

25 NOV 1970

From: Commander, Naval Intelligence Command  
To: Director of Civilian Manpower Management (Code 071)

Subj: Proposed SECNAVNOTE on the Establishment of numerical goals and timetables for full integration of the Civilian Work Force at all levels

Encl: (1) Comments from field activities

1. The following observations are made on the subject SECNAV Notice. As a major claimant we appreciate the opportunity to provide these comments. Neither the Naval Intelligence Command Headquarters nor the field activities of the Command meet the numerical size of 300 employees for which numerical goals are required. Accepting however, the fact that improvement can be made in the field of Equal Employment Opportunity, we do have considerable distance to go in achieving that objective. The spirit of the SecNav Notice is concurred in; however, there are several points that need amplification in the proposed notice:

(a) Paragraph 3b needs further discussion, clarification, examples and possibly even charts to show recruitment area population statistics for rapid translation into the example given.

(b) Enclosure (3), in the columns for Goals for Achievement, does not make it clear that the goals are additionally desired numerical improvements to the 31 May 1970 employment figures.

(c) With forthcoming anticipated Navy-wide reductions in civilian personnel and the already strained budgetary situation, it seems a rather awkward time to improve the ratios of minority group employees at various GS and WB levels in Navy by arbitrary goals when, more realistically, reductions in force are anticipated. Where critical vacancies occur in both clerical and professional positions all efforts will be made to select minority group personnel within existing guidelines.

2. Enclosure (1) provides separate comments from Naval Intelligence Command field activities.

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NIC-12

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By direction

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