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. . . . The 110th meeting of the CIA RETIREMENT BOARD

convened at 1:30 p.m. on Wednesday, 2 April 1969, with the following

present:

25X1A9a

- Mr. [REDACTED] Chairman
- Mr. [REDACTED] DDP Member
- Mr. [REDACTED] DD/I Member
- Dr. [REDACTED] DD&T Member
- Mr. [REDACTED] DDS Alternate Member
- Mr. [REDACTED] Legal Adviser
- Mr. [REDACTED] Executive Secretary
- Mrs. [REDACTED] Recording Secretary

Guest: Mr. Edward W. Proctor, ADDI (For consideration  
 (of [REDACTED]  
 (case only. 25X1A9a

25X1A9a MR. [REDACTED] Let's let Mr. Proctor have his moments here  
 so he can get back to his busy routine.

You all remember the [REDACTED] case, of course. He 25X1A9a  
 wrote a fine letter, and everything he says is true.

25X1A9a MR. PROCTOR: Really two points that I came down for. One  
 is, obviously, the [REDACTED] case itself, but the other is to really [REDACTED] find out  
 for myself what kind of criteria you people were using in deciding what was  
 creditable service and what was not. You have all read [REDACTED] letter, and 25X1A9a  
 putting him as a person aside, the point of concern is that we don't have any more  
 of these, and that we in the DD/I at least have some idea what the criteria are  
 that you are using so that we can give better guidance to people as to who might  
 opt for this and who might not, and we will be able to discourage those that  
 clearly will not be given approval, as it were, and those that have at least a  
 chance to be considered, with a good probability of being accepted.

It's clear, I think, that we did not have a good concept of  
 what the criteria would be, and on the basis of previously approved cases which  
 I did review, this one seemed quite appropriate. Now there may be two elements  
 here - either we do not understand what the criteria are, or perhaps we have not

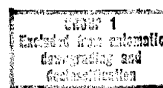
presented the information appropriately so you could recognize his service did

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fall under this criteria. As I gather, there's no question about his 29-plus months when he was involved in overseas duty in [REDACTED], as 25X1A6a creditable service -- is that correct?

25X1A9a MR. [REDACTED] That is right.

25X1A9a

25X1A9a MR. PROCTOR: Now I've gone over [REDACTED] memo and the initial request that was forwarded by [REDACTED] and approved by Jack Smith, and I've re-read the Regulation and the Minutes of the Deputies' meeting -- which I attended -- where this desire to use up the quota on the one hand, and perhaps alleviate some of the bottleneck at the top, on the other, was raised and discussed. I think it would be worthwhile your telling me what kind of criteria would be used as a basis for judging domestic service as opposed to overseas service.

25X1A9a MR. [REDACTED] Well, let me take a crack at it first, and then of course you can hear from the others.

First of all, I'm the first to admit that this is very fuzzy criteria that we're trying to work under, and it has been a very trying period for everybody on the Board. We were sailing along pretty well on the routine domestic qualifying service cases, and we had fallen into what we had felt was a fairly comfortable pattern of being able to identify such service under (11)(a), (b), and (c) -- and even there, under (11)(c), the Board had long said that that would be used only in cases where retirement was imminent -- so we certainly could bring (11)(c) fully into play for people who were agreeing to get out -- so they had that going for them.

Now, when the 31 July letter was written -- and I was at the Deputies' meeting that you spoke of, too -- we never zeroed in on exactly what would be done, but there was a thought that we would be more liberal during this "open season," so to speak, and that there was no question that part of our job was to help management, but nevertheless, we were still left with the thought that there had to be some germ of qualifying service within the meaning of the Act.

So we started getting into these cases and we quickly began

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having trouble reaching unanimity of opinion on many cases. So very early on we invited Col. White to come down-- And I told him - "It's very difficult for us to be sure how far we are supposed to go here." Col. White was quite circumspect -- as a matter of fact, asked that it not be made a matter of record -- as he talked around this thing. I think I'm accurate in saying he admitted that using up the quota was not the magic -- it was the gimmick we sort of hung onto -- but since it was there, this was a good time to open this thing up -- but I think more important was BALPA and a lot of other things that have brought people home from overseas, etc., and if we could help alleviate this thing, let's help the people willing to get out. In trying to pin him down on what is qualifying service, he still stayed with - "There has to be something there for the record -- you have to put yourself in a position that if a Congressional Committee looked over our records they would see some handle that we grabbed onto to permit a man to qualify for the System."

Well, that wasn't completely satisfactory but it did set us off again with a little better idea.

Then we clunked along-- And again, some of the Board members may not completely agree with me here, but I've tried to analyze this, myself, particularly with relation to the [REDACTED] case. So, we came on down <sup>25X1A9a</sup> the pike. Well, obviously, the Board was given the best [REDACTED] cases first, and so we began bringing a lot of people into the System. And we would help ourselves by saying: "Now, by God! that is only under this 31 July memo -- because they wouldn't stand a chance otherwise." And each one had to go to Col. White, and each time he would write on it - "Okay, I approve it, but - boy! - this is no precedent -- and it will never happen after 31 July" -- each time sort of giving us to believe - "We're really reaching here."

