

UNCLASSIFIED

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CONFIDENTIAL

SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Promotions of Blacks and Women to Higher Grades in the Directorate

FROM: Harry E. Fitzwater
Director of Personnel
STAT 5E58 Headquarters

EXTENSION

NO.

PERS 99-4599

DATE

27 JUL 1979

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1. DDA/EO
7D24 Hqs.

26 JUL 1979

[Handwritten initials]

DDA REGISTRY
FILE: Personnel

2.

3. A/DDA
7D24 Hqs.

26 JUL 1979

[Handwritten initials]

4.

5. DDA
7D24 Hqs.

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14.

15.

DDA REGISTRY
79-2491

SECRET

PERS 74 4599

DD/A Registry
79-2491

26 JUL 1979

MEMORANDUM FOR: Deputy Director for Administration

FROM : Harry E. Fitzwater
Director of Personnel

SUBJECT : Promotions of Blacks and Women to Higher Grades in
the Directorate (U)

1. Per your request, I have assembled data in the attached graphics for the Career Service and the Agency, respectively, showing the increases in both on-duty strength and in promotions for higher graded blacks and women. (U)

2. It is significant that the M Group Career Service has about half the Agency's blacks at the GS-13 level but only a quarter of those at the GS-14 level. It does not have large enough a feeder group to have a good chance of providing more than one or two supergrades in the next five years. The Agency, on the other hand, has a good possibility of producing three or four new black supergrades within five years. (S)

3. The Agency has a good prospect of producing 25-30 women supergrades within the next five years. Of these, about five should be in the M Group, which however, will lose its present female supergrades through retirement since their present ages exceed 55. The Agency faces the loss of at least five female supergrades through retirement within the next five years. (S)

4. From the viewpoint of the M Group Career Service, it would appear to be advisable to focus attention on the need to expand the number of black GS-14s with further promotion possibilities, and to further expand the number of qualified female GS-13s and 14s. (U)

[Redacted Signature Box]

Harry E. Fitzwater

25X1

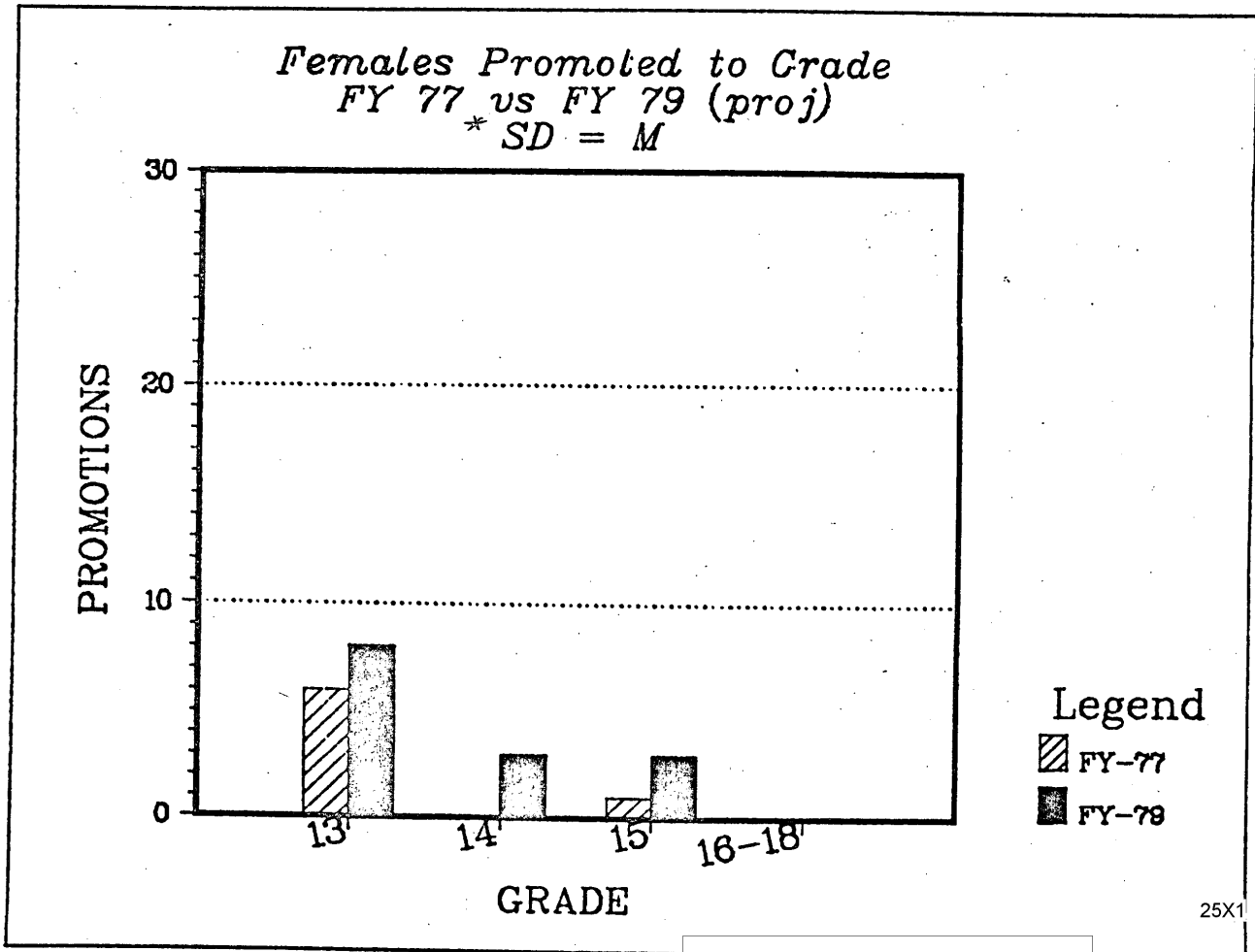
[Redacted Box]

