/98	PAY ADJUSTMENT	125900.00		EO 13071				
				INCLUDE LEO				
01/02/99	CHG RETIRE PLA	125900.00		LOCALITY - FEPCA ES0005	1998	9403.38	111899.97	7.50% DEDUCTION
				INCLUDE LEO				
				LOCALITY - FEPCA	1999	361.98	112261.95	7.75% DEDUCTION
								THROUGH 01/02/99
				SICK LV BAL AS OF CONVERSION				
				2644.50				
				ELECTED FERS				
				EFF 01/03/99				
				@ 1.55 % DEDUCTION				

Deductions and Service Certified Correct

[Redacted Signature]

Date 9-5-01

Certifying Officer, Federal Bureau of Investigation

b6
b7C

LAST NAME	FIRST NAME	MIDDLE NAME	DATE OF BIRTH			SOC. SEC. NO.			AGENCY	PAYROLL OFFICE	LOCATION	PAYROLL OFFICE NO.		
1. ONEILL	JOHN	P	MO.	DAY	YR.				JUSTICE	FBI	WASHINGTON	15-02-0001		
2.			DO NOT USE											
3.			FROZEN RETIREMENT											
4.			RECORD											
(RECORD EACH NAME CHANGE - STRIKE OUT PREVIOUS NAME)														

SERVICE HISTORY					FISCAL RECORD			
EFFECTIVE DATE	ACTION	BASE PAY	DO NOT USE	REMARKS	YEAR	CALENDAR YEAR SALARY DEDUCTIONS	ACCUMULATIVE TOTAL SALARY DEDUCTIONS	REMARKS
(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
				BALANCE FORWARD			76357.80	
02/03/95	CONV SES CAREE	107379.00		ES0003				
				INC INT GEO ADJ				
				-PL 101-509	1995	8014.50	84372.30	7.50% DEDUCTION
01/07/96	PAY ADJUSTMENT	110070.00		EO 12984				
				INC INT GEO ADJ				
				-PL 101-509				
02/03/96	PAY ADJUSTMENT	116008.00		EO 0				
				INC INT GEO ADJ				
				-PL 101-509	1996	8589.87	92962.17	7.50% DEDUCTION
01/01/97	RELOCATION	123100.00		ES0004				
				INCLUDE LEO				
				LOCALITY -FEPCA				
01/05/97	PAY ADJUSTMENT	123100.00		EO 0				
				INCLUDE LEO				
				LOCALITY -FEPCA	1997	9534.42	102496.59	7.50% DEDUCTION
01/02/98	PAY ADJUSTMENT	123100.00		EO 0				
				INCLUDE LEO				
				LOCALITY -FEPCA				

LAST NAME	FIRST NAME	MIDDLE NAME	DATE OF BIRTH			SOC. SEC. NO.			AGENCY	PAYROLL OFFICE	LOCATION	PAYROLL OFFICE NO.
1. ONEILL	JOHN	P	MO.	DAY	YR.				JUSTICE	FBI	WASHINGTON	15-02-0001
2.			DO NOT USE									
3.			FROZEN RETIREMENT									
4.			RECORD									
(RECORD EACH NAME CHANGE - STRIKE OUT PREVIOUS NAME)												

SERVICE HISTORY					FISCAL RECORD			
EFFECTIVE DATE	ACTION	BASE PAY	DO NOT USE	REMARKS	YEAR	CALENDAR YEAR SALARY DEDUCTIONS	ACCUMULATIVE TOTAL SALARY DEDUCTIONS	REMARKS
(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
				BALANCE FORWARD			60972.48	7.50% DEDUCTION
01/10/93	PAY ADJUSTMENT	100715.00		EO 12826				
				INCLUDE LEO				
10/03/93	PMRS MERIT INC	103601.25	GM1500	LOCALITY - FEPCA				
				INC 25% PREMIUM				
				INCLUDE LEO				
01/09/94	PAY ADJUSTMENT	104936.25		LOCALITY - FEPCA	1993	7549.32	68521.80	7.50% DEDUCTION
				EO 0				
				INC INT GEO ADJ				
01/08/95	PAY ADJUSTMENT	108200.00		-PI 101-509	1994	7836.00	76357.80	7.50% DEDUCTION
				EO 12944				
				INC INT GEO ADJ				
02/03/95	RELOCATION	107181.25	GM1500	-PI 101-509				
				INC 25% PREMIUM				
				INC INT GEO ADJ				
02/03/95	AVP	107379.00		-PI 101-509				
				ES0003				
				INC INT GEO ADJ				
				-PI 101-509				

LAST NAME	FIRST NAME	MIDDLE NAME	DATE OF BIRTH			SOC. SEC. NO.	AGENCY	PAYROLL OFFICE	LOCATION	PAYROLL OFFICE NO.
			MO.	DAY	YR.					
1. ONEILL	JOHN	P	02	06	52	147 62 1004	JUSTICE	FBI	WASHINGTON	15-02-0001
2. _____			DO NOT USE							
3. _____			FROZEN RETIREMENT RECORD							
4. _____										
(RECORD EACH NAME CHANGE - STRIKE OUT PREVIOUS NAME)										

SERVICE HISTORY					FISCAL RECORD			
EFFECTIVE DATE (1)	ACTION (2)	BASE PAY (3)	DO NOT USE (4)	REMARKS (4)	YEAR (5)	CALENDAR YEAR SALARY DEDUCTIONS (6)	ACCUMULATIVE TOTAL SALARY DEDUCTIONS (7)	REMARKS (8)
				BALANCE FORWARD			21147.12	
10/13/85	MERIT INCREASE	53394.75	GM14 0	INC 25% PREMIUM	1985	3890.04	25037.16	7.50% DEDUCTION
10/12/86	MERIT INCREASE	54875.75	GM14 0	INC 25% PREMIUM	1986	4170.72	29207.88	7.50% DEDUCTION
01/04/87	ADM PAY INC	56521.00		EO 12578				
10/11/87	MERIT INCREASE	57284.00	GM14 0	INC 25% PREMIUM	1987	4230.90	33438.78	7.50% DEDUCTION
01/03/88	ADM PAY INC	58432.50		EO 12622				
10/09/88	MERIT INCREASE	59988.50	GM14 0	INC 25% PREMIUM	1988	4386.90	37825.68	7.50% DEDUCTION
01/01/89	ADM PAY INC	62449.25		EO 12623				
10/08/89	MERIT INCREASE	64069.25	GM14 0	INC 25% PREMIUM	1989	4685.04	42510.72	7.50% DEDUCTION
01/14/90	ADM PAY INC	66375.50		EO 12698				
10/07/90	PAY ADJ (AUD)	76565.00		INC 25% PREMIUM				
10/07/90	MERIT INCREASE	76565.00	GM14 0	INC 25% PREMIUM				
12/02/90	PROMOTION	78200.00	GM15 0	INC 25% PREMIUM	1990	5095.44	47606.16	7.50% DEDUCTION
01/13/91	PAY ADJ	84486.25		EO 12736				
10/06/91	PMRS MERIT INC	87055.00	GM1500	INC 25% PREMIUM	1991	6316.80	53922.96	7.50% DEDUCTION
01/12/92	PAY ADJUSTMENT	94340.00		EO 12768				
				INCLUDE LEO				
				LOCALITY -FEPCA				
10/04/92	PMRS MERIT INC	97122.50	GM1500	INC 25% PREMIUM				
				INCLUDE LEO				
				LOCALITY -FEPCA	1992	7049.52	60972.48	7.50% DEDUCTION

LAST NAME	FIRST NAME	MIDDLE NAME	DATE OF BIRTH			SOC. SEC. NO.			AGENCY	PAYROLL OFFICE	LOCATION	PAYROLL OFFICE NO.
1. ONEILL	JOHN	P	02	06	52	147	42	1004	JUSTICE	FBI	WASHINGTON	15-02-0001
			DO NOT USE									
2. _____			FROZEN RETIREMENT RECORD									
3. _____												
4. _____												
(RECORD EACH NAME CHANGE- STRIKE OUT PREVIOUS NAME)												

SERVICE HISTORY						FISCAL RECORD					
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EFFECTIVE DATE (1)	ACTION (2)	BASE PAY (3)	DO NOT USE	REMARKS (4)	YEAR (5)	CALENDAR YEAR SALARY DEDUCTIONS (6)	ACCUMULATIVE TOTAL SALARY DEDUCTIONS (7)	REMARKS (8)
					1977		4195.98	BALANCE-FORWARD
10/08/78	ADM PAY INC	24288.00		EO 12087	1978	1672.32	5868.30	7.50% DEDUCTION
07/15/79	WITHIN GR INC	24930.00	GS11 3	INC 25% PREMIUM				
10/07/79	ADM PAY INC	26675.00		EO 12165	1979	1867.44	7735.74	7.50% DEDUCTION
07/13/80	WITHIN GR INC	27362.00	GS11 4	INC 25% PREMIUM				
07/27/80	PROMOTION	29393.00	GS12 1	INC 25% PREMIUM				
10/05/80	ADM PAY INC	32067.75		EO 12248	1980	2119.20	9854.94	7.50% DEDUCTION
07/26/81	WITHIN GR INC	32965.75	GS12 2	INC 25% PREMIUM				
10/04/81	ADM PAY INC	34549.25		EO 12330	1981	2454.12	12309.06	7.50% DEDUCTION
07/25/82	WITHIN GR INC	35705.75	GS12 3	INC 25% PREMIUM				
10/03/82	ADM PAY INC	36908.75		EO 12387	1982	2638.86	14947.92	7.50% DEDUCTION
07/24/83	WITHIN GR INC	37887.75	GS12 4	INC 25% PREMIUM				
07/24/83	CONV TO MERIT	40506.75	GM13 0	INC 25% PREMIUM				
07/24/83	PROMOTION	40506.75	GM13 0	INC 25% PREMIUM				
10/02/83	MERIT INCREASE	40506.75	GM13 0	INC 25% PREMIUM	1983	2871.24	17819.16	7.50% DEDUCTION
01/08/84	ADM PAY INC	42126.75		EO 12477				
08/05/84	PROMOTION	48727.75	GM14 0	INC 25% PREMIUM				
10/14/84	MERIT INCREASE	50158.75	GM14 0	INC 25% PREMIUM	1984	3327.96	21147.12	7.50% DEDUCTION
01/06/85	ADM PAY INC	51913.75		EO 12496				