Well, the cases began getting more difficult as the Directorates started reaching the bottom of their lists -- until finally we hit one where we said - "No, not this guy! really, this would be stretching too much!" Now I feel we crossed the magic point when we did that -- because they were

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getting weaker and weaker as they got to this man. Then we drew the line -- and again, this is my analysis of it -- and then we had a new base of comparison to look back to, and it became increasingly easier as we began comparing a case to this one that we had said "no" to, and then we ~~we~~ began saying "no" to quite a few.

Now I feel in the last few cases that we said "yes" to, they were the weakest ones -- and it was sort of where we drew the line -- they could just as well have been on one side or the other side, but we drew the line here.

As I look back on the [REDACTED] cases, for 25X1A9a  
instance, they're not an awfully lot different from [REDACTED] -- 25X1A9a

25X1A9a MR. PROCTOR: Precisely!

MR. [REDACTED] And this is hard to really explain, ~~we~~ because 25X1A9a  
you do have to consider the entire case -- but at least in [REDACTED] case he had  
almost three years of overseas service and needed only two years, as opposed  
to a total of five years. And again, in talking with Col. White - even when he  
said "go ahead" with that last memo which says - "now take a look at those  
with none" - he said, "I can't see bringing anyone in with none." I said we  
have one guy in Div D who has dedicated his whole career here to something  
which would be of no use to him outside of the Agency -- so we brought him in,  
and that again gave a basis for comparison.

This is the best I can tell you. It has just been a  
torturous job! And we felt we had reached the end of the line. And Col.  
White had said - "I'm not trying to make it easier for you fellows, and I know it's  
a very tough job, but I think you're all honest men, and, by and large, when it's  
all over you will not have made too many mistakes -- somehow your feel for  
the thing in your voting for or against, is not going to be too wrong."

25X1A9a [REDACTED] is undoubtedly a borderline case -- borderline in  
contrast with these last two that sort of slipped in under the wire, so to speak.  
But we all -- with the exception of [REDACTED] who was a brand new member 25X1A9a

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here -- we were unanimous in feeling this would bring in every intelligence analyst in OCI.

25X1A9a

25X1A9a

DR. [REDACTED] Let me speak about one of these cases - [REDACTED] 25X1A9a

[REDACTED] an OSI man. In that case we looked very hard for something that would directly relate to support of clandestine activities abroad. We had to strain, I'll be the first to admit it -- but we did find he was in on operational planning for overflight activities and things of that sort, and then had been in on actual mission support while the thing was in process and being post-mortemed -- so that we gave him credit for enough of that to get him in.

25X1A9a

25X1A9a

MR. [REDACTED] The [REDACTED] case was even worse than [REDACTED] 25X1A9a

DR. [REDACTED] Yes, we had to reach way back in the [REDACTED] case to 25X1A9a

catch some old collection support activity he engaged in early in his career.

MR. PROCTOR: One of the impressions I got from the Regulation was that the individual would have to have some service which he could not fully explain to a prospective employer--

25X1A9a

MR. [REDACTED] Yes -- that's (11)(c). That's right.

25X1A9a

MR. PROCTOR: And I think [REDACTED] did himself a disservice

by writing his letter the way he did, in that he didn't highlight this, he highlighted the type of activity, as opposed to what he could or could not say to a prospective employer.

Now I know directly what [REDACTED] he has been doing in the past 20-odd months since he has been working on this indications system. Let me explain to you just what it is. He is trying to use ... maximum likelihood statistical analysis in the problem of indications in estimates. Now on the surface this doesn't sound like much, and it doesn't sound like getting into, shall we say, intelligence information very deeply. It looks like a straight analytical job. What it amounts to, however, is really getting into the sources of the information that bear on a particular crisis situation, the assessment of the validity of the reporting -- which requires and he has been going back to the Clandestine Services and getting as complete read-outs as they can give as to the validity or likely

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validity of these people's reports, and the melding of all sorts of information, including COMINT, and the nature of the operation in which COMINT was collected -- some of it (FID) stuff but most of it NSA stuff, and a lot of other stuff as well. But the process here is essentially to develop a statistical approach to indications, and to explain this to an outside employer without going into the detail of the kind of special problems one has in knowing about sources, knowing about the circumstances in which the information was collected, and even informing an employer of what the indications' problem is, is not only difficult but is impossible if you can't really throw the whole thing open. I would consider that, in terms of 25X1A9a (11)(c), as qualifying service. In [REDACTED] memo of 14 February 1969, in his paragraph 3. c., he says from September 1967 to the present time he has been working on that.

Now the other-- I looked at it from the point of view, where could we get (13) more months. In his paragraph 3. b. (1), which talks about his work on the USIB Watch Committee [REDACTED] 25X1C which was again a knowing-the-sources, a knowing-the-intelligence thing, and something he can't really explain to a prospective employer -- so with that, I got 60 months out of it.