25X1

SECRET

ATTACHMENT

SECRET

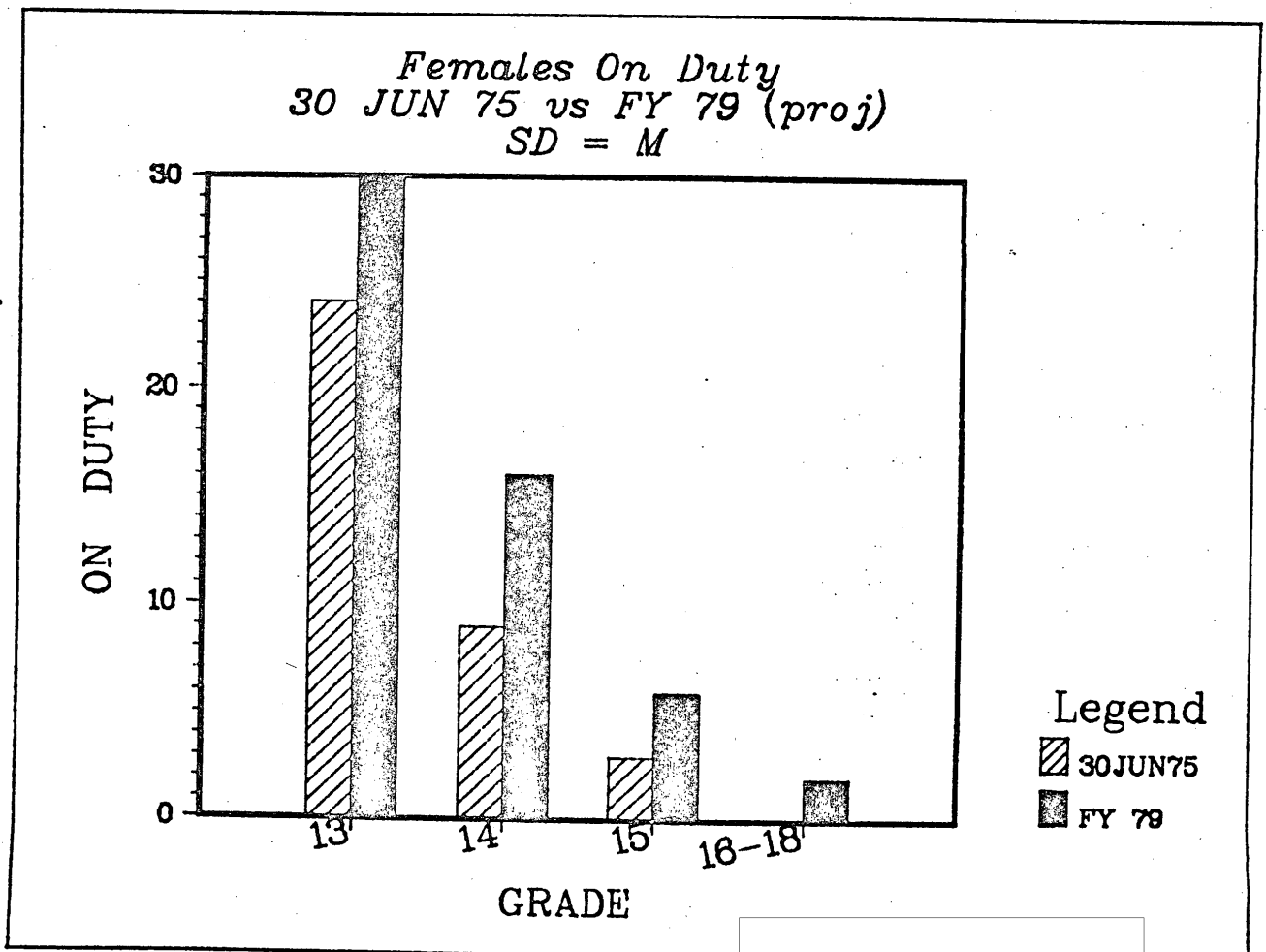


25X1