SECOND CARD

LAST NAME	FIRST NAME	MIDDLE NAME	DATE OF BIRTH			SOC. SEC. NO.			AGENCY	PAYROLL OFFICE	LOCATION	PAYROLL OFFICE NO.
			MO.	DAY	YR.							
1. O'NEILL	JOHN	P	02	06	52	147	42	1004				
			DO NOT USE									
2. _____												
3. _____												
4. _____												
(RECORD EACH NAME CHANGE— STRIKE OUT PREVIOUS NAME)												

SERVICE HISTORY	FISCAL RECORD
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EFFECTIVE DATE	ACTION	BASE PAY	DO NOT USE	REMARKS	YEAR	CALENDAR YEAR SALARY DEDUCTIONS	ACCUMULATIVE TOTAL SALARY DEDUCTIONS	REMARKS
(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
	BSI (EXECUTIVE ORDER 12010 APPROVED	19,922			1977	Balance Brought Forward	4195.98	
9/28/77	EFFECTIVE 10/9/77	21,326.50						
7-16-78	PROMOTION	23021.50		11/2				

LAST NAME	FIRST NAME	MIDDLE NAME	DATE OF BIRTH			SOC. SEC. NO.			AGENCY	PAYROLL OFFICE	LOCATION	PAYROLL OFFICE NO.
			MO.	DAY	YR.							
1. ONEILL	JOHN	P	2	6	52	147	42	1004	JUSTICE	FBI	WASHINGTON	15-02-0001
2.			DO NOT USE									
3.												
4.												

(RECORD EACH NAME CHANGE—
STRIKE OUT PREVIOUS NAME)

SERVICE HISTORY					FISCAL RECORD			
EFFECTIVE DATE	ACTION	BASE PAY	DO NOT USE	REMARKS	YEAR	CALENDAR YEAR SALARY DEDUCTIONS	ACCUMULATIVE TOTAL SALARY DEDUCTIONS	REMARKS
(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
6-22-70	EXC INDEF APPT	5212		GS 3				
12-27-70	PROMOTION	5853		GS 4				
BSI (Executive Order 11576 approved 1/8/71 effective 1/10/71)					1973	266.15	266.15	Ret. Deductions Started 7-8-73
7-11-71	PROMOTION	6938		GS 5				Conv. to Exc. Appt. Same Date.
BSI (Executive Order 11637 approved 12/22/71 effective 1/9/72)					1974	670.96	937.11	Includes back pay under EO 11777
7-9-72	WGI	7563			1975	755.66	1,692.77	
BSI (Executive Order 11691 approved 12/15/72 effective 1/13/73)					7 7/10 1976	443.80	2,136.57	
7-23-72	PROMOTION	8153		GS 6	7 5/10 1977	567.03	2,703.60	
BSI (Executive Order 11739 approved 10/13/73 effective 10/14/73)						1,492.38	4,195.98	
7/22/73	WGI	8,858						
BSI (Executive Order 11811 approved 7/21/74 effective 10-13-74)								
7-20-75	WIGI	10,421						
BSI (Executive Order 11883 approved 10-6-75 effective 10-12-75)								
11-23-75	PROMOTION	11,782		GS 7				
7-6-76	Exc. Apt.	14824		GS 10 SA				
BSI (Executive Order 11941 approved 10-1-76 Effective 10-10-76)								
11-7-76	PL 93-350 Prem Pay Inc. (25%)	19405						
7-17-77	WIGI	19,922	10/2					



**APPLICATION FOR IMMEDIATE RETIREMENT
FEDERAL EMPLOYEES RETIREMENT SYSTEM**

See Privacy Act Information
on Instruction Sheet

Section A—Identifying Information

1. Name (Last, first, middle) O'NEILL, JOHN P.		2. List All Other Names You Have Used	
3. Address (Number, street, city, state, ZIP code) 441 EAST 20TH STREET, #8G NEW YORK, NEW YORK 10010		4. Telephone Number (Including area code) 212-228-0632	5. Date of Birth (Month, day, year) 02/06/52
6. Social Security Number 147-42-1004		7. Are you a citizen of the United States of America? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No—If "No" give →	
8. Is this application for disability retirement? <input checked="" type="checkbox"/> No		7a. Of what country are you a citizen?	
9. Yes (Ask your employing office about other documents you must submit)			

Section B—Federal Service

1. Department or Agency From Which You Are Retiring (Include bureau or division, address and ZIP code) U.S. DEPT. OF JUSTICE - FBI		2. Date of Final Separation (Month, day, year) 08/22/01	
3. Title of Position From Which You Are Retiring SPECIAL AGENT IN CHARGE		4. Have you performed active honorable service in the Armed Services or other uniformed services of the United States? (See instructions for definition) <input type="checkbox"/> Yes (Complete Schedule A and attach to this form) <input checked="" type="checkbox"/> No	
5. Are you receiving or have you applied for military retired pay? (Note: If you later become entitled to military retired pay you must notify OPM.) <input checked="" type="checkbox"/> No		6. Yes (Complete Schedule B and attach to this form)	

Section C—Marital Information

1. Are you married now? (A marriage exists until ended by death, divorce, or annulment) yes		<input checked="" type="checkbox"/> Yes (Also complete items 1a-f below) <input type="checkbox"/> No	
1a. Spouse's Name (Last, first, middle)		1b. Spouse's Date of Birth (Month, day, year)	1c. Spouse's Social Security Number
1d. Place of marriage (City, state) Linwood, N.J.		1e. Date of Marriage (Month, day, year)	1f. Marriage performed by: <input checked="" type="checkbox"/> Clergyman or Justice of the Peace <input type="checkbox"/> Other (Explain):
2. Do you have a living former spouse(s) to whom a court order gives a survivor annuity? <input type="checkbox"/> Yes → Attach a copy of the court order(s) and any amendments		<input checked="" type="checkbox"/> No	

Section D—Annuity Election

Make your election by initialing the box beside the type of annuity you want to receive and give any other information requested. Read the information pages of the instructions and the explanations below and consider your election carefully. No change will be permitted after your annuity is granted except as explained in the instructions. If you are married at retirement, the law provides an annuity with full survivor benefits for your spouse unless your spouse consents to your election not to provide maximum survivor benefits. You must attach Standard Form 3107-2 to this form if your spouse consents to your election.

1. I CHOOSE A REDUCED ANNUITY WITH MAXIMUM SURVIVOR ANNUITY FOR MY SPOUSE.			
<input type="checkbox"/>	If you are married at retirement, you will automatically receive this type of annuity unless your spouse consents to your election not to provide maximum survivor benefits. If you receive this annuity, your annuity will be reduced by 10%. Your spouse's annuity upon your death will be 50% of your annuity.		
2. I CHOOSE A REDUCED ANNUITY WITH A PARTIAL SURVIVOR ANNUITY FOR MY SPOUSE. (Attach SF 3107-2 showing your spouse's consent.)			
<input type="checkbox"/>	If you choose this option, your annuity will be reduced by 5%. Upon your death, your spouse's annuity will be 25% of your unreduced annuity. You MUST have your spouse's consent to choose this option.		
3. I CHOOSE AN ANNUITY PAYABLE ONLY DURING MY LIFETIME. (If you are married and elect this, attach Standard Form 3107-2 showing your spouse's consent.)			
<input checked="" type="checkbox"/>	If you are married at retirement, you CANNOT choose this type of annuity without your spouse's consent. No survivor annuity will be paid to your spouse after your death if he or she consents to this election.		
4. I CHOOSE A REDUCED ANNUITY WITH SURVIVOR ANNUITY FOR THE PERSON NAMED BELOW WHO HAS AN INSURABLE INTEREST IN ME.			
<input type="checkbox"/>	You must be healthy and willing to provide medical evidence if you choose this type of annuity. (Disability annuitants are not eligible to choose this type of annuity.)		
Name of Person With Insurable Interest	Relationship to You	Date of Birth	Social Security Number

5. I CHOOSE A REDUCED ANNUITY WITH SURVIVOR ANNUITY FOR MY FORMER SPOUSE(S) AS FOLLOWS:

INITIALS

You must attach: 1. Copies of divorce decrees for all former spouses for whom you elect to provide a survivor annuity.
 2. If you are married, attach a completed SF 3107-2, *Spouse's Consent to Survivor Election*. You cannot choose this option and provide a maximum survivor annuity for your spouse (Box 1).

Name and Address of Former Spouse	Date of Marriage	Date of Divorce	Survivor annuity equal to _____% of my annuity
	Date of Birth	Social Security Number	
Name and Address of Former Spouse	Date of Marriage	Date of Divorce	Survivor annuity equal to _____% of my annuity
	Date of Birth	Social Security Number	
Total (either 25% or 50% of your unreduced annuity)			

Section E—Insurance Information

See the information on page 4 of this package about the requirements for continuing Federal Employees Health Benefits and Federal Employees Group Life Insurance coverage as a retiree.

1. Are you eligible to continue Federal Employees Health Benefits coverage as a retiree?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Are you eligible to continue Federal Employees' Group Life Insurance coverage as a retiree?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Section F—Other Claim Information

1. Are you receiving, or have you applied for or ever received, workers' compensation from the Department of Labor because of a job-related illness or injury?	<input type="checkbox"/> Yes (Complete Schedule C and attach to this form) <input checked="" type="checkbox"/> No
2. Have you previously filed any application under the Civil Service Retirement System or the Federal Employees Retirement System (for retirement, refund, deposit or redeposit, or voluntary contributions)?	<input type="checkbox"/> Yes (Complete items 2a and 2b below) <input checked="" type="checkbox"/> No
2a. Type of Application	2b. Claim Numbers
<input type="checkbox"/> Retirement <input type="checkbox"/> Refund	Return of excess deductions Deposit or redeposit Voluntary contributions

b6
b7C

Section G (Optional)—Information About Your Unmarried Dependent Children

1. Dependent Child's Name (First, middle, last)	2. Date of Birth (Month, day, year)	3. Disabled (✓)	1. Dependent Child's Name (First, middle, last)	2. Date of Birth (Month, day, year)	3. Disabled (✓)

Section H—Applicant's Certification

<p>WARNING</p> <p>Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001)</p>	I hereby certify that all statements made in this application are true to the best of my knowledge and belief.	
	Signature (Do not print) <i>J. P. O'Neil</i>	Date 8/15/01

Applicant's Checklist

This checklist is provided to help you be certain you have attached all the necessary documents and to help your employing office be certain it forwards all of your retirement documentation to the Office of Personnel Management.