There is one other element in this -- and again, this is an element just like the previous one, which applies to the 31 July memo, and certainly I would not expect this to be a precedent for anything beyond that period until 31 July -- and that is this fact: I think we would be happier and [REDACTED] 25X1A9a would be happier if he left. This is a management problem, in this sense -- let me explain it to you. It's not that the guy [REDACTED] isn't doing really good work. He is. He is a guy who has been in grade since 1961, or earlier. He is pushing like mad for a promotion -- which he will NOT get, and he has been told he will not get, and he's turning sour, and this is affecting his work, and the longer this continues, the less useful he is. He's not quite at the margin - but six months or a year from now he's going to be at the margin where this is going to be affecting his work. In effect, we would be better off without him. This is not

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a written criteria but I think it's something we have to look at carefully. He is occupying a GS-15 slot -- he's not supergrade material -- he's blocking the progress of other people we would be able to put into this 15 position.

I think we have a case.

I thought perhaps you had crystallized your ~~criteria~~ criteria somewhat better than I realized it was in the beginning, but I see you haven't -- and I don't blame you for it, because it's a very tough job. But I think if you look at it not in the way he wrote his memorandum -- which was wrong -- I mean, it didn't present the aspect of (ll)(c), as it were, on what he could tell a prospective employer.

Now he has gone out and has found what I consider a very decent job for himself. He is under what he considers serious financial pressure -- and this is one of the reasons he wants a promotion, as well as the recognition. He has a son who is going into college -- but we all face this problem -- some of us with more money, obviously. He has talked to this prospective employer in very, very vague terms -- talked about his academic background, and that he's an analyst. The employer - the Vice President - called me to find out just what did this man do. What could I tell him? That he was a political analyst, was the only cleared thing I could tell him. He also worked with statistics, was the only thing I could tell him. Was he good? Yes. Any shortcomings? Sure. Strengths? Sure. I talked to him for a half to three-quarters of an hour, and then he said, "But I still don't understand what he did." And I think that is evidence enough of (ll)(c), myself.

Now I think that he can do the analytical job that he is being hired by these people to do with systems analysis, on the basis of what I've seen him do here, but I can't give them the detailed description of what he did that would give them the confidence -- I was asked to assure them of this -- and they are not that satisfied - except they're willing to take a chance. I think ~~has~~ has in effect been hampered by the fact that he was working on classified material which he is in no position, really, to divulge to them, as far as sources and methods.

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As far as intelligence methods are concerned, if his new procedure works it will be a substantial supplement to our sort of intuitive work -- it will be a tremendous breakthrough. And I think it WILL work. So he has made a contribution that in effect he will not be able to discuss at all.

So, that is the position I find myself in on this. Obviously, I would like you to say "yes" on this, but I feel - as Col. White said - he assured me that you would go at this with an open mind - and this is enough for me.

25X1A9a MR. [REDACTED] One question before you go on. You said that you would like to understand this better because there were more cases to come? Are there many more like this one?

MR. PROCTOR: I don't think so.

25X1A9a MR. [REDACTED] I don't know of any pending right now, really.

MR. [REDACTED] Have we pretty well reached the end of the line, then--

MR. [REDACTED] I wouldn't even broadcast in the DD/I we would consider those with no overseas service. I've even had memos prepared for me to go out, and I refused to do it -- after the [REDACTED] experience. This is 25X1A9a getting people--

25X1A9a MR. PROCTOR: Getting people excited--

25X1A9a MR. [REDACTED] Which I think supports [REDACTED] point in this -- 25X1A9a and I'm partly at fault for [REDACTED] putting this in. I studied the [REDACTED] case -- 25X1A9a 25X1A9a I studied the [REDACTED] case - he was an OSI analyst. And I was really not trying to put us on the spot here, or put [REDACTED] on the spot. 25X1A9a

MR. PROCTOR: Let me just add this to what Mr. [REDACTED] said. 25X1A9a We are not going to encourage anybody else to put in for it unless he does have either his five years' overseas service or is so little short of the 60 months, and there is so much other service that is so clear-- And even if [REDACTED] was 25X1A9a approved, we wouldn't put another one like this up, I'm sure -- wouldn't encourage them -- unless the guy on his own said, "Oh what the hell - I'm willing to take a chance on it."

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25X1A9a MR. [REDACTED] Well, we have been playing with the idea of putting an end to this by saying these cases must be submitted six weeks before the end of June, and therefore the middle of May is the latest we will accept them within this 31 July memo -- 31 July is the date of Col. White's memo that set this up -- and this would mean we would have only another six weeks to go. We've actually heard from the DDS&T - they've come in and said they're through--

25X1A9a DR. [REDACTED]: I've discouraged a number of them that had no tour overseas.

25X1A9a MR. [REDACTED]: Now the DD/P may still have a few more coming -- but again, the nature of the whole Regulation is so oriented toward clandestine service that it's a little easier to reach for theirs.