* Service Designation

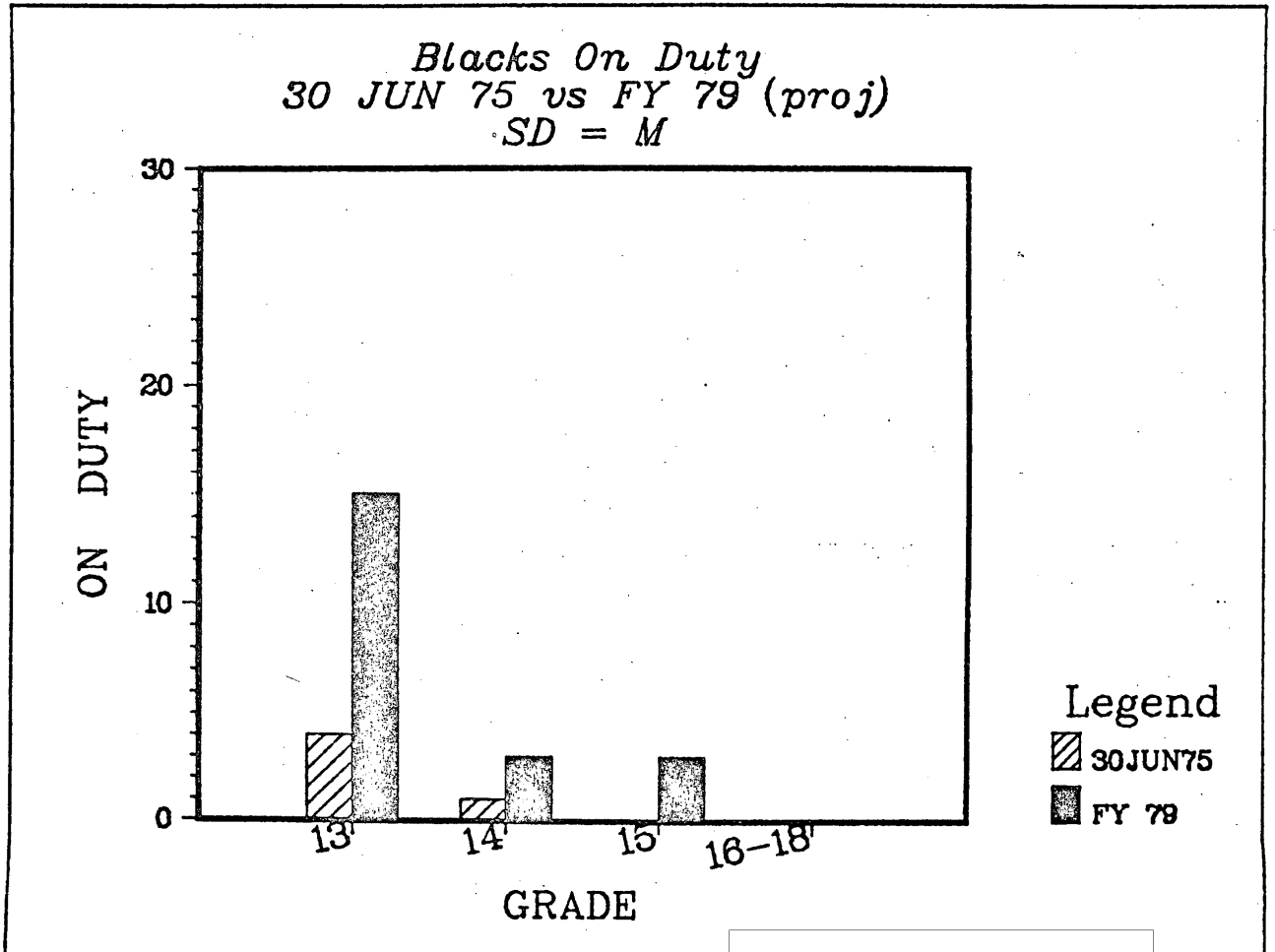
SECRET

SECRET