	Yes	No	Not Applicable
1. If you answered "yes" to Section B, item 4, did you attach Schedule A?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. If you completed Schedule A, did you attach a copy of your discharge certificate or other certificate of active military service?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. If you answered "yes" to Section B, item 5, did you attach Schedule B?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. If you completed Schedule B and answered "yes" to item d, did you attach a copy of your request for waiver and a copy of the military finance office's acknowledgement or approval of your request for waiver (if applicable)?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. If you are married and did not initial box 1 of Section D, did you attach SF 3107-2, <i>Spouse's Consent to Survivor Election</i> ?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. If you answered "yes" to Section E, item 2, did you attach SF 2818, <i>Election of Post-Retirement Basic Life Insurance Coverage</i> ?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
7. If you answered "yes" to Section F, item 1, did you attach Schedule C?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



SPOUSE'S CONSENT TO SURVIVOR ELECTION

Instructions: If you are married and you do not want a reduced annuity to provide a current spouse survivor annuity, or if you are married and you elect a reduced annuity to provide a partial current spouse survivor annuity, complete Part 1. Have your spouse complete Part 2. Part 2 must be completed in the presence of a Notary Public or other person authorized to administer oaths. The Notary Public must complete Part 3.

Part 1—To Be Completed by Retiring Employee

Name (Last, first, middle) <i>O'Neill, John P.</i>	Date of Birth (Month, day, year) <i>02/06/52</i>	Social Security Number <i>147-42-1004</i>
I have elected: (Mark the one box which describes the election you have made with regard to your current spouse.)		
<input type="checkbox"/> a. No regular survivor annuity for my current spouse, but I am electing an insurable interest annuity for my current spouse. (I have completed Section D, item 4, on my Standard Form 3107 naming my current spouse.)		
<input checked="" type="checkbox"/> b. No regular or insurable interest survivor annuity for my current spouse.		
<input type="checkbox"/> c. A partial annuity (25%) for my current spouse.		

Part 2—To Be Completed by Current Spouse of Retiring Employee

b6
b7C

I freely consent to the survivor annuity election described in Part 1. I understand that my consent is final (not revocable).		
Name (Type or Print)	Signature (Do not print)	Date
		<i>8/16/01</i>

Part 3—To Be Completed by a Notary Public or Other Person Authorized to Administer Oaths

I certify that the person named in Part 2 presented identification (or was known to me), gave consent, signed or marked this form, and acknowledged that the consent was freely given in my presence on this	
the <i>16th</i> day of <i>August</i> , <i>2001</i> , at <i>Liawood, New Jersey</i>	
(Month) (Year) (City and State)	
(SEAL) KENNETH OLIN NOTARY PUBLIC OF NEW JERSEY My Commission Expires October 5, 2005	Signature <i>[Signature]</i> Expiration Date of Commission, if Notary Public <i>10-05-05</i>

General Information: The law requires that a retiring, married employee must provide a survivor annuity for a current spouse, UNLESS the current spouse consents to an election not to provide the maximum survivor benefit.

A court order which requires a retiring employee to provide a survivor annuity for a former spouse is not an election and spousal consent is not required. In other words, such a court order does not require a current spouse to waive the right to a survivor annuity. The retiring employee can still provide a survivor annuity for the current spouse even though the Office of Personnel Management

(OPM) must honor the terms of the court order before it can honor the election for the current spouse. The current spouse may, therefore, receive a smaller annuity than elected, or none at all, unless the former spouse loses eligibility for the court-ordered survivor annuity (through remarriage before age 55 or death).

Important: If the current spouse consents to an election to provide no survivor annuity and is later divorced from the retired employee, the retired employee may not then elect (nor can OPM honor a court order) to provide a former spouse annuity for that spouse.

PRIVACY ACT STATEMENT

The FERS Act, which establishes the spousal consent requirement, authorizes solicitation of this information. The data furnished will be used to determine the type of annuity awarded. The information may be shared with national, state, local or other charitable or social security administrative agencies to determine and issue benefits under their programs or when they are investigating a violation or potential violation of the civil or criminal law. Executive Order 9397 (November 22, 1943) authorizes the use of the Social Security Number to distinguish between people with similar names. Furnishing the Social Security Number, as well as other data, is voluntary, but failure to do so may delay or prevent action on the retirement application.



Designation of Beneficiary

Federal Employees' Retirement System

Form Approved OMB No. 3206-0173

Important

Read all instructions before filling in this form

A. Identification

Name (Last, first, middle) O'NEILL JOHN P.	Date of birth (Month, day, year) 02/06/52	Social Security Number 147-42-1004
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Place an "X" in the appropriate box:	<input type="checkbox"/> An employee	<input checked="" type="checkbox"/> Retired or an applicant for retirement	<input type="checkbox"/> Former employee eligible for retirement in the future	If you are retired give your claim number
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Department or agency in which presently employed (or former department or agency):

Department or agency US DEPT. OF JUSTICE	Bureau FBI	Division NEW YORK	Location (City, state and ZIP code) 26 FEDERAL PLAZA NEW YORK, NEW YORK 1027
--	----------------------	-----------------------------	--

I, the individual identified above, designate the beneficiary or beneficiaries named below to receive any lump-sum benefit which may become payable under the Federal Employees' Retirement System (FERS) after my death. I understand that this designation of beneficiary is also for any lump-sum benefit which may become payable under the Civil Service Retirement System (CSRS) after my death. I understand that this designation of beneficiary cancels any previous FERS or CSRS designation of beneficiary, and that it remains in effect until I cancel it in writing or I receive payment of my employee deductions for FERS (and CSRS, if applicable).

I direct, unless otherwise indicated below, that if more than one beneficiary is named, the share of any beneficiary who may predecease me or who may be disqualified for any other reason, shall be distributed equally among the stated beneficiaries, or entirely to the survivor. If none of the beneficiaries are alive and eligible to receive payment when a lump-sum payment becomes payable, this designation is void, and payment will be made according to the order of precedence set by law.

B. Information Concerning The Beneficiaries (See Examples of Designations):

First name, middle initial, and last name of each beneficiary	Address (Including ZIP code) of each beneficiary	Relationship	Share to be paid to each beneficiary
			b6
			b7C
Date of designation (Mo., day, yr.) 08/15/01	Your signature <i>John P. O'Neill</i>		Total = 100%

C. Witnesses (A witness is not eligible to receive payment as a beneficiary):

We, the undersigned, certify that this statement was signed in our presence.

I have reviewed this designation and certify that the designated shares total 100% and that no witnesses are designated as beneficiaries.

Date Received 8-20-01	Signature 	Date 8-20-01
---------------------------------	---------------	------------------------

Type or print your return address to insure

MR. JOHN P. O'NEILL
441 EAST 20TH STREET, APT. 8G
NEW YORK, NEW YORK 10009

See Back of Employee Copy For Instructions On Where To File This Form. (Retain until employee leaves Federal service and then send to OPM)

Important - The filing of this form will completely cancel any Designation of Beneficiary under the Federal Employees' Retirement System or under the Civil Service Retirement System you may have previously filed. Be sure to name in this form all persons you wish to designate as beneficiaries of any lump sum payable at your death.

Examples of Designations

1. HOW TO DESIGNATE ONE BENEFICIARY Do not write names as M.E. Brown or as Mrs. John H. Brown. If you want to designate your estate as beneficiary, enter "My estate" in the beneficiary column.

First name, middle initial, and last name of each beneficiary	Address (Including ZIP code) of each beneficiary	Relationship	Share to be paid to each beneficiary
Mary E. Brown	214 Central Avenue Muncie, IN 47303	Niece	100%

2. HOW TO DESIGNATE MORE THAN ONE BENEFICIARY Be sure that the shares to be paid to the several beneficiaries add up to 100 percent.

First name, middle initial, and last name of each beneficiary	Address (Including ZIP code) of each beneficiary	Relationship	Share to be paid to each beneficiary
Alice M. Long	509 Canal Street Red Bank, MD 21770	Aunt	25%
Joseph P. Brady	360 Williams Street Red Bank, MD 21770	Nephew	25%
Catherine L. Rowe	792 Broadway Whiting, IN 46394	Mother	50%

3. HOW TO DESIGNATE A CONTINGENT BENEFICIARY

First name, middle initial, and last name of each beneficiary	Address (Including ZIP code) of each beneficiary	Relationship	Share to be paid to each beneficiary
John M. Parrish, if living	810 West 180th Street New York, NY 10033	Father	100%
Otherwise to: Susan A. Parrish	810 West 180th Street New York, NY 10033	Sister	100%

4. HOW TO CANCEL A DESIGNATION OF BENEFICIARY AND EFFECT PAYMENT UNDER ORDER OF PRECEDENCE (See back of duplicate)

First name, middle initial, and last name of each beneficiary	Address (Including ZIP code) of each beneficiary	Relationship	Share to be paid to each beneficiary
Cancel prior designations			

3159
Chicago

HEALTH BENEFITS REGISTRATION FORM

FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM

Form Approved:
OMB No. 3206-0

• Complete Part A and Parts B, C, D, and E as applicable.

Do not separate the copies. Your employing office will certify the completed form and return your copy to you.

• Type or Print Firmly
• Sign and date in Part F

PART A - All who register must fill in this part.