25X1A9a MR. [REDACTED]: I'd like to add to that, Harry -- so that Mr. Proctor will know that other Directorates had their problems, too -- that we had so much of it in the CS - we had messengers, analysts, registry people, coming down to the CSPS group asking them if their case fit the 31 July letter, and it was because of that that the CSPS put out that November memo that the Board members have a copy of, in an effort to explain to everybody: If you don't fall within these guidelines, don't come down and bother the CSPS. They had to put out special instructions just to take care of those people.

25X1A9a DR. [REDACTED]: What I wanted to bring up, Harry -- because it's not entirely clear -- I noted that [REDACTED] has had 30 years of service and is age 54 -- wouldn't he be eligible for optional retirement? He can take a year's penalty now, can't he?

25X1A9a MR. PROCTOR: But he doesn't get his annuity right away.

DR. [REDACTED] When does his annuity start?

MR. PROCTOR: In a year.

25X1A [REDACTED] I wondered if he did consider this alternative?

MR. PROCTOR: Yes, I know he did. Well, I guess it's the pressure of his personal requirement, as he sees it, for more money, his desire to make more money, and pushing for a promotion -- which is, frankly, becoming

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rather obnoxious -- that led us to this position of saying better now than later -  
than a year or so from now, or whenever it is.

25X1A9a MR. [REDACTED] I guess it's also fair to say that he does have a  
job in hand now--

25X1A9a DR. [REDACTED] That's why I questioned the validity of (11)(c) here.

MR. [REDACTED] But I have long felt a man shouldn't be penalized  
by that. Maybe I'm wrong. He didn't have to disclose to the Board that he  
has a job lined up. We have to look at it: Was the nature of his work such  
that it would be difficult to discuss it with a prospective employer. Because he  
could lose this job opportunity, and then try to get another one, and there it is.

MR. PROCTOR: I think another problem here also, as far as  
this job -- and obviously it shouldn't enter very strongly into your consideration,  
but it still bears some relation -- and that is that this is an employer who may  
be a prospective employer for some of our other people, and I just would not  
like the Agency flouted around as an organization that can't make up its mind,  
and misleads its people -- and the next time an Agency employee who is going  
to get out applies for a job there, they may feel - "Let's not even touch this --  
because we don't know if he's [REDACTED] going to come with us after we say come."

25X1A9a MR. [REDACTED]: Incidentally, Karl [REDACTED] won't be 55 until 25X1A9a  
March of 1970 -- so it's a full year away -- and at which time there could be  
a whole new ball game.

MR. PROCTOR: And obviously this is a better financial break --  
I don't blame him for pushing it.

25X1A9a MR. [REDACTED]: Of course we initiated this with [REDACTED] -- 25X1A9a

MR. PROCTOR: Because of the pressure on promotion--

25X1A9a MR. [REDACTED] -- and he was in that first group - under Col. White's  
memo - to be checked out.

25X1A9a MR. [REDACTED] Can you just speak again to that 20 months--

MR. [REDACTED] 25X1C10b

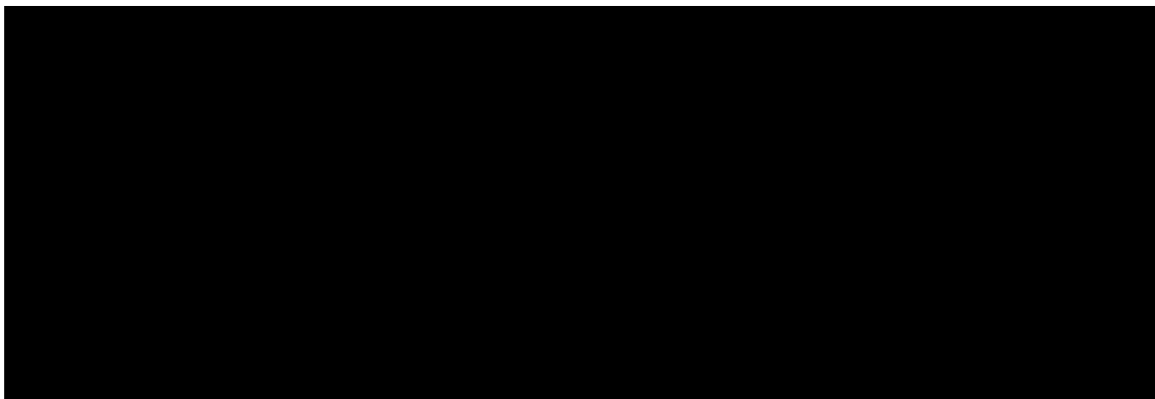
MR. PROCTOR: This is on the second page of [REDACTED] 14 February  
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25X1C10b

1969 memo - paragraph b.(1). I mean, we could probably get b.(2) and b.(3) in there, too, but I don't think it's necessary. I don't know if you people



meeting almost continuously. So, this was one. And the other one is the work he has been doing since September 1967, and will be doing until he leaves. This comes to 60 months.

I'm not asking you to make your decision here in front of

me--

25X1A9a MR. [REDACTED] No, we wouldn't, anyway.