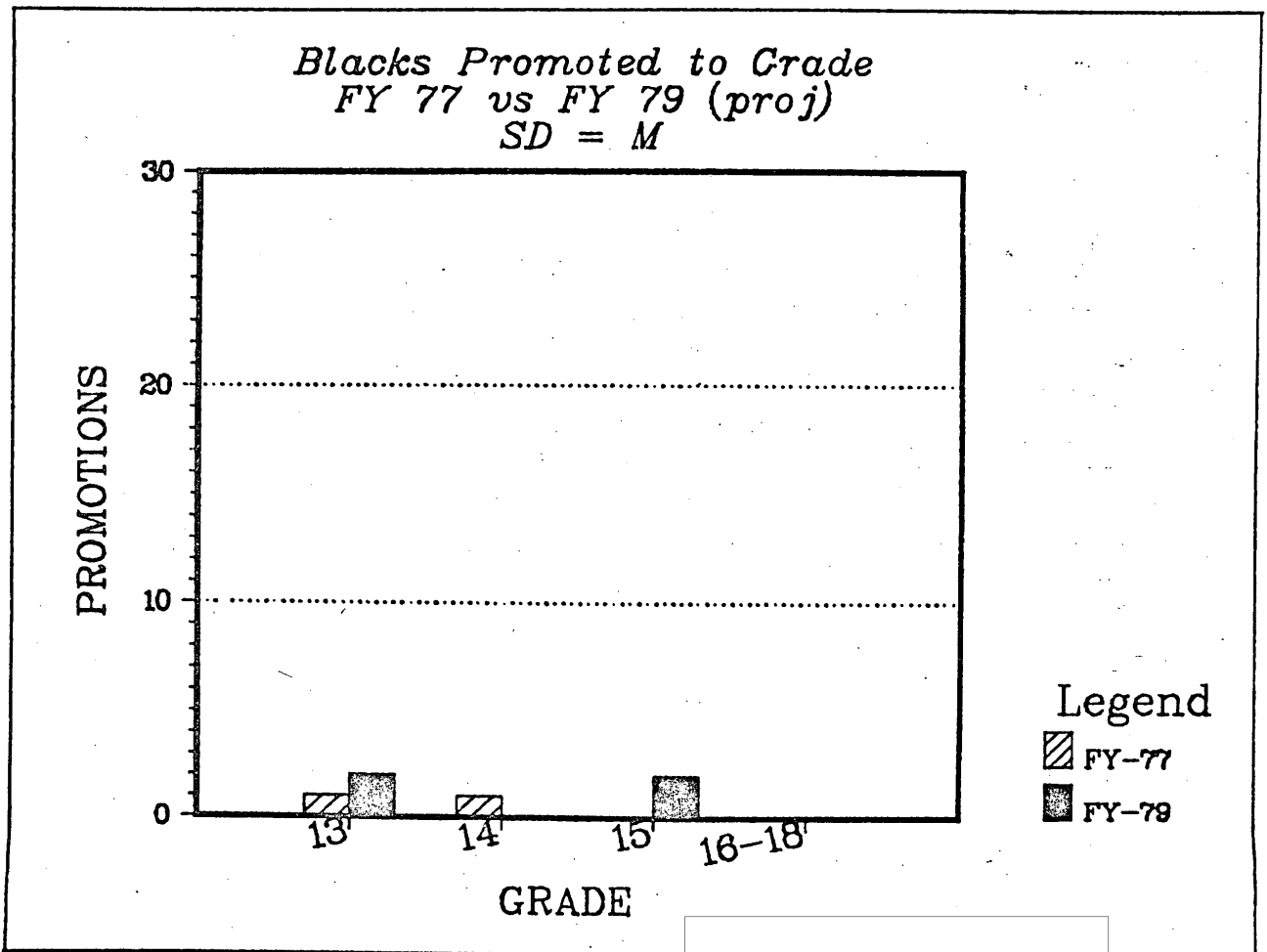
SECRET

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