1. Name (Last, first, middle initial) O'Neill John P.	2. Date of birth (Use numbers for mo, day, yr) 2/6/52	3. Are you now married? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
4. Your home mailing address (Number and street) 441 E. Erie St #4603	5. Social Security Number 147-42-1004	6. Sex <input type="checkbox"/> Female <input checked="" type="checkbox"/> Male
7. City, State and ZIP Code Chicago, IL 60611	8. Home Phone Number (include area code) 312-573-0821	9. Office Phone No. (include area code) 312 431-1333

PART B - Fill in this part if you wish to enroll or change your enrollment in the Federal Employees Health Benefits (FEHB) Program.

1. I elect to enroll in a health benefits plan as shown below. (Copy the information requested below from front cover of brochure of the plan you select.) **JKED/16/71**

Name of Plan
Rush-Anchor HMO/Access

2a. Names of Family Members	2b. Date of birth (mo, day, yr)	2a. Names of Family Members	2b. Date of birth (mo, day, yr)

3. Do you, your spouse or any other eligible family members have any group health insurance coverage other than the FEHB plan in which you are now enrolling or enrolled?
 Yes No **Complete 3a-3g**

3a. Name of insurance company (CHAMPUS, Medicare, non-Federal plan, etc.)

3b. Name of policyholder

3c. Effective date of coverage

3d. Policyholder's Social Security Number

3e. Type of coverage
 Self Only Self and Family

3f. Group or employer name

3g. Certificate or policy number

PART C - Fill in this part, as well as PART B, to change your enrollment. Answer items 1, 2, 3, and 4 to show Plan and Enrollment Code being changed and eligibility for change.

1. Present Plan Name Presidential Health Plan	2. Present Plan Enrollment Code JB 2	3. Number of event that permits change (See Table of Permissible Changes) 1	4. Date of event that permits change
			Month Day Year 12 9 91

PART D - EMPLOYEES ONLY Place an "X" in the box below if you wish NOT TO ENROLL in the FEHB Program.

Place "X" here I elect not to enroll in the Federal Employees Health Benefits Program. My signature in Part F certifies that I have read and understand the information regarding this election.

PART E - Fill in this part if you wish to CANCEL your enrollment. Place an "X" in the box below.

Place "X" here I elect to cancel my enrollment in the Federal Employees Health Benefits Program. I am currently enrolled under the code shown at the right.

My signature in Part F certifies that I have read and understand the information regarding cancellation of enrollment.

Present Enrollment Code

PART F - All who register must fill in this part.

WARNING: Any intentionally false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)

1. Your signature (Do not print)
John P. O'Neill

2. Date
12/9/91

PART G - To be completed by agency.

1. Name and address (including ZIP Code) of employing office Federal Bureau of Investigation United States Department of Justice Washington, D.C. 20535	2. Date received in employing office 12-09-91	3. Effective date of election 01-12-92 CFS
	4. Effective date of termination of enrollment shown in Part C 01-11-92	5. SF 2811 report number 92-1-171 92-7 JB2
6. (include area code) 3771	8. Payroll Office number	9. Agency location code (if different from item 8) b6 b7C

REMARKS - For use only by agency.

3/me



FEDERAL EMPLOYEES HEALTH BENEFITS REGISTRATION FORM

0530

Form Approved:
OMB No. 3206-C• Complete Part A and Parts B, C,
D, and E as applicable.

• Do not separate the copies. Your employing office will certify the completed form and return your copy to you.

• Type or Print Firmly
• Sign and date in Pa**PART A - Fill in this part.**

1. Name (Last, first, middle initial) <i>O'Neill, John P.</i>	2. Social Security number <i>147-42-1004</i>	3. Date of birth (mo., day, yr.) <i>02/06/52</i>
4. Your home mailing address (include ZIP code) <i>4601 Connecticut Ave NW #30 Washington, DC 20008</i>	5. Sex <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female	6. Are you now married? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	7. Daytime telephone number <i>(202) 324-4664</i>	

PART B - Fill in this part if you wish to enroll or change your enrollment in the Federal Employees Health Benefits (FEHB) Program.

1. I elect to enroll in a health benefits plan as shown below. (Copy the information requested below from front cover of brochure of the plan you select.) 17/10

Name of plan <i>The George Washington University Health Plan</i>	Enrollment code <i>E 5</i>				
2a. Names of family members	2b. ZIP code	2c. Date of birth (mo., day, yr.)	2d. Sex	2e. Relationship "code"	2f. Social Security number (See Instructions)
<i>(All fields crossed out with a large diagonal line)</i>					

3a. Do you, your spouse or any other eligible family members have any group health insurance coverage other than the FEHB plan in which you are now enrolling or enrolled? No Yes → Complete 3b

3b. Type of insurance: Medicare No Yes → Indicate part(s) CHAMPUS Other private (specify name)

N/A

PART C - Fill in this part, as well as PART B, to change enrollment.

1. Present Plan name <i>Rush Prescriptions RMD</i>	2. Present Plan enrollment code <i>171</i>	3. Number of event that permits change (See Table of Permissible Changes) <i>4</i>	4. Date of event that permits change (mo., day, yr.) <i>4/1/95</i>
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PART D - Employees Only**PART E - CANCELLATION**

Place an "X" in the box below if you wish NOT TO ENROLL in the FEHB Program. <input type="checkbox"/> I elect not to enroll in the Federal Employees Health Benefits Program.	Place an "X" in the box below if you wish to CANCEL your enrollment. <input type="checkbox"/> I elect to cancel my enrollment in the Federal Employees Health Benefits Program. I am currently enrolled under the code shown at the right.	Present Plan enrollment code
My signature in PART F certifies that I have read and understand the information regarding this election.	My signature in PART F certifies that I have read the information in the instructions regarding cancellation of enrollment and that I understand that I must meet the 5-year requirement to qualify for FEHB coverage after retirement.	

PART F - Fill in this part.

WARNING: Any intentionally false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)

1. Your signature (Do not print) <i>J.P. O'Neill</i>	2. Date <i>5/26/95</i>
---	---------------------------

PART G - To be completed by agency

1. Name and address of employing office FEDERAL BUREAU OF INVESTIGATION U.S. DEPARTMENT OF JUSTICE, ROOM 10 WASHINGTON, DC. 20535	2. Date received in employing office <i>5-26-95</i>	3. Effective date of action <i>5-28-95</i>	4. SF 2811 report number <i>95-23</i>
	5. Payroll office number	6. Payroll contact and telephone number <i>20232458</i>	

Remarks: *moved from the area serving the comprehensive plan.*

JUN 12 1995



HEALTH BENEFITS REGISTRATION FORM

3540

Form Approved OMB No. 3206

• Complete Part A and Parts B, G, D, and E as applicable.

• Do not separate the copies. Your employing office will certify the completed form and return your copy to you.

• Type or Print Firm
• Sign and date in F

PART A - Fill in this part.

1. Name (Last, first, middle initial) O'Neill, John P.	2. Social Security number 147-42-1004	3. Date of birth (mo., day, yr.) 02 106 152
4. Your home mailing address (include ZIP code) P.O. Box 2282 New York, New York 10008	5. Sex <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female	6. Are you now married? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	7. Daytime telephone number (212) 384-2870	

PART B - Fill in this part if you wish to enroll or change your enrollment in the Federal Employees Health Benefits (FEHB) Program.

1. I elect to enroll in a health benefits plan as shown below. (Copy the information requested below from front cover of brochure of the plan you select.)

Name of plan GHI	Enrollment code 80
----------------------------	------------------------------

2a. Names of family members	2b. ZIP code	2c. Date of birth (mo., day, yr.)	2d. Sex	2e. Relationship "code"	2f. Social Security number (See Instructions)
		11			
		11			
		11			
		11			
		11			

3a. Do you, your spouse or any other eligible family members have any health insurance coverage other than the FEHB plan in which you are now enrolling or enrolled? No Yes → Complete 3b

3b. Type of insurance: Medicare No Yes → Indicate part(s) CHAMPUS Other private (specify name)

PART C - Fill in this part, as well as PART B, to change enrollment.

1. Present Plan name Geo. Washington U Health Plan	2. Present Plan enrollment code E 5 1	3. Number of event that permits change (See Table of Permissible Changes) 4	4. Date of event that permits change (mo., day, yr.) 01 10 19
--	---	---	---

PART D - Employees Only

Place an "X" in the box below if you wish NOT TO ENROLL in the FEHB Program.

I elect not to enroll in the Federal Employees Health Benefits Program.

My signature in PART F certifies that I have read and understand the information regarding this election.

PART E - CANCELLATION

Place an "X" in the box below if you wish to CANCEL your enrollment.

I elect to cancel my enrollment in the Federal Employees Health Benefits Program. I am currently enrolled under the code shown at the right.

My signature in PART F certifies that I have read the information in the instructions regarding cancellation of enrollment and that I understand that I must meet the 5-year requirement to qualify for FEHB coverage after retirement.

PART F - Fill in this part.

WARNING: Any intentionally false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)

1. Your signature (Do not print) J.P. O'Neill	2. Date 12/10/97
---	----------------------------

PART G - To be completed by agency

1. Name and address of employing office US Dept. of Justice FBI, JEH Building 935 Pennsylvania Ave. NW Washington, D.C. 20535-0001	2. Date received in employing office Nov 12/17/97	3. Effective date of action 12-31-97	4. SF 2014 report number 07 35-1 07 26-E
	5. Payroll office number 15-02-0001	6. Payroll contact and telephone number West 202-324-3771	9. Phone number (202) 324-3771

Remarks

Moved from area securing the Comprehensive P/60



0622

HEALTH BENEFITS REGISTRATION FORM

FEDERAL EMPLOYEES HEALTH BENEFITS

FOR USE BY EMPLOYEES ONLY

(Read Instructions on Back of Copy 5)

Form Approved:
OMB No. 3206-4

TIME LIMIT FOR ENROLLMENT:
31 days or time limit shown on
of copy 1.

Use typewriter or print with ball-point pen, bearing down to make legible copies.