25X1A9a Does anyone else have any questions?

MR. [REDACTED] Ed, in your opening remarks I think you questioned what criteria we had for considering overseas service--

MR. PROCTOR: No. I assume that most of the overseas is qualifying.

25X1A9a MR. [REDACTED] All overseas service is qualifying. I just want to make sure you understand that.

25X1A9a MR. PROCTOR: I said I presumed there was no question about [REDACTED] overseas service.

25X1A9a MR. [REDACTED] I just wanted to make the flat statement that there is no question, ever, about the overseas service.

MR. [REDACTED] Mike, do you have any further questions?

25X1A9a MR. [REDACTED]: No.

25X1A9a DR. [REDACTED] have just one concerning [REDACTED] - the 25X1A9a analogy between what [REDACTED] did and what [REDACTED] did. 25X1A9a

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MR. PROCTOR: Only that he worked on the Watch -- but I

don't think he worked on any of these task forces.

25X1A9a MR. [REDACTED] No, [REDACTED] did not. He was at the National 25X1A9a  
Indications Center.

25X1A9a MR. [REDACTED] And the Board weighed that--

MR. PROCTOR: Actually, the work on the [REDACTED] was more 25X1A  
involved, as it were, with clandestine work, COMINT work, and some real  
operations, than the ordinary watch stuff.

25X1A9a DR. [REDACTED] Well, one of our considerations has been that we  
have lots of people who serve on these various watch activities of one sort or  
another, and we have tried to avoid establishment of some sort of implication  
that service on NIC or a watch committee is tantamount to eligible service.

MR. PROCTOR: This was quite different. This was a feedback -  
back and forth - with collection and evaluation - and guidance back and forth.

25X1A9a MR. [REDACTED] This is our problem, that we did give credit for  
the National Indications Center.

25X1A9a MR. [REDACTED] You have a precedent.

25X1A MR. PROCTOR: Well, let me leave and let you people decide.  
[REDACTED] Thank you, Ed -- that was very helpful.

. . . Mr. Proctor then withdrew from the meeting  
at this point . . .

25X1A9a

25X1A9a MR. [REDACTED] Emmett, you're rather quiet--

MR. [REDACTED]: I'm keeping quiet. I think it's a tough case  
you're into here. I don't know what you can do about it, though, really.  
25X1A9a

25X1A9a MR. [REDACTED]: Let me tell you -- I'll lead off -- I've had  
dealings with [REDACTED] over the years, and I'm very impressed with Ed Proctor's  
25X1A9a new factor on the table here of [REDACTED] pushing for a promotion and their  
speculation that this is going to sour the guy.

25X1A9a MR. [REDACTED] Yes -- that's the one thing that would do it, for me.

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25X1A9a MR. [REDACTED] And this fits [REDACTED] to a "T". No. 1, he's 25X1A9a  
 an emotional guy -- not over emotional, but an emotional guy -- as his  
 memos would indicate -- and if he gets a "cause" -- I've had to deal with him 25X1A9a  
 with "causes", and I can well see the concern that Ed Proctor and [REDACTED]  
 have here that if they continue to deny this guy this promotion which he feels  
 he richly deserves, then he's going to increasingly be less productive.

. . . Off the record . . .

25X1A9a DR. [REDACTED] Well, we need 31 months.  
 25X1A9a MR. [REDACTED] Proctor identified--  
 25X1C MR. [REDACTED] [REDACTED] thing, and this project--  
 DR. [REDACTED] The thing he's on now -- and I have very great  
 trouble with that. We have systems analysis going on all over the place.  
 25X1A9a MR. [REDACTED] Don't you start knocking it, Karl -- because when  
 25X1A9a I go back and read that [REDACTED] case--  
 25X1A9a MR. [REDACTED] Do you want to take a trial vote--  
 25X1A9a MR. [REDACTED] Ed Proctor made a pretty good point in terms of  
 his conversation with [REDACTED] prospective employer, that the very thing he's  
 trying to get hired on is the type of work he is doing now and that he really  
 didn't feel he could fully explain it.

25X1A [REDACTED] Remember the Bulletin? More and more I  
 find that people coming to the CS are citing that Bulletin - saying, "I read in  
 the Bulletin such and such." I think it was the Bulletin that said if you can't  
 explain in sufficient detail - even that you weren't able to explain in general  
 25X1A9a terms. Well, [REDACTED] explained in general terms that were sufficient enough  
 to get that prospective employer at least interested in talking to him about  
 employment.

25X1A9a MR. [REDACTED]: If we were at the outset of this thing and we had  
 a lot of cases to come-- I really don't know, but I do feel that we're at the end

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of the line -- we've given it to some that are not a whole lot better -- and there's a big management interest in it, and that--

25X1A9a MR. [REDACTED] You have to look at it with maintaining a certain amount of continuity, too--

25X1A9a MR. [REDACTED] The secrecy about this new job is what bothers me more than anything else. Are you sure [REDACTED] isn't getting a nice job with some contractor who has been dealing with this project that [REDACTED] has just been working on? -- because such a contractor would very well know what this man could do--

25X1A9a MR. [REDACTED]: I think if there had been something like that, he would have disclosed it. Of course it's going to be in the same area - systems analysis.