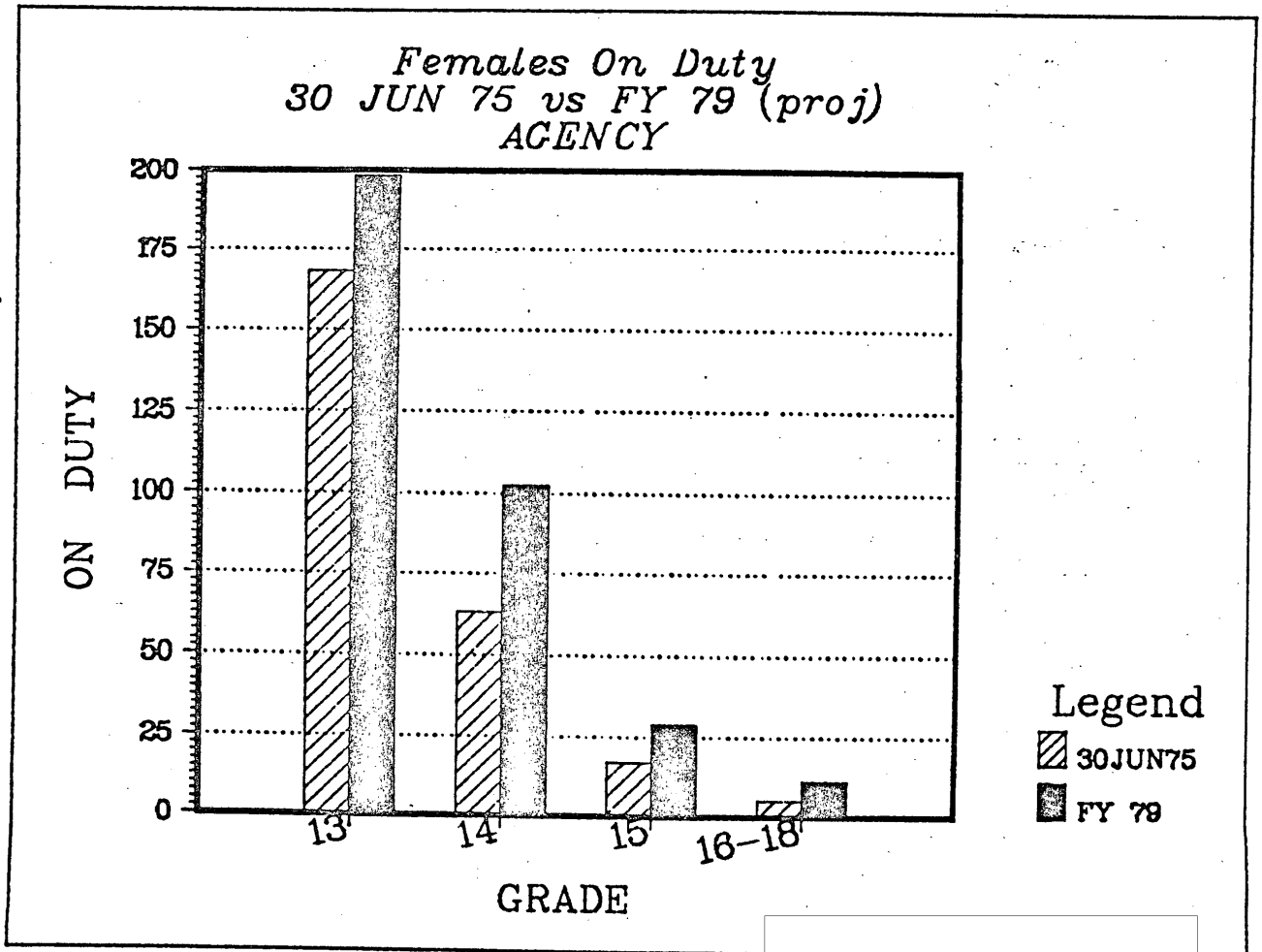
