


SPD Daily Report - 15 November 1973

1. It may be of interest to know that we learned from Security today that the following organizations routinely polygraph applicants: CIA, NSA, Seven-Eleven, and Dart Drug.

 2. I attended on behalf of the D/Pers the IAG meeting in Civil Service Commission today. Four topics of interest were discussed:

The discussion on EEO emphasized upward mobility. The Civil Service Commission is going to make life difficult for agencies whose EEO plans do not contain meaningful, definitive upward mobility programs. One member of the group commented that the fact that HEW was allowing up to 20 hours per week sponsored external education for upward mobility candidates was giving his agency a problem in that their upper limits were 9 hours and 12 hours. Mr. Rosen's response to this was that the Commission preferred not to quantify guidelines in this area. Most of the group seemed to accept the lack of quantification.

A human engineering expert from DOD who has headed a task force of eight people for the Commission for the past ten months reported on his progress in developing a new fitness report. He calls it is performance evaluation program. The intentions and the words and the goals are all beautiful; i. e.,

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employees will participate in fitness reports, managers will no longer avoid rendering fitness reports, fitness reports will be relevant to work being performed, and everybody will be happy. The group listened skeptically. On Monday, 20 November at 1:00, another meeting is being held solely on this subject. All agencies were encouraged to select a knowledgeable representative to attend the meeting and participate in the development of a test program. Although we may choose not to participate in this depth, I suggest we keep a fairly close eye on this activity. My bet is that an improved performance evaluation system will come out of this project.

A presentation was made demonstrating the fact that the Commission has computerized information on the subject of management/labor union negotiations. It is now in use to a limited degree. By the summer of 1975 agencies may query the system to determine all kinds of things about management/labor union agreements.

A presentation was made on the subject of the President's Executive Interchange Program. Over the past years the program has expanded each year. This year there were 92 nominations from government; 45 were assigned to industry.

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They were mostly GS-13 through GS-15 and age 30 through 40.

RLS



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