

(5) Interagency Board of U. S. Civil Service Examiners

(a) Background

1 As a result of intensive study over the past several years, the Commission developed a modernized recruiting and examining system for positions at grades GS-1 through GS-15 and for all wage board jobs. The President, in his letter to Chairman Macy on November 27, 1965, gave his full endorsement to the Commission's plan and indicated his expectation that this program would enjoy the full support of heads of departments and agencies.

2 The Interagency Board system is founded on interagency coordination and cooperation. The major features of the system are:

a A basic network of 65 Interagency Boards located in selected centers of both general and Federal populations serving a clearly defined geographic segment.

b Revision of the examination structure itself to insure available lists of eligibles for all vacancies on a much more comprehensive basis than in the past.

c Provision of a one-stop information service about all kinds of Federal jobs.

(b) Coverage

The inspector should determine the extent to which agencies, through their participation and support, are taking full advantage of the modernized recruiting and examining system in satisfying their manpower needs. He should focus on:

1 Agency Understanding and Support of the IAB Program - Is management aware of the objectives of the IAB program? Does management recognize the IAB as an interagency rather than a CSC program? How has the personnel officer demonstrated his support of the IAB program?

2 Agency Participation in Board Operations - To what degree do management and staff officials recognize and assume responsibility for their part in the IAB program? To what extent does agency management at all levels, and agency program and staff officials, participate in the planning, management and operations of the Board? To what extent does the agency feel that this participation is necessary and productive in satisfying its manpower needs?

a Top Management Participation - If the installation head is a member of the Board of Directors, what is the extent to which he is called upon and is able to provide guidance and direction to the Board; the extent to which he has been involved in insuring that the Board is aware of agency staffing