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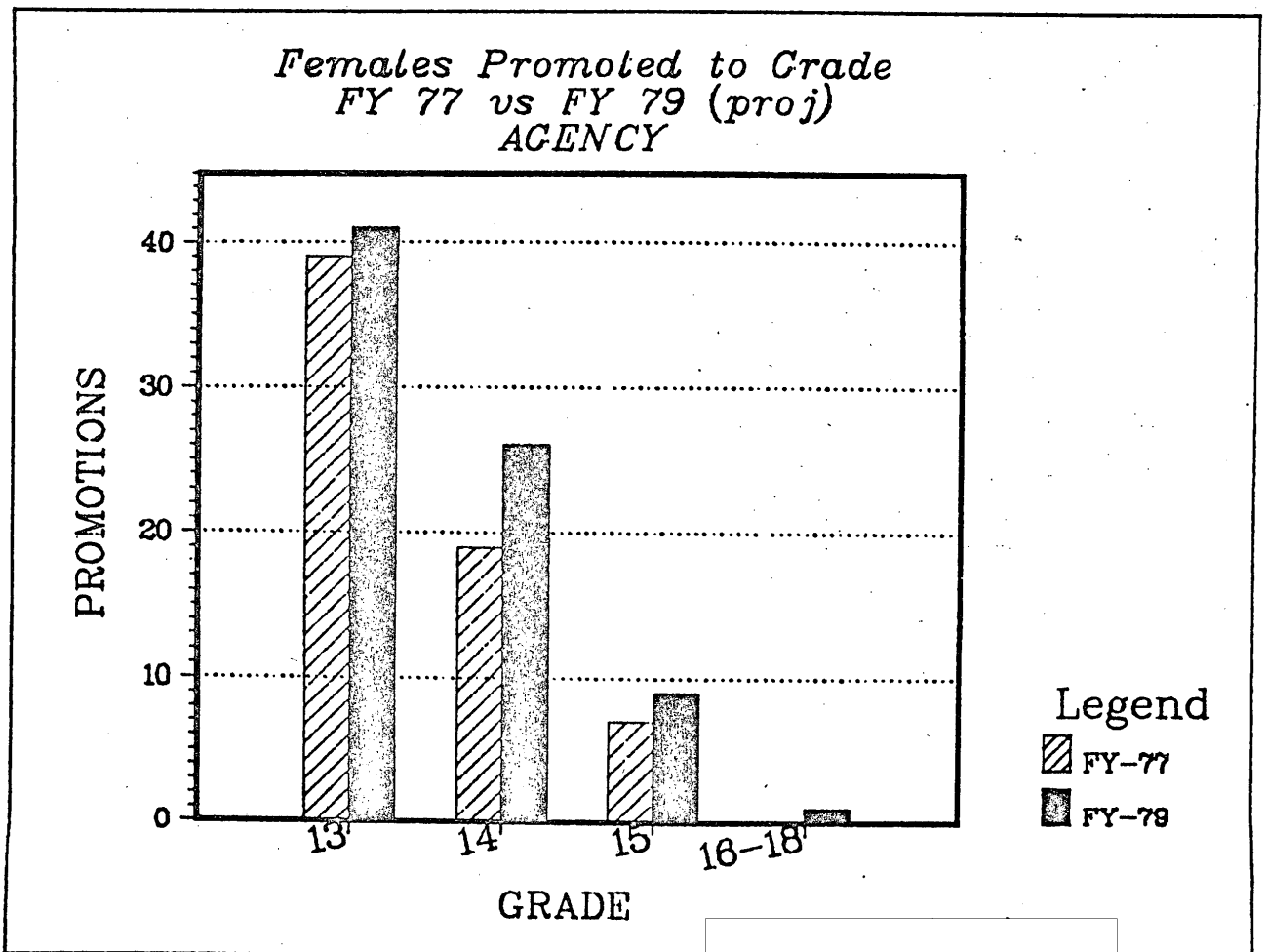


