

EYES ONLY
ADMINISTRATIVE INTERNAL USE ONLY

EEO-82-622
24 February 1982

MEMORANDUM FOR: Executive Director
Central Intelligence Agency

FROM : Director
Office of Equal Employment Opportunity

SUBJECT : Increased Grade Level for Director and Deputy
Director, Office of Equal Employment Opportunity

1. The Office of Equal Employment Opportunity, although an independent office directly subordinate to you, retains a grade structure considerably lower than any other office structure within the Agency. Presently, the Director is an SIS-1/2 and the Deputy a GS-15. I believe this to be inappropriate and has contributed to a "second-class" image for the Office.

2. Admiral Inman stated "for an Agency that prides itself on excellence in so many areas, it is deplorable the state of EEO in the Agency, and the Office itself is even more deplorable." In my first 100 days, I feel we have climbed a few hills; we still have the mountain ahead of us. I can foresee a time in the not too distant future that other agencies of the Federal Government will be coming to us asking us for advice on developing further their EEO system and structure, and that we will match or even surpass the agency that has reputedly the best system--NASA. Already, because of my personal contacts and discussions with other Federal agencies, the word is out that we are on the move. NSA has already asked for an auditing slot in one of our courses and has requested our advice on how to accomplish a better program there.

3. As Dr. Harriet Jenkins, Director of EEO at NASA told me as I left her office, "If you can accomplish what we have discussed, NASA will have stiff competition as being the best within one year." These events and statements should make you, Admiral Inman and Mr. Casey proud; without your support, EEO could not be on its way to excellence, attaining respectability both within the Agency and the Federal Government.

4. Please do not misinterpret; this is not a selling job. STAT
 the DD/EEO, will be returning to OTE, his parent Career Service. STAT
I am now beginning to search for a suitable replacement. In order to attract the best candidate and one who will be able to accomplish the difficult and complex tasks ahead, an SIS-1/2 position is mandatory in my opinion.

5. I would appreciate your careful consideration to the upgrading of both the Director and Deputy Director positions.

STAT

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Jim Glerum

John would like to know what you think about this. Believe [redacted] is currently hoping to get [redacted] of OGC as his Deputy. Thanks.

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24 March 1982