25X1A9a DR. [REDACTED] In paragraph 5 of his letter of 20 March, he says, "I was finally successful in landing a good job" -- and at the end he says - "I must act soon on my job offer." There's no implication here that it's pending or that it depends on his explaining more about his work here, or anything else. And that's the uncertainty in my mind. He has got a job offer. No implication in Jack's letter that it isn't a job offer, And so, obviously, he hasn't been hampered so far in not being able to talk about what he has been doing.

25X1A9a MR. [REDACTED] But you have to read all of it. He says, "I was finally successful in landing a good job, it was to pay considerably less than my salary at CIA." Obviously he isn't going to accept an offer unless he has his annuity--

25X1A9a MR. [REDACTED]: But is it \$500.00 less but with prospects of making much more.

25X1A9a MR. [REDACTED]: Is there any chance they might keep that job open until next March?

25X1A9a MR. [REDACTED]: No, I think he had 30 days to decide, and about 20 of them are used up--

25X1A9a MR. [REDACTED] By 11 April, I think it was -- 11 April was the last day.

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25X1A9a MR. [REDACTED] Karl, I'll tell you, as I said before, I have  
to be pretty well management-oriented to go for this thing--

25X1A9a DR. [REDACTED]: That would be the only reason.

. . . Off the record . . .

25X1A9a

MR. [REDACTED] Shall we see where we stand on a vote  
right now? We need a nomination - I guess from you, Bob.

25X1A9a MR. [REDACTED]: Well, I recommend that [REDACTED] be placed in  
the System and be permitted to retire no [REDACTED] later than 30 June 1969. 25X1A9a

25X1A9a MR. [REDACTED]: Do we have a second to that? (No response.)  
I'm open to any other nominations. Or perhaps we need  
more discussion -- but I don't know what else can be said about this case.

25X1A9a MR. [REDACTED]: I could almost second [REDACTED] motion -- 25X1A9a  
I really could -- if I were sure there wasn't something here that's going to  
horribly embarrass us 60 days from now.

25X1A9a MR. [REDACTED] Such as?

25X1A9a MR. [REDACTED] Such as the job [REDACTED] is getting can be 25X1A9a  
directly related with what he's doing now, and with a few hundred dollars  
difference in salary.

25X1A9a MR. [REDACTED] Well, it's too bad you didn't ask Ed Proctor that  
question when he was here.

25X1A9a DR. [REDACTED] Else why does he have to talk about it?

MR. [REDACTED] Again, for what it's worth, I don't really know  
that it's terribly pertinent how much money he's going to get--

25X1A9a MR. [REDACTED] Will that be the reason for turning it down, then,  
that he's going to get too much money?

25X1A9a MR. [REDACTED] (Continuing): -- or, as I say, the fact that he  
happens to have this job offer -- because he could miss out on this one and have  
to look for another one.

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25X1A9a MR. [REDACTED] His primary motivation could be that he has found himself one whale of an opportunity, got himself a job with great future prospects, so he quickly wants to dash up and retire under the System and go out of here with twice the money he has ever made in his life -- and, I don't know - a lot of people with that kind of assurance might beat on our door, the same way -- particularly if this is a job that's directly related to what he has been doing.

25X1A9a MR. [REDACTED] None of those problems bother me. What I'm trying to do is look over his statement of functions again and just see if we can't find something on which we can really and truly hang our hat and say: This looks like it falls within the criteria that we've been using under the letter of 31 July.

Now in paragraph 3. b. (9) in his memo of 14 February 1969, he says:

"From 1961 to 1963 was involved in the preparation of preliminary assessments of the results of overhead photographic reconnaissance missions. Was called in with other analysts at all hours of the night -- just as soon as the first read-outs of the missions were made available by NPIC. Helped make assessments that contributed not only to positive intelligence but to operational missions."

I'm just wondering if we couldn't get ahold of something there. On these first read-outs were they in a position to call some pitches on what additional flights were required?

25X1A9a MR. [REDACTED] Well, he goes on to indicate that he [REDACTED] attended [REDACTED]

25X1X2

25X1A9a MR. [REDACTED] -- for collection missions. It may be I could get ahold of something there.

25X1A9a DR. [REDACTED] Yes, except that a lot of people do this kind of thing.

We had the same sort of thing with [REDACTED] -- I think this was cited as part of his service--

25X1A9a

25X1A9a MR. [REDACTED] But in [REDACTED] case he did not have an overseas tour.

25X1A9a

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25X1A9a MR. [REDACTED] He needed the five years.

25X1A9a DR. [REDACTED] This isn't a unique activity here.