Legend

▨ 30 JUN 75

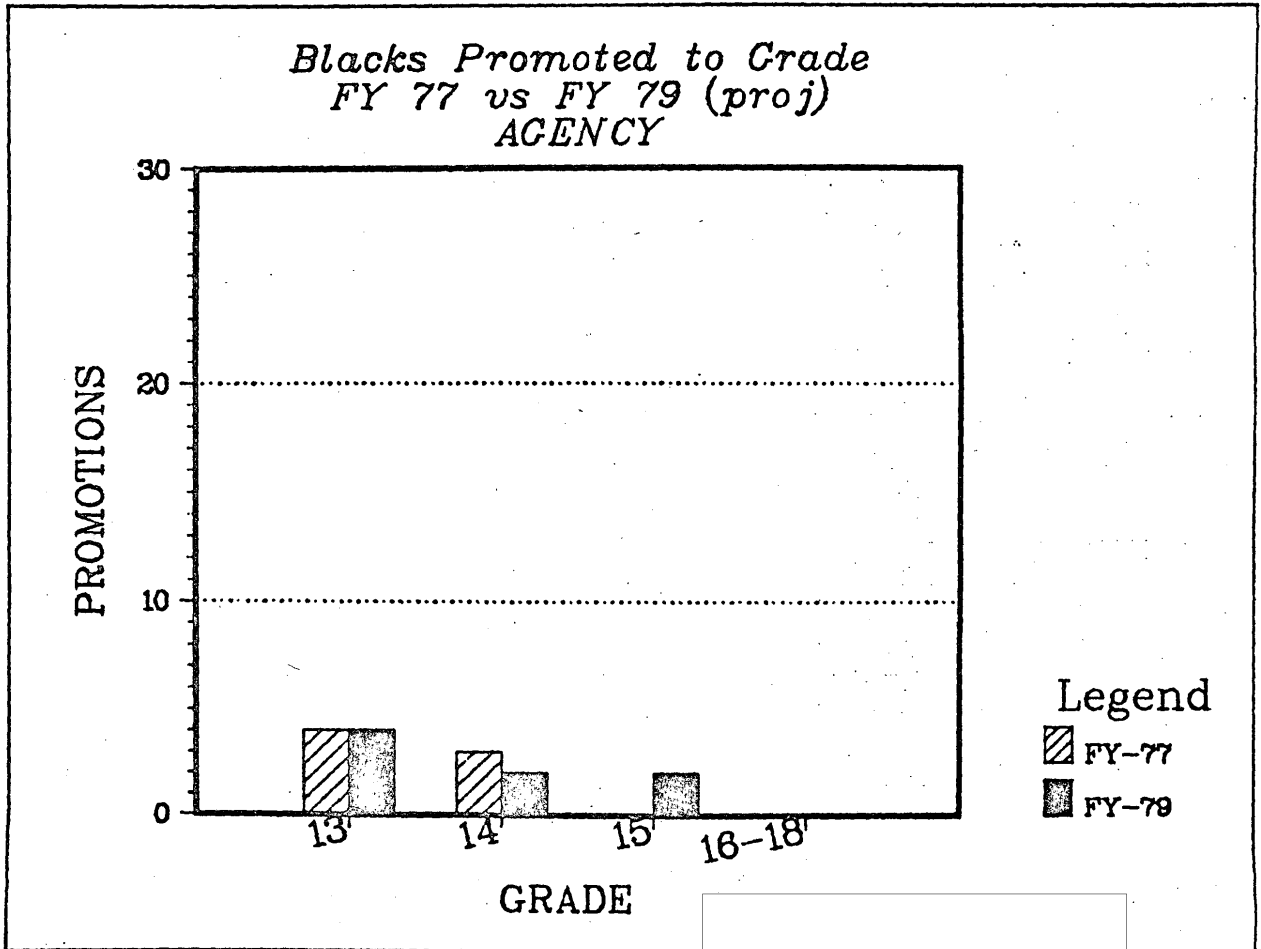
■ FY 79

SECRET



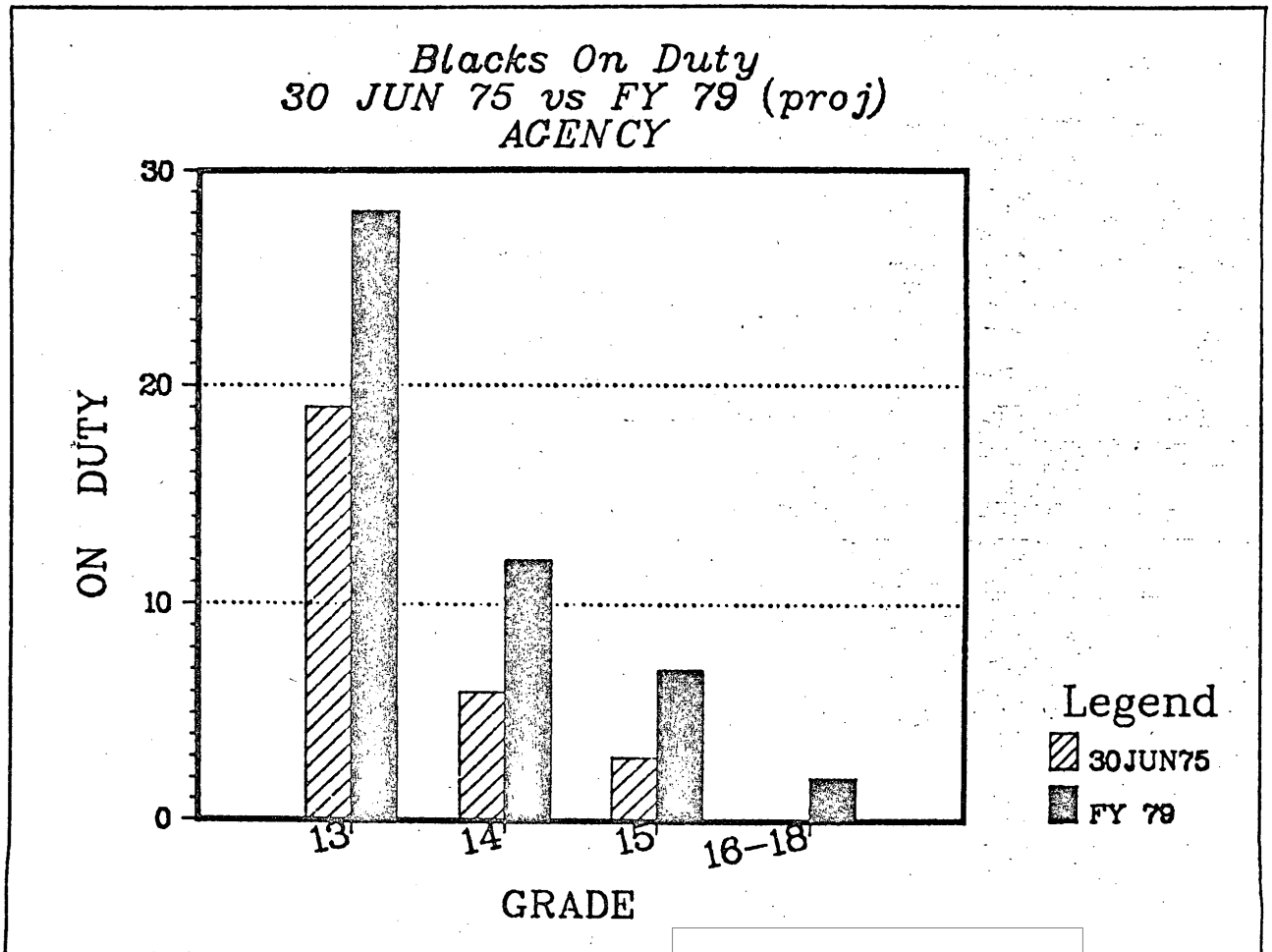
SECRET

SECRET



SECRET

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Legend

30 JUN 75

FY 79

GRADE

SECRET

TO: (Name, office symbol, room number, building, Agency/Post)

1. EO/DDA

2. ADDA

26 JUL 1977
[Handwritten signature]

3. DDA

4.

5.

Action	File	Note and Return
Approval	For Clearance	Per Conversation
As Requested	For Correction	Prepare Reply
Circulate	For Your Information	See Me
Comment	Investigate	Signature
Coordination	Justify	

REMARKS

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

FROM: (Name, org. symbol, Agency/Post)

Room No.—Bldg.

Phone No.

5041-102

U.S. G.P.O. 1977-241-520/3090

OPTIONAL FORM 41 (Rev. 7-76)
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