

this morning to discuss his agency's position with respect to the appraisal of personal characteristics in the selection of Federal employees under the merit system. I shall insert that letter at this point in the record:

MAY 24, 1965.

Hon. JOHN W. MACY, JR.,
Chairman, U.S. Civil Service Commission,
Washington, D.C.

DEAR MR. MACY: The House Committee on Government Operations is conducting an investigation of matters related to the invasion of privacy by Federal agencies. Hearings are scheduled to begin June 1, 1965. I have been designated as chairman of this special inquiry.

One of the matters under current investigation is the use of psychological questionnaires and personality tests on Federal employees and job applicants.

It is my understanding that the Commission has tried to discourage Federal agencies from using such tests in personnel selection and promotion because of their unreliability and the fact they almost always contain questions which constitute a gross invasion of privacy into the lives of Federal employees and job applicants. The Commission deserves great commendation for its position.

I have been hopeful that the Commission also would come up with a firm written policy against such tests. In any case, I think the public record should show clearly just what the position of the Commission is in this matter.

In line with this, I would like to invite you to testify before our special inquiry at 10 a.m., Thursday, June 3, 1965.

Your staff may communicate with Mr. Norman G. Cornish, chief of special inquiry, room 2157, Rayburn Office Building, telephone Government code 180, extensions 4050 or 5050, concerning any additional details relating to the hearing. It would be appreciated if 50 copies of the prepared testimony could be made available for the subcommittee by June 2, 1965.

I am enclosing a copy of a statement which appeared in the Congressional Record of Monday, May 17, 1965, which I thought might be of interest to you.

With kind regards.

Sincerely yours,

CORNELIUS E. GALLAGHER,
Chairman, Special Subcommittee on Invasion of Privacy.

We are particularly happy to have you here, Mr. Macy. In my view, the statement you are about to present is of major importance. So on behalf of the subcommittee, we welcome you here this morning.

MR. MACY. Thank you very much, Mr. Chairman.

(Whereupon, Mr. John W. Macy, Jr., was duly sworn.)

MR. GALLAGHER. Would you please proceed, Mr. Macy.

TESTIMONY OF JOHN W. MACY, JR., CHAIRMAN, U.S. CIVIL SERVICE COMMISSION

MR. MACY. Mr. Chairman, members of the committee, I appreciate very much this opportunity to participate in your proceedings. You are engaged in a review of a very important area of interest to the Civil Service Commission. I have a statement that I would like to read, if I may, and then I would be happy to answer any questions that you and members of the committee may have.

MR. GALLAGHER. Please proceed.

MR. MACY. For positions filled under the provisions of the Civil Service Act, the Commission has a number of responsibilities in which psychological testing may be involved. These include:

(1) Developing selection methods and procedures for hiring new employees.

(2) Establishing the standards and guidelines applied by agencies in promoting and reassigning employees.