

Mr. LUCE. I will recommend to the Department of the Interior that in my view the way we have conducted this testing, and the limited manner in which it has been used, and the careful way in which we have preserved the privacy of our employees, are consistent with the policies of the Civil Service Commission, and I will request the Interior Department to ask the Civil Service Commission to appraise or review the tests and our testing procedures that we use, and approve them.

Mr. HORTON. Now, in answer to the chairman, you indicated if an employee refused to take the test, this would not be a mark against him?

Mr. LUCE. I said the question has never arisen, but the answer to your question is "No, this will not be a mark against him."

Mr. HORTON. If a person was being considered for promotion, I assume he would be informed of this, and then he would be asked if he would take these tests, or this particular test, and if he said he would not, then what would happen?

Mr. LUCE. Well, then, we would have to rely only upon the interviews with him, the interviews with his former supervisors, looking at his education, looking at his experience, and acting on our hunches, you might say, to predict how he would perform under the new conditions of his new job. Then we would compare him with the other candidates for the job, and make the decision.

Mr. HORTON. Isn't it fair to say, though, that your hunches in that case would probably be a little bit against him because he wouldn't take the test?

Mr. LUCE. Well, you are asking a very hypothetical question. I would say not necessarily.

Mr. GALLAGHER. It states here in your report, Mr. Luce: "He may tend to be a little too independent for some situations, and may not be the easiest man to control." I wonder whether or not that might not be one of the recommendations in the potential for development?

Mr. LUCE. Well, you certainly would not want a man as the second man in a dispatching room that would tend to be a little independent and hard to control, because that chief dispatcher is going to have to be able to tell him what switching to do and make darn sure he is going to do it.

Mr. GALLAGHER. Would this be an indication of that if he would not take the test?

Mr. LUCE. It would depend upon the reason.

Mr. GALLAGHER. If he wanted to protect his privacy?

Mr. LUCE. Yes, if a man came to me and said, "Look, I think these tests are opposed to my religion," or, "I think they are going to make me answer some personal questions that I just don't want to answer," and I thought he had a valid reason for it, I would take that into account. He is not required to take the tests.

Mr. HORTON. I want to come to the other part of the safeguard, which was the report you have given to us. Is this report that you turned over to us—and I realize you would want to protect names—

Mr. LUCE. This is just a sample, Mr. Horton.

Mr. HORTON. Is this an actual case, though?

Mr. LUCE. Not in Bonneville; no, sir.

Mr. HORTON. Is this a sample case that the psychological service puts out?