25X1A9a MR. [REDACTED] Karl, can you explain to me why you would vote  
for the [REDACTED] case and the [REDACTED] case and not the [REDACTED] case? 25X1A9a

25X1A9a MR. [REDACTED] Leaving [REDACTED] out of it for a minute -- just 25X1A9a  
25X1A9a taking [REDACTED] The reason I say that is because [REDACTED] was involved in some sort 25X1A9a  
of clandestine operations going on over--

25X1A9a DR. [REDACTED] Yes, we had him in the IDEALIST program.  
25X1A As I said, I told [REDACTED] that I didn't think he had a [REDACTED] chance,  
but he wanted to try for it so we went ahead and worked up the memo. I don't  
recall the details of who nominated it, and who seconded it -- I'm not sure  
that I nominated him at all -- I may have seconded him.

25X1A9a MR. [REDACTED] Whether you go along with it or not, Karl, this  
has to be a Board action. 25X1A9a

25X1A9a DR. [REDACTED] I admitted from the outset that [REDACTED] was a weak 25X1A9a  
case. And if the [REDACTED] case had come along at the same time as this [REDACTED] 25X1A9a  
25X1A9a case has come along, I don't think it would go through. So to some extent  
there is an element of timing in this--

25X1A9a MR. [REDACTED] And not being consistent under the 31 July memo --  
because all of these are looked at under the 31 July memo.

25X1A9a DR. [REDACTED] As Harry put it, you draw a line--

25X1A9a MR. [REDACTED] Murray, do you know specifically when we had  
the [REDACTED] case?

25X1A9a MR. [REDACTED] No. I'm not sure.

25X1A9a MR. [REDACTED] It was since the 31 July business.

25X1A9a DR. [REDACTED] Back in the early days of [REDACTED] work here he was  
in charge of our (Collection) Support Staff--

25X1A9a MR. [REDACTED] That took care of the requirements--

25X1A9a DR. [REDACTED] It was requirements follow-up and providing  
background for DD/P.

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25X1A9a MR. [REDACTED] Only in collateral work--

25X1A9a DR. [REDACTED] No, we were the first shop to have all the  
(back-stopped), cleared people. So he had this responsibility in support  
of clandestine activity. Admittedly that is not the strongest thing in the world,  
but we found enough of that to build the case on it.

. . . Off the record . . .

25X1A9a

25X1A9a MR. [REDACTED] In [REDACTED] memo of 20 March 1969, if 25X1A9a  
paragraph 2 is a true statement of what happened it would appear quite clear  
to me that management was probably behind the Admin Officer's suggesting  
this to [REDACTED] right off the bat. I'm very heavily influenced by the  
management consideration--

25X1A9a

MR. [REDACTED] Well, it is that.

25X1A9a

MR. [REDACTED] I think that's the reason we're trying to find  
something--

25X1A9a

DR. [REDACTED] There would be no 31 July memo if it were not  
for the management consideration.

25X1A9a

MR. [REDACTED] Well, I'll second it for you.

MR. [REDACTED] Thank you.

25X1A9a

MR. [REDACTED] All those in favor? (Messrs. [REDACTED] and 25X1A9a

[REDACTED] raised their hands, indicating in the affirmative.)

All those against?

25X1A9a

MR. [REDACTED] I'll vote if I can look this over first --

because I'd like to find a few more months here. I'm not voting against it --  
I would rather vote for it -- but I would like to find an additional period of  
10 months.

25X1A9a

MR. [REDACTED] All right -- let's find it.

MR. [REDACTED] Mike, what are you rejecting of what Proctor

cited?

25X1A9a

MR. [REDACTED] No, I want to go along because of Mr. Proctor's

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statement. I think we ought to find it within the purview of the cases we have decided in the past, where we felt that we had found something on which we could hang our hat.

25X1A9a

25X1A9a MR. [REDACTED] Well, we reached on [REDACTED] but we have reached on this involvement with the Clandestine Services in evaluating a lot of these things--

25X1A9a DR. [REDACTED] Right. Collection support--

MR. [REDACTED] And I thought this was what Ed Proctor was reaching for on this systems analysis with this mathematical model -- it was constant working with the Clandestine Services to confirm through their sources or COMINT sources the validity--

MR. [REDACTED] Which paragraph is that?

25X1A9a

MR. [REDACTED] Paragraph 3. c.

MR. [REDACTED] His present functions.

MR. [REDACTED] Mind you, Proctor said it's badly written --

and Ed tried to explain what [REDACTED] really meant.

25X1A9a

25X1A9a MR. [REDACTED] This is roughly a year and a half.

25X1A9a MR. [REDACTED] If you take the period Mr. [REDACTED] was 25X1A9a

talking about, that's two years there. It's in paragraph (9).

25X1A9a MR. [REDACTED] And you don't have to worry too much about any others -- because he's the only one doing it.

25X1A9a DR. [REDACTED] Bob, what kind of times are we talking about here in paragraph b. ? The first one, I take it, is about a year?

25X1A9a MR. [REDACTED] I put 10 months down there. Proctor said about a year.

25X1A9a MR. [REDACTED] I think he said 10 months.

25X1A9a MR. [REDACTED] Then in the summer of 1962 he went back on it for about three months.

