



DEPARTMENT OF THE ARMY
U.S. ARMY AERONAUTICAL DEPOT MAINTENANCE CENTER
CORPUS CHRISTI, TEXAS 78419

SAVAE-G(AC)

8 June 1973

Hector P. Garcia, M. D.
1315 Bright Street
Corpus Christi, Texas 78405

Dear Dr. Garcia:

The complaint which Mr. Mauro Serrano has filed against ARADMAC alleging discrimination because he is Mexican American is somewhat disheartening in light of our efforts and continued progress in this program. I am certain that Mr. Serrano would not be of his opinion if he was aware of the complete facts and knowledgeable of our combined efforts.

Mr. Serrano was employed by ARADMAC as an Aircraft Instrument Overhaul Helper WG-05 @ \$2.60 an hour from 27 April 1962 until he resigned on 14 November 1963. The personnel records do not reflect any supervisory conflict which Mr. Serrano refers to in his letter. If there had been any major or significant problem at the time of his resignation, there would have been some remark annotated on the personnel records, but none exists.

Recently authority was granted ARADMAC, due to change in work load and production schedule to employ 200 temporary employees with the stipulation the appointments would be limited to one year. The jobs were specifically identified in the lower level helper categories which enabled the Civil Service Commission to provide listings which more than satisfied our requirements. The large number of candidates for the job vacancies necessitated the establishing of a panel to conduct interviews and make selections for all types of helper jobs involved. The panel was comprised of three supervisors which permitted rapid selection of the very best qualified applicants for a temporary requirement. Limitations placed on me limited the hirings to temporary employees for a period not to exceed one year.

BUY AND HOLD U.S. SAVINGS BONDS

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Mr. Serrano was a career employee and is eligible for reinstatement into the Federal service; however, it does not provide him with any priority consideration over other candidates referred under the Civil Service system. His application was reviewed by the panel and considered along with all the qualified applicants who were seeking Federal employment as helpers. The competition for these helper jobs was very keen and his nonselection should not be construed as a reflection upon his abilities.

Approximately 100 of the 200 employed for the one year period are Mexican Americans which I am sure you will agree appears to be an equitable distribution.

The remedial action requested by Mr. Serrano in his complaint is beyond my authority. A reorganization of ARADMAC at this time is resulting in quite a few higher grade employees being downgraded and to employ Mr. Serrano as a WG-8 or WG-9 would create serious in-house problems, in addition to violating our Merit Promotion Program. Mr. Serrano's willingness to accept a WG-5 for a year provided he would be changed to permanent within that year would not be fair treatment to many others currently employed at ARADMAC who desire the same action. Many of these employees are also Mexican Americans.

Dr. Garcia, your personal recommendation of Mr. Serrano is regarded highly and I would like very much to be able to inform you that Mr. Serrano would be employed; however in all honesty and fairness to all candidates who expressed an interest in joining ARADMAC and who were not selected, I must require our job vacancies to be filled on an equal opportunity basis via the competitive procedures. Knowing you as I do, I am sure you understand and support this view.

Sincerely yours,



ROBERT J. DILLARD

Colonel, TC
Commanding