

used in connection with these evaluations in a very small number of cases. The medical program of the Department of State also services the U.S. Information Agency as well as several smaller organizations concerned with overseas employment. Therefore, the policy of the State Department applies to USIA cases.

In the Central Intelligence Agency personality test methods both with applicants and employees are used only within the medical program and by qualified psychiatrists and psychologists. Test results are part of a total medical assessment of the individual and the confidential nature of the information is fully protected.

From these facts, it appears to me that the current practices of these agencies conform closely to the policy which the Civil Service Commission applies to positions in the competitive service. In general, the use of personality tests is carefully controlled by responsible psychiatrists and psychologists under medical supervision, the results are utilized as part of an individual medical evaluation, and test results are maintained as part of confidential medical files rather than of the agency's personnel files.

In my letter to the heads of these agencies, I pointed out the desirability of Government-wide consistency in the use of personality test methods. I have no doubt that these agencies are aware of the issues that have concerned your special inquiry and will continue to oversee their personnel programs closely from this point of view.

My staff is also exploring several other issues of concern to the special inquiry. These are the use of personality tests by State and local agencies under Federal grant-in-aid programs and in contract activities supported by the Federal Government. These issues present a number of very complex questions that need thorough consideration before it is possible to decide on a constructive course of action. I would hope that we could conclude our assessment of these issues within the next several months.

Sincerely yours,

JOHN W. MACY, Jr., *Chairman.*

(Whereupon, at 12:25 p.m., the subcommittee was recessed, to reconvene at 2 p.m. the same day.)

AFTERNOON SESSION

Mr. GALLAGHER. The subcommittee will come to order.

The first witness that we will have this afternoon will be George Meagher, director of legislation, American Federation of Government Employees. Mr. Meagher.

(Whereupon, George Meagher was duly sworn.)

TESTIMONY OF GEORGE MEAGHER, DIRECTOR OF LEGISLATION, AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES

Mr. GALLAGHER. Would you proceed?

Mr. MEAGHER. Mr. Chairman, my name is George Meagher. I am director of legislation for the American Federation of Government Employees. I have been asked by committee counsel to give you a brief personal background.

I was born in Long Island, N.Y. I am 32 years old, educated principally in the various States. My father was in service. I graduated from the Citadel in 1954, 2 years in the Army, short period with Senate staff over on the other side, and have been with the American Federation of Government Employees for 5 years.

I have been director for the past 2 years.

If I may, Mr. Chairman, I would like to just proceed with reading the statement.

Mr. GALLAGHER. Please proceed.

Mr. MEAGHER. Attempts to search the minds of Federal employees and to elicit their innermost thoughts concerning matters of great