PART A All who register must fill in this part.	1. Name (Last) (First) (Middle Initial) O'Neill John P.	2. Date of Birth (Use Numbers) Month Day Year 02 06 52	3. Are You Now Married? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	4. Your Mailing Address (Number and Street) 9 Bantry Court	5. Social Security Number 147-42-1004	6. Sex <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female
	(City) (State) (Zip Code) Baltimore Maryland 21237		

IMPORTANT—It is illegal for an employee or a family member to be covered under more than one FEHB enrollment. If you are already covered through the family enrollment of another Federal or District of Columbia employee or annuitant, you must register not to enroll or the other enrollment must be cancelled or changed to Self Only. Similarly, if a family member listed by you in Part B is covered through his or her own enrollment, you cannot elect a family enrollment unless the family member cancels his or her enrollment.

PART B Fill in this part if you wish to enroll or change your enrollment in a Health Benefits Plan. If enrollment is for Self Only, answer items 1 and 3. If enrollment is for Self and Family, answer items 1, 2, and 3. Show additional family members (item 2) and/or health insurance coverages (item 3) on a separate sheet and attach. If you are changing your enrollment, also fill in PART C.	1. I elect to enroll in a health benefits plan as shown below. I authorize deductions from my salary or compensation to cover my share of the cost of the enrollment. (Copy the information requested below from front cover of brochure of the plan you select.)		Enrollment Code 442
	Name of Plan The Johns Hopkins Health Plan		J B 2
	2. In the space below list all eligible family members without exception: List your spouse first, then your unmarried dependent children under age 22, including (a) legal adopted children, (b) recognized children born out of wedlock, and (c) stepchildren and foster children who live with you in a regular parent-child relationship. Include also any unmarried child over 22 who became disabled before age 22 and who, because of the disability is incapable of self-support. (Attach a doctor's certificate for a disabled child age 22 or over, if one is not already on file.) DO NOT LIST PARENTS OR OTHERS WHO ARE NOT ELIGIBLE FAMILY MEMBER. THEY WILL NOT RECEIVE BENEFITS, EVEN IF THEY ARE DEPENDENT ON YOU AND ARE LISTED.		
Names of Family Members		Date of Birth (Month, Day, Year)	3. Do you, your spouse or any other eligible family members have any other health insurance coverage other than the FEHB plan in which you are now enrolling or enrolled? <input checked="" type="checkbox"/> Yes → Complete item 4 below <input checked="" type="checkbox"/> No
a. Spouse			a. Name of Insurance Company (CHAMPUS, Medicare, non-Federal Plan, etc.)
			b. Name of Policyholder
			c. Policyholder's Social Security No.
			d. Type of Coverage <input type="checkbox"/> Self Only <input type="checkbox"/> Self & Family
e.			e. Group or Employer Name
			f. Certificate or Policy Number

PART C	Answer items 1, 2, 3 and 4 to show Plan and Enrollment Code being changed and eligibility for change.			Enrollment Code
Fill in this part, as well as PART B, to change your registration.	1. Present Plan Name SAMBHA	2. Present Plan Enrollment Code 442	3. Number of Event That Permits Change (See Table on Back of Copy 1) 1	4. Date of Event That Permits Change Month Day Year 12 11 87

PART D	Place an "X" in the box in item 1 or 2, whichever applies.	
Fill in this part if you wish NOT to enroll or if you wish to cancel your enrollment.	1. I elect not to enroll under the Federal Employees Health Benefits Program. <input type="checkbox"/>	2. I elect to cancel my present enrollment under the code shown below: <input type="checkbox"/>
	My signature in Part E, item 1, certifies that I have read "Cancellation of Enrollment" on back of copy 5.	
	Present Enrollment Code b6 - b7C	

PART E	1. Your Signature (Do not print) John P. O'Neill	2. Date 11-30-87	WARNING —Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)
All who register must fill in this part.			

PART F To be completed by agency.	1. Name and Address (including Zip Code) of Employing Office FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE WASHINGTON, D.C. 20535	2. Date Received in Employing Office 12-11-87	3. Effective Date of Election 1-3-88
		4. Effective Date of Termination of Enrollment Shown in Part C 1-2-88	5. SF 2811 Report No. 88-11-502 88-78-442
		7. Payroll Office No. 15-02-0001	8. Agency Location Code (if different from item 7)

REMARKS
For use only by agency
RECORDED
MAR 4 1988
177

3101

If typewriter is not available, bear down with ballpoint pen to make legible copies.

HEALTH BENEFITS REGISTRATION FORM FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM (Read instructions on back of last page.)		New Carrier's Control Number 1474867
TO EMPLOYING OFFICE: SHOW OLD CARRIER'S CONTROL NUMBER ONLY IF ELECTION IS TO CANCEL ENROLLMENT OR TO CHANGE OPTIONS OR TYPE OF ENROLLMENT IN THE SAME PLAN.		Old Carrier's Control Number
PART A ALL WHO REGISTER MUST FILL IN THIS PART. 2	NAME (LAST) (FIRST) (MIDDLE INITIAL)	2. DATE OF BIRTH (Use numbers)
	O'NEILL John P 147-42-1004 DW	MONTH DAY YEAR 2 6 52
4. YOUR MAILING ADDRESS (NUMBER AND STREET) (CITY) (STATE) (ZIP CODE)		3. ARE YOU NOW MARRIED? YES <input checked="" type="checkbox"/> 1 NO <input type="checkbox"/> 2
3102 PURMAN LANE ALEXANDRIA Va 22306		5. SEX MALE <input checked="" type="checkbox"/> 1 FEMALE <input type="checkbox"/> 2
IMPORTANT		
IT IS ILLEGAL FOR AN EMPLOYEE OR A MEMBER OF HIS FAMILY TO BE COVERED UNDER MORE THAN ONE ENROLLMENT. IF YOU ARE ALREADY COVERED THROUGH THE FAMILY ENROLLMENT OF ANOTHER FEDERAL OR DISTRICT OF COLUMBIA EMPLOYEE OR ANNUITANT YOU MUST REGISTER NOT TO ENROLL OR THE OTHER ENROLLMENT MUST BE CANCELED OR CHANGED TO SELF ONLY. SIMILARLY, IF A FAMILY MEMBER LISTED BY YOU IN PART B IS COVERED THROUGH HIS (OR HER) OWN ENROLLMENT, YOU CANNOT ELECT A FAMILY ENROLLMENT UNLESS THE FAMILY MEMBER CANCELS HIS (OR HER) ENROLLMENT. ALSO SEE BACK OF PAGES 2 AND 3.		
PART B FILL IN THIS PART IF YOU WISH TO ENROLL OR CHANGE YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN. If enrollment is for Self Only, answer item 1. If enrollment is for Self and Family, also answer item 2. IF YOU ARE CHANGING YOUR ENROLLMENT ALSO FILL IN PART D.	1. I elect to enroll in a health benefits plan as shown below. I authorize deductions from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from back page of brochure of the plan you select.)	
	NAME OF PLAN SAMBA	OPTION (HIGH OR LOW)
		ENROLLMENT CODE NUMBER 4 4 2
2. In space below list all eligible family members without exception: List your wife or husband first, then your unmarried children under age 22, include (a) legally adopted children and (b) stepchildren, foster children, and illegitimate children who live with you in a regular parent-child relationship. Include also any unmarried child over 22 who became disabled before age 22 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 22 or over, if one is not already on file.) DO NOT LIST PARENTS OR OTHERS WHO ARE NOT ELIGIBLE FAMILY MEMBERS. THEY WILL NOT RECEIVE BENEFITS, EVEN IF THEY ARE DEPENDENT ON YOU AND ARE LISTED.		
NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS
Wife	[]	[]
Husband	[]	[]
[]	[]	[]
[]	[]	[]
<i>Open Season 88 changing to JB2 12-11-87</i>		
PLACE AN "X" IN ITEM 1 OR 2, WHICHEVER APPLIES:		
1. I ELECT NOT TO ENROLL IN A PLAN UNDER THE FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM. <input type="checkbox"/>		2. I ELECT TO CANCEL MY PRESENT ENROLLMENT UNDER THE CODE NUMBER SHOWN BELOW: <input type="checkbox"/>
		Present Enrollment Code Number
ANSWER ITEMS 1, 2, AND 3 TO SHOW ENROLLMENT CODE BEING CHANGED AND ELIGIBILITY FOR CHANGE.		
1. ENROLLMENT CODE NUMBER OF PRESENT PLAN.	2. NUMBER OF EVENT WHICH PERMITS CHANGE. (See table on back of page 2 for proper number.)	3. DATE OF EVENT WHICH PERMITS CHANGE.
4 4 4	2	MONTH DAY YEAR 1 23 71
PART E ALL WHO REGISTER MUST FILL IN THIS PART.		WARNING.—Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)
John P. O'Neill 2-3-71 (YOUR SIGNATURE—DO NOT PRINT) (DATE)		
PART F TO BE COMPLETED BY AGENCY.		2. DATE RECEIVED IN EMPLOYING OFFICE 2-5-71
WASHINGTON, D. C. 20535		3. EFFECTIVE DATE OF ELECTION 2-7-71
(SIGNATURE OF AUTHORIZED AGENCY OFFICIAL)		4. PAYROLL OFFICE NO. 15-02-0001
5. SF 2811 REPORT NO. 71-86		
REMARKS FOR USE ONLY BY AGENCY Married 1-23-71. Previously not enrolled. NOT RECORDED		

b6
b7C



LIFE INSURANCE ELECTION

Federal Employees' Group Life Insurance Program

See Privacy Act Information on Back of Part 3

1 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 SF 2817A (SF 2817B for Postal Employees).

2 Fill in identifying information

Name (Last) ONEILL	(First) John	(Middle) P.	Date of Birth (Month, Day, Year) 02/06/52	Social Security Number 147 42 1004
Employing Department or Agency DOT/FBI			Agency Location (City, State, Zip Code) Washington, D.C. 20535	

3 To elect Basic Life, sign and date below. If you do not elect Basic Life, you may not elect any form of optional insurance. If you do not want any insurance at all, skip to section 5.

Basic Life

I want the Basic Life insurance. I authorize deductions to pay my share of the cost.

Signature (Do not print) <i>[Signature]</i>	Date (Month, Day, Year) 2/16/88
---	--

4 If you have elected Basic Life, you may elect any or all of the following options. Sign the box below for any option(s) you want. (You will not have coverage for any option(s) for which you do not sign.)

