

INTERNAL REVENUE SERVICE

1991 OUTSTANDING MANAGER AWARD GOES TO JOHN SIMPSON, DIRECTOR, U.S. SECRET SERVICE



From left: Mary Ann Gordon, Director Simpson, and Debra Mack

John R. Simpson, Director, U.S. Secret Service was chosen to receive WIFLE's 1991 Outstanding Manager Award. Mr. Simpson received a Bachelor's Degree in commerce from Loyola College, Montreal, Canada, in 1954. In 1961 he received his LL.B from Portia Law in Boston, Massachusetts. He attended the National War College in Washington, D.C., in 1973 and 1974 and the Federal Executive Institute in Charlottesville, Virginia, in 1979.

Mr. Simpson began his career with the Secret Service in 1962 as a special agent in the Boston Field Office. He has served in many capacities within the Secret Service, including Assistant Special Agent in Charge, Protective Support Division; both Assistant and Deputy Special Agent in Charge, Vice Presidential Protective Division; Special Agent in Charge, Foreign Missions Division, Executive Protective Service; Inspector, Office of Inspection; Special Agent in Charge, Dignitary

Protective Division; Deputy Assistant Director, Office of Protective Operations, Executive Protective Service; Special Agent in Charge, Presidential Protective Division; and Assistant Director, Office of Protective Operations.

Mr. Simpson became the Director of the Secret Service in December 1981. As Director, he is responsible for planning, directing, and coordinating all of the policies and programs within the Service. He initiates new policies and reviews existing policies and operations to correct inadequacies or improve overall program effectiveness.

The Secret Service is a major law enforcement agency under the Department of the Treasury. In addition to the agency's protective responsibilities, the Secret Service has specific investigative jurisdictions which ensure and protect the integrity of the United States' financial obligations.

The Secret Service is composed

of a headquarters staff in Washington, D.C., and other areas of the country; approximately 100 field installations located throughout the continental United States, Alaska, Hawaii, Puerto Rico, London, Paris, Bonn, Bangkok and Rome; and the U.S. Secret Service Uniformed Division. The Uniformed Division is primarily responsible for the security of the White House Complex and Foreign Embassies/Missions. This nationwide organization of over 4000 people is comprised of criminal investigative, protective, administrative, professional, technical, and clerical personnel.

Under his strong leadership and direction, the Secret Service has increased the number of females and minority group members hired into law enforcement positions by 87.8 percent. The number of women hired into these positions has increased almost 165 percent during Mr. Simpson's tenure as Director.

His awareness and sensitivity to

minorities and females precede his position as Director. As Deputy Special Agent in charge of the Vice Presidential Protective Division in 1971, Mr. Simpson was among the first to value the contributions of newly hired women special agents. He arranged for women to be temporarily assigned to the Vice President's detail. He was supportive and innovative at a time when others in management positions were wary about utilizing female special agents.

In his position as Deputy Assistant Director of Protective Operations in 1977, he was part of the management team that instituted new policies for women. The policies allowed women special agents to be permanently assigned to the Presidential and Vice Presidential protective details. Other results included promotions for female Uniformed Division officers.

As Director of the Secret Service he has taken an active role in the recruitment and advancement of women and minorities. Mr. Simpson has been instrumental in and supportive of developing career aspirations and goals of women in the field of law enforcement.

He has long recognized the need to meet the challenge of recruiting and retaining females in the special agent and Uniformed Division ranks. It was Mr. Simpson who had the vision to provide training to assist women in identifying and examining barriers to effective leadership and to help them develop techniques and strategies for increasing managerial effectiveness. Through the efforts of Mr. Simpson, the Office of Training conducts numerous training courses

for men and women that address gender-based awareness. Since 1988, approximately 1000 individuals have attended programs that address minority and female issues.

Mr. Simpson has been active in promoting courses oriented to providing female employees with an increased understanding of what is currently a male-dominated organization. One such course in "Diversity on the Team." This course is designed to provide the skills needed for women to achieve both personal and organizational goals. Mr. Simpson lends his personal support to the continuance of this training.

Mr. Simpson has further demonstrated his support and encouraged other agency heads to direct their attention to the Interagency Committee on Women in Federal Law Enforcement. He was the first to lend his support to the annual WIFLE conference, dedicating his personnel to assist in this task. He provided superior leadership in the planning, direction, and coordination of the 1990 conference. Under his strong leadership, conference participation increased by 73.9 percent from 1989 participation.

The conference was well represented by all federal law enforcement agencies and state and local agencies. Participation was not limited to sworn female officers and agents, but also included male law enforcement personnel and women in professional positions. Speakers participating in the conference were experts in their fields. Distinguished guest speakers included the Honorable Sandra Day O'Connor, Associate Justice of the Supreme

Court; Director William S. Sessions, Federal Bureau of Investigations; and Mr. Simpson. The success of the conference is greatly attributable to Mr. Simpson's personal involvement, innovativeness, and sensitivity to the needs of women in law enforcement.

Additionally, Mr. Simpson directed the establishment of a group responsible for intensifying the Secret Service's efforts to recruit, hire, and retain women and minority applicants. He has conducted agency staff meetings to identify women and minority employee concerns and directed the formulation of responses to those issues. These responses include: further intensification of minority recruiting efforts; development of an updated Secret Service policy prohibiting discriminatory or offensive acts by one employee towards another; promulgation of policies and procedures to recognize the contributions of minorities and females with respect to promotability and compensation. These programs include all personnel within the Secret Service.

Mr. Simpson has made outstanding contributions to women and minorities. His dedicated efforts focused toward the recruitment/retention of these groups, his concern for the problems facing women and minority groups, and his tenacity for exploring solutions and instituting programs addressing these issues represent just a few of these contributions. Mr. Simpson truly stands as a model to the law enforcement community.