

[9/25/79-Not Submitted-DF]

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DATE: 25 SEP 79

FOR ACTION: ARNIE MILLER

INFO ONLY: HAMILTON JORDAN

SUBJECT: CIVILETTI MEMO RE HISPANIC APPOINTMENTS IN FOUR TOP
POSITIONS IN THE DEPARTMENT OF JUSTICE

Keep per Arnie

Handwritten scribbles and signatures, including "10/5/79" and "J. Edgar Hoover".

10/10 checking

DF replaced by later memo

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+ RESPONSE DUE TO RICK HUTCHESON STAFF SECRETARY (456-7052) +
+ BY: +
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ACTION REQUESTED: IMMEDIATE TURNAROUND

STAFF RESPONSE: () I CONCUR. () NO COMMENT. () HOLD.

PLEASE NOTE OTHER COMMENTS BELOW:

THE WHITE HOUSE
WASHINGTON
September 25, 1979

MEMORANDUM FOR THE PRESIDENT
FROM: ARNIE MILLER *AM*
SUBJECT: Civiletti Memo of September 24, 1979
Re Hispanic Appointments at Justice

It's good that Ben is bringing in more Hispanics. The Department needs them. However, I think we need a high-level Hispanic at Main Justice rather than on the periphery of the Department.

Herman Silas, is a very able guy, with a proven managerial record, who is very popular in the California Hispanic community. If he's good enough for Ben to propose for INS, Silas is good enough to be the Deputy or the Associate Attorney General.

While there is some "logic" to the argument about an Hispanic at our experiences with Castillo suggest that in reality it doesn't work out that way. Silas or any Hispanic in the top INS job, would be limited to those narrow issues and, as happened to Castillo, be subjected to a no-win cross-fire of Hispanic and border control constituencies. On the other hand, as a Deputy or Associate Attorney General, Silas could have overall supervision of INS and other divisions, such as the Civil Rights Division, which set the tone at the national level on issues about which Hispanics care very much.

Perhaps we can administratively create a second Deputy or a second Associate position for Silas and give him supervisory responsibility for some areas of the Department. We can make it a Presidential appointment and not require Senate confirmation. This would enable us to keep Shenefield as an Associate AG.

I have discussed this with Ambassador Torres, who concurs. He also reiterates that Cruz Reynoso should be considered for a top job at Justice.

<input checked="" type="checkbox"/>	FOR STAFFING
<input type="checkbox"/>	FOR INFORMATION
<input type="checkbox"/>	FROM PRESIDENT'S OUTBOX
<input type="checkbox"/>	LOG IN/TO PRESIDENT TODAY
<input checked="" type="checkbox"/>	IMMEDIATE TURNAROUND
<input type="checkbox"/>	NO DEADLINE
<input type="checkbox"/>	FOR APPROPRIATE HANDLING
<input type="checkbox"/>	LAST DAY FOR ACTION

<input type="checkbox"/>	ADMIN CONFID
<input type="checkbox"/>	CONFIDENTIAL
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<input type="checkbox"/>	EYES ONLY

ACTION
FYI

<input type="checkbox"/>	VICE PRESIDENT
<input checked="" type="checkbox"/>	JORDAN
<input type="checkbox"/>	CUTLER
<input type="checkbox"/>	DONOVAN
<input type="checkbox"/>	EIZENSTAT
<input type="checkbox"/>	MCDONALD
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<input type="checkbox"/>	POWELL
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<input type="checkbox"/>	WEDDINGTON
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<input type="checkbox"/>	BRZEZINSKI
<input type="checkbox"/>	MCINTYRE
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<input type="checkbox"/>	ANDRUS
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<input type="checkbox"/>	DUNCAN
<input type="checkbox"/>	GOLDSCHMIDT
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<input type="checkbox"/>	KREPS
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<input type="checkbox"/>	BUTLER
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Office of the Attorney General
Washington, D. C. 20530

September 24, 1979

MEMORANDUM TO: The President

FROM: Benjamin R. Civiletti **BRE**
Attorney General

SUBJECT: Hispanic Appointments in Four
Top Positions in the Department
of Justice

Pursuant to our commitment to equal employment opportunity and to the Hispanic-American community, I will or have recruited Hispanic-Americans to four top positions in the Department. Where I have filled the position, I so indicate.

Special Assistant to the Attorney General (First Hispanic
Special Assistant in the Attorney General's Office)

I have hired Lupe Salinas, a 31 year-old resident of Houston, Texas. Mr. Salinas attended the University of Houston and the University of Houston Bates College of Law. His work experience has been as follows:

Assistant U.S. Attorney, Houston, Texas (10/77 to present)
Assistant District Attorney, Harris County, Houston, Texas
(7/74 to 10/77)
Adjunct Assistant Professor of Law, University of Houston
(1/75 to present)
Staff Attorney, Mexican-American Legal Defense and
Educational Fund (6/72 to 6/74)

Mr. Salinas has been a First Vice-President of the Houston Chapter of IMAGE, and a past Vice-President of the Mexican-American Bar Association of Houston.

Special Assistant to the Attorney General for Energy

Leading Candidate: Jose N. Uranga, 33 years old (San Antonio, Texas) - presently Team Captain in the General Litigation Section of the Lands and Natural Resources Division of the Department of Justice. An outstanding academic and trial lawyer.

Assistant Attorney General for United States Attorneys,
United States Trustees and Trial Advocacy

I have offered this position first to Tony Canales, United States Attorney in Houston, and then to Herman Sillas, United States Attorney in Sacramento, both of whom declined. I will continue to try to find an Hispanic-American who has substantial prosecutorial experience, but I am also considering a number of outstanding black attorneys.

Commissioner, Immigration and Naturalization Service (or
Deputy Commissioner)

I have discussed the Commissioner position with Herman Sillas, and he is very seriously interested in it. He has had substantial management experience running the California Department of Motor Vehicles and legal experience in difficult issues as United States Attorney for the Eastern District of California. Before this, he was a partner in the firm of Sillas and Castillo from 1960 to 1974. He received both his B.A. and LL.B from UCLA.

A significant number of Hispanic Americans have advised me that it would be a bad idea to have a Mexican-American as Commissioner because of the special burdens and conflicts imposed. I have also considered Martin Danzinger whom you know as a result of considering him to head GSA. Perhaps it would be better to have an Hispanic as Deputy Commissioner to run the daily operations but not as subject as Commissioner to intense criticism for being too hard or soft on illegal aliens.

I am also considering as Deputy Commissioner, the following three persons: Luis Stelzner, 36 years old, Professor of Law at University of New Mexico; Phil Jimenez, 41 years old, Professor of Law at Santa Clara Law School; and Miguel Mendez, 37 years old, Professor of Law at Stanford University.