Option A - Standard	Option B - Additional	Option C - Family
<p>I want the Standard \$10,000 optional insurance. I authorize deductions to pay the full cost.</p> <p><input type="checkbox"/> 1 times my pay</p> <p><input type="checkbox"/> 2 times my pay</p> <p><input type="checkbox"/> 3 times my pay</p>	<p>I want the Additional optional insurance in the multiple of my annual basic pay I indicate below. I authorize deductions to pay the full cost. (Indicate multiple by marking "X" in the appropriate box. Do not mark more than one box.)</p> <p><input type="checkbox"/> 4 times my pay</p> <p><input checked="" type="checkbox"/> 5 times my pay</p>	<p>I want the Family optional insurance. I understand that in the event of the death of my spouse I would receive \$5,000 and upon the death of a child I would receive \$2,500. I authorize deductions to pay the full cost.</p> <p><input type="checkbox"/></p>
Signature (Do not print) <i>[Signature]</i>	Signature (Do not print) <i>[Signature]</i>	Signature (Do not print) <i>[Signature]</i>
Date 2/16/88	Date 2/16/88	Date 2/16/88

5 If you want NO life insurance coverage at all, sign and date below.

Waiver of all Life Insurance Coverage

I want no insurance coverage at all. I understand that any insurance I have will stop at the end of the pay period in which my employing office receives this waiver and that I cannot get Basic Life insurance unless I (1) wait at least one year after I sign this form; (2) am under age 50 when I apply; AND (3) give satisfactory medical evidence of insurability. I understand that I cannot get any optional insurance unless I first have Basic Life.

Signature (Do not print) <i>[Signature]</i>	Date 2/16/88
---	---------------------

FOR EMPLOYING OFFICE USE ONLY

Certification: I certify that the above named employee is eligible for the insurance.	Date of receipt in employing office (mo, dy, yr) 2/16/88	Number of event permitting change 5A
<i>[Signature]</i>	Effective date of coverage (mo, dy, yr) 2/27/88	See Table of Effective Dates in SF 2817A or SF 2817B

FEB 16 1988

The Federal Employees Group Life Insurance Program (SF 2817B for Postal Employees), constitute the employee's Certificate of Insurance.

PART 1—File in Official Personnel Folder
U.S. Office of Personnel Management

b6 Standard Form 2817
b7C (Formerly Standard Form 176)
Rev. June 1984

NOTIFICATION OF PERSONNEL ACTION
FEDERAL BUREAU OF INVESTIGATION

1. NAME (CAPS) LAST-FIRST-MIDDLE ONEILL JOHN P		MR.-MISS-MRS. MR	2. (FOR AGENCY USE)	3. BIRTH DATE 02-05-52	4. SOCIAL SECURITY NO. 147-62-1894
5. VETERAN PREFERENCE 1 - NO 2 - 5 PT. 3 - 10 PT. DISAB. 4 - 10 PT. COMP. 5 - 10 PT. OTHER		6. TENURE GROUP 1		7. SERVICE COMP. DATE 06-22-77	
9. FEGLI 1 - COVERED (Regular only - declined Optional) 2 - INELIGIBLE 3 - WAIVED 4 - COVERED (Reg. & Opt.)		10. RETIREMENT 1 - CS 2 - FICA 3 - FS 4 - NONE 5 - OTHER		11. (FOR OPM USE)	
12. CODE NATURE OF ACTION 581 FEGLI CHANGE		13. EFFECTIVE DATE 04-05-81		14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
15. FROM: POSITION TITLE AND NUMBER		16. PAY PLAN AND OCCUPATION CODE		17. GRADE (a) OR LEVEL	STEP (b) OR RATE
19. NAME AND LOCATION OF EMPLOYING OFFICE		21. PAY PLAN AND OCCUPATION CODE GS SERIES 1311		22. GRADE (a) OR LEVEL 12	23. SALARY \$26951
20. TO: POSITION TITLE AND NUMBER SPECIAL AGENT 73-60-711 175		24. NAME AND LOCATION OF EMPLOYING OFFICE		26. LOCATION CODE	
25. DUTY STATION (City-county-State)		27. APPROPRIATION S. & E., FBI		28. POSITION OCCUPIED 1 - COMPETITIVE SERVICE 2 - EXCEPTED SERVICE 2	
30. REMARKS: A. SUBJECT TO COMPLETION OF 1 YEAR PROBATIONARY (OR TRIAL) PERIOD COMMENCING... B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM... C. DURING PROBATION SEPARATIONS: SHOW REASONS BELOW, AS REQUIRED. CHECK IF APPLICABLE. NEW ELECTIONS AND CHANGES OF COVERAGE ARE EFFECTIVE 4/ 1/81 IF IN A PAY AND DUTY STATUS.		29. APPORTIONED POSITION FROM: TO: STATE 1 - PROVED - 1 2 - WAIVED - 2		31. DATE OF APPOINTMENT AFFIDAVIT (Accessions only)	
32. OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office)		33. CODE EMPLOYING DEPARTMENT OR AGENCY DJ 02 FEDERAL BUREAU OF INVESTIGATION WASHINGTON, D. C. 20535		34. SIGNATURE (Or other authentication) AND TITLE William H. Webster DIRECTOR	
35. DATE		35. DATE			

In lieu of SF 2817

67-NOT RECORDED
29 (97) APR 8 1981

**ELECTION, DECLINATION, OR WAIVER
OF LIFE INSURANCE COVERAGE**

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach.

2 FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
O'NEILL	JOHN	PATRICK	2-6-52 6-28	177 42 1004
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	
F.B.I.			WASHINGTON D.C.	

HAVE YOU EVER BEFORE FILED AN "ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE"? YES NO
If "YES," your last such form remains in effect and you should not file this new form unless you want to change the old one. (See Instructions for Employees on page 4.)

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you **WANT BOTH** optional and regular insurance

(A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you **DO NOT WANT** OPTIONAL but do want regular insurance

(B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you **WANT NEITHER** regular nor optional insurance

(C)

WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4 DATE AND SIGN. RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print)

John Patrick O'Neill

DATE

67-NOT RECORDED
6-28-JUL 6 1970 (97)

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

JUN 30 1970

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176
APRIL 1968
FPM Supplement 870-1
176-102

To have your Federal payment(s) made by Direct Deposit, please complete Section A. You may also receive Direct Deposit by completing a Standard Form 1199A (available at most financial institutions). If you do not have a checking or savings account into which your payment can be deposited, please complete the certification in Section B.

Section A

Please deposit my Federal payment(s) through Electronic Funds Transfer directly into the account indicated below. I have checked with my financial institution and confirmed that the following information is correct.

Checking or Savings Account Number

Account Type

[Redacted]

Checking Savings

Financial Institution Routing Number

[Redacted]

Name, Address and Telephone Number of your financial institution.

Call your financial institution for the routing number. We cannot pay by Direct Deposit without it. If your financial institution indicates the information on your personal check is correct for Direct Deposit, you may attach a voided check instead of entering the information here.

Justice Federal Credit Union

()

Signature

Date

J.P. O'Neil

8/15/01

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Section B

I hereby certify that I do not have a savings or checking account in any financial institution and that none has been established for me by an authorized payment agent. Please send me my payment(s) by check.

Signature

Date



U.S. Department of Justice

Federal Bureau of Investigation

Washington, D.C. 20535

August 22, 2001

TO WHOM IT MAY CONCERN:

This is to certify that John P. O'Neill, Social Security Number 147-42-1004, entered on duty as a clerk of this Bureau on June 22, 1970, and was appointed to the position of Special Agent of this Bureau on July 6, 1976. He served in this capacity through August 4, 1984. On August 5, 1984, he was appointed Supervisory Special Agent, and served continuously in that capacity through August 22, 2001. During his service with this Bureau, he participated in and supervised the investigation of violations of laws of the United States and performed duties of a hazardous nature. His services were entirely satisfactory and he met the requirements necessary to retire under the provisions of Section 8412 (d)(1) of Title 5.

Very truly yours,

[Redacted Signature]

Human Resources Specialist

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FERS TRANSFEREE
EMPLOYEE DATA

EMPLOYEE NAME: JOHN P. O'NEILL
 DATE OF BIRTH: 02/06/1952
 SERVICE COMPUTATION DATE: 06/22/1970
 LAW ENFORCEMENT/FIREFIGHTER SCD: 07/06/1976
 FERS SERVICE COMPUTATION DATE: 01/03/1999
 DATE OF RETIREMENT: 08/22/2001
 EMPLOYEE'S AGE AT RETIREMENT: 49 YEARS 6 MONTHS
 SICK LEAVE: 2645 HOURS
 HIGH-3 AVERAGE SALARY: \$128,963
 UNPAID DEPOSIT AMOUNT: \$ 3,617.00

=====

CSRS SERVICE CREDIT:	28 YEARS	6 MONTHS	11 DAYS
SICK LEAVE CREDIT:	1 YEARS	3 MONTHS	7 DAYS
	--	--	--
TOTAL CSRS CREDIT:	29 YEARS	9 MONTHS	18 DAYS
FERS SERVICE CREDIT:	2 YEARS	7 MONTHS	20 DAYS
	--	--	--
TOTAL CREDIT:	32 YEARS	5 MONTHS	8 DAYS
	==	==	==
LAW/FIREFIGHTING SERVICE:	25 YEARS	1 MONTHS	

=====

"ESTIMATED"
VOLUNTARY RETIREMENT BENEFITS

	ANNUALLY	MONTHLY
	-----	-----
FERS BASIC ANNUITY:	\$ 95,292.00	\$ 7,941.00
ANNUITY SUPPLEMENT:	+ 1,212.00	+ 101.00
UNPAID DEPOSIT REDUCTION:	- 372.00	- 31.00
	-----	-----
ESTIMATED NET ANNUITY:	\$ 96,132.00	\$ 8,011.00
(x) HEALTH INSURANCE PREMIUM:	- 795.60	- 66.30
	-----	-----
NET BENEFITS:	\$ 95,336.40	\$ 7,944.70
	=====	=====

(x) [Health Plan Enrollment Code: 801 - 2001 Premium Rate]

