

I have a list here of the positions that we have tested for. In general categories, we have tested in only 9 out of more than 100.

Mr. GALLAGHER. Did you take one, Mr. Luce?

Mr. LUCE. No; I did not.

Mr. GALLAGHER. Would you?

Mr. LUCE. Yes.

Mr. HORTON. Mr. Luce, I think it would be well to make that part of the record, the positions that you test for, and you have it in some form that can be presented, do you?

Mr. LUCE. I have; yes, sir.

Mr. HORTON. Could we make that a part of the record, Mr. Chairman?

Mr. GALLAGHER. Yes; without objection, it will be made part of the record.

POSITIONS FILLED USING TEST AUGMENTATION OF EVALUATION FACTORS AS OF
MAY 18, 1965

LOS ANGELES

Seattle area manager
Spokane area power manager
Kalispell district manager
Head, substation construction
Assistant chief, branch of construction
Office services manager
Budget officer
Substation maintenance superintendent,
Seattle
Idaho Falls area manager¹
Idaho Falls area power manager (2)
Assistant to administrator (2)
Assistant power manager¹
Head, substation design
Area engineer, Walla Walla
Portland area power manager
Budget coordinator (2)

PITTSBURGH

System operations officer¹
Operations engineer
Operations superintendent, Walla Walla
Assistant power dispatcher (3)
Chief IIA—Midway
Portland area engineer (2)
Transmission superintendent, Seattle¹
Spokane area manager¹
Seattle area manager¹
Wenatchee district engineer¹
Walla Walla area manager¹
Spokane area power manager¹

¹ Validation testing.

Mr. HORTON. Whose idea was it to institute this procedure of testing?

Mr. LUCE. Mine.

Mr. HORTON. Where did you get the idea?

Mr. LUCE. Well, I got the idea from several sources before I became convinced that we should use this type of testing. As I mentioned, I first became familiar with this when I was on the vestry of our church, and was senior warden.

Mr. HORTON. Mr. Luce, you are not trying to justify the position of the Federal Government doing this on the basis that the church does it?

Mr. LUCE. I am suggesting that it certainly removes, in my way of thinking, any moral issue. But to answer your question, that is where I first became acquainted with this kind of testing.

After I got on the job at Bonneville, and we discovered we had a lot of people who were going to retire out of top positions, and our program was expanding tremendously and we were going to have to fill a lot of jobs, I tried to find ways of improving our selection of personnel.