NAME: JOHN P. O'NEILL
DATE: 08-21-2001

AVERAGE SALARY FOR THE PERIOD
08/23/1998 TO 08/22/2001

* HIGH-3 AVERAGE SALARY AS OF 08/22/2001 IS \$128,963 *

SALARY START DATE	SALARY END DATE	ANNUAL SALARY	FACTOR	TOTAL SALARY
08/23/1998	01/01/2000	125,900.00	1.358333	\$ 171,014
01/02/2000	01/13/2001	130,200.00	1.033333	134,540
01/14/2001	08/22/2001	133,700.00	0.608333	81,334

				\$ 386,888
				=====

NAME: JOHN P. O'NEILL
DATE: 08-21-2001

"ESTIMATED"
DEPOSIT FOR SERVICE BETWEEN 06/22/1970 AND 07/07/1973

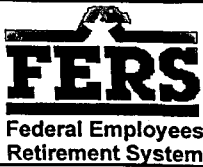
=====
CONTRIBUTIONS BASED ON 7.00% OF PAY: \$ 1,506.00
ACCRUED INTEREST: 2,111.00

AMOUNT OF DEPOSIT AS OF 08/22/2001: \$ 3,617.00
=====

DEPOSIT SERVICE SALARY HISTORY

SALARY START DATE	SALARY END DATE	ANNUAL SALARY	TOTAL SALARY	REQUIRED CONTRIBUTIONS
06/22/1970	12/26/1970	\$ 5,212.00	\$ 2,678	\$ 187.49
12/27/1970	01/09/1971	5,853.00	211	14.80
01/10/1971	07/10/1971	6,202.00	3,118	218.28
07/11/1971	01/08/1972	6,938.00	3,430	240.13
01/09/1972	07/08/1972	7,319.00	3,660	256.17
07/09/1972	07/22/1972	7,563.00	294	20.59
07/23/1972	09/30/1972	8,153.00	1,540	107.80
10/01/1972	07/07/1973	8,572.00	6,596	461.70

* ! NOTICE ! *
* * * * *
* IF 08/22/2001 IS THE DATE OF RETIREMENT AND A DEPOSIT IS NOT MADE *
* OR THE LUMP-SUM ALTERNATIVE FORM OF ANNUITY (AFA) IS NOT ELECTED, *
* EMPLOYEE'S ANNUAL ANNUITY WILL BE REDUCED BY \$ 361.70. *
* * * * *



Certified Summary of Federal Service
Federal Employees Retirement System

Office of Personnel
Management
5 CFR Part 841

Information for Agency

1. A certified copy of this form must accompany an employee's Application for Immediate Retirement (SF 3107).
2. This form may also be used:
 - o for retirement counseling purposes
 - o to respond to an employee's request for a record of creditable service.
3. See the CSRS and FERS Handbook for Personnel and Payroll Offices (formerly FPM Supplement 830-1) for detailed instructions for completion and disposition of this form.

Instructions for Employee

1. Your employing office will complete and certify this form for you.
2. Review the form carefully. Be sure it contains all of your service.
3. Complete Section E, Employee's Certification, and return it to your employing office.

Section A - Identification

1. Name of employee (<i>last, first, middle</i>) O'Neill, John P.		8. Did this employee elect to transfer to FERS? <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes ▶ Give effective date of election 01-03-1999	
2. List all other names used (<i>maiden name, AKA, spelling variants</i>)		9. If yes, is this employee entitled, according to your records, to have part of his/her annuity computed under CSRS rules? <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes	
3. Date of birth (<i>month, day, year</i>) 02-06-1952		10a. Does the applicant receive military retired pay? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes (<i>Attach a copy of the applicant's military retired pay order, if available, and complete 10b.</i>)	
4. Social Security Number 147-42-1004		10b. If Yes, has the applicant waived military retired pay to credit military service for FERS retirement? <input type="checkbox"/> No (<i>Includes cases where a waiver is unnecessary.</i>)	
5. Other birth dates used		<input type="checkbox"/> Yes (<i>Attach a copy of the military finance center's letter to the employee accepting waiver, if available.</i>)	
6. Military serial number			
7. Service computation date for retirement purposes 06-22-1970			

Section B - Verified Service History Documented in Official Personnel Records

Federal Agency or Military Service Branch	Appointment, Separation, or Conversion Dates for Civilian and Active Honorable Military Service		Name of Retirement System*	Remarks and Non-Creditable Time**
	From	To		
FBI	06-22-1970	07-07-1973	FICA	03-00-16
FBI	07-08-1973	01-02-1999	CSRS	25-05-25
FBI	01-03-1999	08-22-2001	FERS	02-07-20
				Appt. to GS-1811 Series on 07-06-1976
				Liberalized Retirement
				Law Enforcement 8412 (d) (1)
				Total Creditable Service
				28-06-11 CSRS
				02-07-20 FERS

*Give details of creditable service not subject to retirement deductions in Section C.
**In Remarks, show if CSRS service on or after January 1, 1984, is "regular" CSRS or CSRS offset. Indicate if service is part-time. If service was performed on a WAE or intermittent basis, show the number of hours worked in "Remarks."

Section C - Detail of Civilian Service Not Subject to Contributory Retirement System for Civilian Federal Employees

Detail below (1) any period of Federal civilian service subject only to "FICA" deductions, and (2) any other Federal civilian service not subject to a Federal employee (or D.C. Government) retirement system. If total basic salary earned for any such period of service is known, a summary entry may be entered on the right hand side below. Otherwise, show each change affecting basic salary during the period of service. Show part-time tour of duty, if applicable. If part-time service is after April 6, 1986, also provide total number of hours employee worked during the period and show what full-time tour of duty would be. Service which was not subject to FERS or CSRS deductions is creditable only as specifically allowed by law.

Nature of action (Appt., pro., res., etc.)	Effective date (month, day, year)	Basic salary rate	Salary basis (per annum, per hour, WAE, etc.)	Leave without pay	If basic salary actually earned is available make summary entry below		
					From (month, day, year)	To (month, day, year)	Total earned
Appt.	06-22-1970	\$5,212.00	PA				
Prom	12-27-1970	\$5,853.00	PA				
BSI	01-10-1971	\$6,202.00	PA				
Prom	07-11-1971	\$6,938.00	PA				
BSI	01-09-1972	\$7,319.00	PA				
WIGI	07-09-1972	\$7,563.00	PA				
Prom	07-23-1972	\$8,153.00	PA				
BSI	10-01-1972	\$8,572.00	PA				
Conv. to a perm. appt.	07-08-1973						

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Section D - Agency Certification

I certify that the information on this form accurately reflects verified information contained in official personnel and/or payroll records in the custody of this agency and that the retiring employee has sufficient service for an immediate annuity.

		Agency name and address, including ZIP code, telephone number, including Area Code
	Date	Federal Bureau of Investigation
Human Resources Specialist	08-22-2001	935 Pennsylvania Ave., N. W.
		Washington D.C. 20535 (202) 324-2945

Section E - Employee's Certification

- The service listed is complete.
- I have additional service. (If you claim additional service, attach signed statement giving dates, position, title and location of employment, including agency, bureau and division. Claimed service cannot be credited for retirement until it has been verified, including unverified service listed on an SF 144, Statement of Prior Federal Civilian and Military Service, or similar affidavit.)

Note: If you have performed Federal civilian service subject only to social security deductions (FICA) or not subject to retirement deductions, be sure that your agency has correctly completed Section C above.

Signature (do not print)	Date
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Agency Checklist of Immediate Retirement Procedures

Federal Employees Retirement System

Section A - Employing Office Checklist: To Be Completed by Office Maintaining Official Personnel Folder (OPF)

1. Name of applicant (last, first, middle) O'Neill, John P.	2. Date of birth (month, day, year) 02-06-1952	3. Social Security Number 147-42-1004
---	--	---

4. Type of retirement <input checked="" type="checkbox"/> Immediate Voluntary (MRA+30, 60+20, 62+5) <input type="checkbox"/> Immediate Voluntary (MRA+10 with age reduction) <input type="checkbox"/> Early Retirement (Major RIF, reorganization, or transfer of function) <input type="checkbox"/> Involuntary Retirement <input type="checkbox"/> Disability	5. Special provisions (check any applicable) <input checked="" type="checkbox"/> 25 Years Law Enforcement/Firefighter <input type="checkbox"/> 20 Years Law Enforcement/Firefighter and age 50 <input type="checkbox"/> 25 Years Air Traffic Controller <input type="checkbox"/> 20 Years Air Traffic Controller and age 50 <input type="checkbox"/> Other ▶
--	---

6. Does applicant meet the requirements for continuation of health benefits coverage into retirement?
 YES - complete 6a below NO - give reason below:
 6a. Enrollment code number
801

7. Does applicant meet the requirements for continuation of life insurance into retirement?
 YES - Complete 7a below NO - give reason below:
 7a. Applicant can continue Basic Life and the following options:
 Option A - Standard Option B - Additional with the following multiples of pay:
 Option C - Family
 No optional insurance 1 2 3 4 5
waived 02-27-1988

8. Are the following documents attached? Indicate by "X" for each item:	Attached	Not applicable	9. If type of annuity is not disability, are the following documents attached?	Attached	N/A	
a. SF 3107 *	<input checked="" type="checkbox"/>		i. If the annuitant meets the 5-year requirement to continue health benefits into retirement based on previous coverage as a family member under someone else's FEHB plan or prior coverage under the Uniformed Services Health Benefits Program, attach documentation.		<input checked="" type="checkbox"/>	
b. All documents applicant shows as attached to SF 3107.	<input checked="" type="checkbox"/>					
c. If applicant is married and did not elect the maximum survivor benefit, SF 3107-2 *	<input checked="" type="checkbox"/>					
d. SF 3107-1 *	<input checked="" type="checkbox"/>					
e. If discontinued service retirement, documentation specified in Chapter 44, CSRS/FERS Handbook for Personnel and Payroll Offices (formerly FPM Supplement 830-1), including OPM Form 1510* and attachments, if available		<input checked="" type="checkbox"/>		9. If type of annuity is not disability, are the following documents attached?	Mark "X" in appropriate column	
f. If early optional retirement, enter OPM Authority No. ▶		<input checked="" type="checkbox"/>		a. All SF 2809's* in applicant's OPF	Attached	Not applicabl
g. Agency estimate of benefits, if prepared.		<input checked="" type="checkbox"/>		b. SF 2810's in applicant's OPF		
h. If applicant wants a refund of military service deposit because he/she does not want to waive military retired pay, SF 3106*		<input checked="" type="checkbox"/>		c. SF 2821*		
i. If post-1956 military service is involved and applicant has not made application to make a military service deposit, OPM Form 1515*		<input checked="" type="checkbox"/>		d. SF 2818*		
j. If post-1956 military service deposit is not made, was applicant counseled about the effects of not paying the deposit?	Yes	No		e. All SF 54's* and SF 2823's* in applicant's OPF		
k. If applicant wants Federal Income tax withheld at the same rate as while an employee, copy of W-4 form on file with your agency.	Attached	N/A	f. All SF 2817's*, SF 176's*, SF 176T's*	<input checked="" type="checkbox"/>		
		<input checked="" type="checkbox"/>	g. All SF 3102's*	<input checked="" type="checkbox"/>		

10. If type of retirement is disability, is the employee's disability documentation specified in SF 3105* or SF 3112* attached?
 YES NO—explain ▶ N/A

11. List any documents which are attached, but not listed above:
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12. Certification by Chief Personnel Officer or Designee
 I certify that the above accurately reflects verified information in official records and that the applicant has sufficient service to support title to annuity.

Signature	Address
Official Title	Federal Bureau of Investigation
Human Resources Specialist	935 Pennsylvania Ave., N. W.
Person to Contact for Further Information	Washington D.C. 20535
	Telephone Number (Including Area Code)
	(202) 324-2945
	Submitting Office Number (SON)

Offenses barring annuity payments: Public Law 87-299 prohibits payment of annuity to persons who have committed specified offenses involving the national security of the United States. Employing agencies are responsible for submitting all pertinent information to the Office of Personnel Management's Retirement and Insurance Service in any case when this law possibly applies.

Section B--Payroll Office Checklist: To Be Completed by Office Maintaining Individual Retirement Record

(SF 3100 or SF 3100A*)*

IMPORTANT: The SF 3100 or SF 3100A must be closed out and sent to OPM no later than 5 days after the pay date of the final pay check.

<p>1. Does SF 3100 or SF 3100A for applicant named in Section A contain all information requested?</p> <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No ► explain in item 12</p>	<p>2. Is the applicant someone who elected to transfer to FERS and who is entitled to have a portion of his or her benefits computed under CSRS rules?</p> <p><input checked="" type="checkbox"/> Yes ► go to item 3 <input type="checkbox"/> No ► go to item 4</p>
<p>3. If yes, are his or her sick leave balances at the time of transfer and as of retirement shown on SF 3100 or SF 3100A?</p> <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No ► explain in item 12</p>	<p>4. Is applicant's last day in pay status shown on SF 3100 or SF 3100A?</p> <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No ► explain in item 12</p>
<p>5. Is applicant's health benefits status posted on SF 3100 or SF 3100A?</p> <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No ► explain in item 12</p>	<p>6. If this is a preliminary SF 3100 or SF 3100A for disability retirement, is applicant's life insurance status posted?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No ► explain in item 12</p>
<p>7. If applicant is continuing life insurance into retirement, is the SF 2821 with Payroll Office certifying signature attached?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No ► explain in item 12</p>	
<p>8a. Has applicant made a military service deposit with your agency?</p> <p><input type="checkbox"/> Yes ► Go to item 8b <input checked="" type="checkbox"/> No ► go to item 9a</p>	<p>8b. If yes, is an SF 3100 or SF 2806* for the deposit attached?</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Record will follow</p>
<p>9a. Does the applicant have any part-time service (for an employee who elected to transfer to FERS and is eligible to have a portion of his/her annuity computed under CSRS rules, any part-time service on or after April 7, 1986)?</p> <p><input type="checkbox"/> Yes ► Go to item 9b <input checked="" type="checkbox"/> No ► go to item 11</p>	<p>9b. If yes, is the number of hours in each scheduled tour of duty and the date of each change in tour of duty posted on the SF 3100 or SF 3100A (including changes to full-time and intermittent status)? If the employee worked in excess of his/her scheduled tour of duty, post the actual earnings or hours actually worked at each rate of pay.</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No ► explain in item 12</p>
<p>10. If the applicant is a postal employee, are postal earnings for non-deduction service shown on SF 3100?</p> <p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No ► go to item 11</p>	<p>11. Disposition of SF 3100 or SF 3100A:</p> <p><input checked="" type="checkbox"/> SF 3100 or SF 3100A and Register of Separations and Transfers (SF 3103*) are attached.</p> <p><input type="checkbox"/> SF 3100 or SF 3100A was forwarded as follows:</p>
<p>Forwarded to:</p>	<p>SF 3103 number _____ Date of SF 3103 _____</p>

12. Remarks:

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13. Certification by chief payroll officer or designee
I certify that the above accurately reflects official records maintained by this office.

Signature _____	Date 09/12/01	Payroll office number 15-02-0001
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*Employees who elected to transfer to FERS may have a redesignated SF 2806 instead of or in addition to SF 3100 or SF 3100A.

<p>TITLES OF FORMS REFERRED TO IN SECTIONS A & B:</p> <p>SF 2806: Individual Retirement Record (CSRS)</p> <p>SF 2809: Health Benefits Registration Form</p> <p>SF 2810: Notice of Change in Health Benefits Enrollment</p> <p>SF 2817, SF 176, SF 176T: Life Insurance Election</p> <p>SF 2818: Election of Post-Retirement Basic Life Insurance Coverage</p> <p>SF 2821: Agency Certification of Insurance Status</p> <p>SF 2823: Life Insurance Designation of Beneficiary</p> <p>SF 54:</p> <p>SF 3100: Individual Retirement Record</p>	<p>SF 3100A: Individual Retirement Record (FERS)</p> <p>SF 3102: FERS Designation of Beneficiary</p> <p>SF 3103: Register of Separations and Transfers</p> <p>SF 3105 or SF 3112: Documentation in Support of Disability</p> <p>SF 3106: Application for Refund of Retirement Deductions</p> <p>SF 3107: Application for Immediate Retirement</p> <p>SF 3107-1: Certified Summary of Federal Service</p> <p>SF 3107-2: Spouse's Consent to Survivor Election</p> <p>OPM Form 1510: Certification of Agency Offer of Position and Required Documentation</p> <p>OPM Form 1515: Military Service Deposit Election</p>
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NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) ONEILL JOHN P	2. Social Security Number 147-42-1004	3. Date of Birth 02-06-1952	4. Effective Date 08-22-2001
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FIRST ACTION		SECOND ACTION	
5-A. Code 302	5-B. Nature of Action RETIREMENT - VOLUNTARY	6-A. Code	6-B. Nature of Action
5-C. Code FBI	5-D. Legal Authority 28 U.S.C. 536	6-C. Code	6-D. Legal Authority
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number SUPERVISORY SPECIAL AGENT SA-00-049 049	15. TO: Position Title and Number
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8. Pay Plan ES	9. Occ. Code 1811	10. Grade/Level 00	11. Step/Rate 05	12. Total Salary 145,812.00	13. Pay Basis PA	16. Pay Plan	17. Occ. Code	18. Grade/Level	19. Step/Rate	20. Total Salary/Award	21. Pay Basis
12A. Basic Pay 125700.00	12B. Locality Adj. 20112.00	12C. Adj. Basic Pay 145812.00	12D. Other Pay	20A. Basic Pay	20B. Locality Adj.	20C. Adj. Basic Pay	20D. Other Pay				

14. Name and Location of Position's Organization FEDERAL BUREAU OF INVESTIGATION NEW YORK CITY 3540	22. Name and Location of Position's Organization
---	--

EMPLOYEE DATA			
23. Veterans Preference 01	1 - None 2 - 5-Point	3 - 10-Point/Disability 4 - 10-Point/Compensable	5 - 10-Point/Other 6 - 10-Point/Compensable/30%
24. Tenure 0	0 - None 1 - Permanent	2 - Conditional 3 - Indefinite	25. Agency Use
26. Veterans Preference for RIF <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	27. FEGLI BO WAIVED	28. Annuitant Indicator 9	29. Pay Rate Determinant 0
30. Retirement Plan M FERS & FICA-SPEC	31. Service Comp. Date (Leave) 06-22-1970	32. Work Schedule F	33. Part-Time Hours Per Biweekly Pay Period

POSITION DATA	
34. Position Occupied 4	1 - Competitive Service 2 - Excepted Service
3 - SES General 4 - SES Career Reserved	35. FLSA Category E
E - Exempt N - Nonexempt	36. Appropriation Code
37. Bargaining Unit Status	38. Duty Station Code
39. Duty Station (City - County - State or Overseas Location)	

40. AGENCY DATA 067-0679605	41.	42. EFF HR: CB	43.	44.
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45. Remarks
 LUMP-SUM PAYMENT TO BE MADE FOR ANY UNUSED ANNUAL LEAVE PAYABLE SALARY LIMITED TO \$133,700.00 BY 5 U.S.C. 5303(F) (OR OTHER STATUTORY AUTHORITY)
 LIBERALIZED RETIREMENT IN VIEW OF SECTION 8412(D) (1) 5 U.S.C ANNUITY PAYMENTS TO COMMENCE 09-01-2001
 SALARY IN BLOCK 12 INCLUDES AVAILABILITY PAY OF \$ 0.00
 FORWARDING ADDRESS: 441 EAST 20TH STREET #8G, APT 8G
 NEW YORK, NY 10010

PLEASE RETAIN FOR YOUR RECORDS

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46. Employing Department or Agency FEDERAL BUREAU OF INVESTIGATION	50. Signature/Authentication and Title of THOMAS J. PICKAR ACTING DIRECTOR
47. Agency Code DJ02	48. Personnel Office ID 4017
49. Approval Date 08-23-2001	