25X1A9a MR. [REDACTED] If you take 3. b. (1) and 3. b. (9) you have plenty -- you have 34 months. There are two years in 3. b. (9).

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25X1A9a

MR. [REDACTED] First of all, I'm assuming that Ed Proctor

was giving us a perfectly legitimate story here -- he was saying: I could  
25X1A9a  
tell this potential employer that [REDACTED] was a systems analyst, and I could  
tell him that he was a mathematician, but I couldn't begin to tell him the full  
import of his work without getting into all these other things. Ed said he

found it very difficult to explain to the employer--

25X1A9a

MR. [REDACTED] And the employer finally said: "Now you've

25X1A9a

told me all this, but you haven't told me what he does."

MR. [REDACTED] Now, Karl, I know we're reaching, but it seems

to me we are all looking for handles, and we've been given one by the ADDI  
on this one. Again, I'm very much management-oriented on this one.

25X1A9a

MR. [REDACTED] Let me ask for a little more indication--

25X1X1

Now, what are we talking about here? Are we talking just about satellites,  
or are we talking about recce flights as well -- and if that isn't collection of  
intelligence, I'll eat it!

25X1A9a

MR. [REDACTED] Of course it includes recce flights!

MR. [REDACTED] course it does!

25X1A9a

MR. [REDACTED] I can see paragraph (9).

25X1A9a

MR. [REDACTED] I admit I'm bothered by the fact we are not

terribly consistent. I'd say the [REDACTED] case, other than the fact that he had a

little more overseas service, was based pretty much on overseas reconnaissance

25X1A9a

activities -- which is what [REDACTED] has, too. In the [REDACTED] case, he had 25X1A9a

performed 24 months and two days of overseas qualifying service.

(Reading from Minutes of Retirement Board Meeting

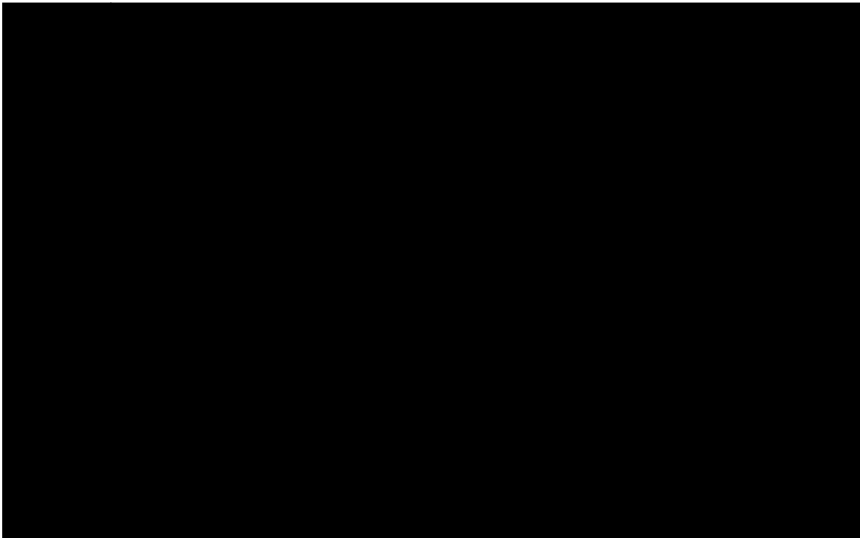
on 4 December 1968)

25X1A

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25X1A



25X1A9a

DR. [REDACTED] ... (inaudible)...

MR. [REDACTED] That's beside the point. All of these guys

do this. We don't want to get every requirements officer--

25X1A9a

MR. [REDACTED] I'm saying, if we had drawn this line before

[REDACTED] I'd be much happier--

25X1A

DR. [REDACTED] We would all be happier!

25X1A9a

MR. [REDACTED] But we are now a little bit pregnant, and it

does seem we are a little bit inconsistent, it does seem we have gotten the

Agency and our whole system into a pretty awkward situation. It's all of

these facts -- plus - I'm sure we could write up a summary on [REDACTED] 25X1A9a

that would sound no different than [REDACTED] 25X1A9a

25X1A9a

MR. [REDACTED] To the person not knowing the situation, it

sounds great. We don't have 3,000 analysts leveling requirements -- there's

a regular procedure for doing this -- and there's the collateral and the special

stuff. ... (inaudible) ...

25X1A9a

DR. [REDACTED] Well, if you think you can get up a good Minute,

I would with great reluctance go along.

25X1A9a

MR. [REDACTED] I'm sympathetic, Karl, with your point, but I

think we have backed ourselves into a corner on this because of these previous

judgments. I just hope this is the end of the line--

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25X1A9a [redacted] I do, too! I agree with you 100%, Harry.  
[redacted] Because I'd hate to see another one come along  
saying - "Now this is just like [redacted]" 25X1A9a

25X1A9a DR. [redacted] I'll switch my vote, and then that will make it  
a majority vote.

25X1A9a MR. [redacted] I'll go along.  
MR. [redacted] I'll go along.  
DR. [redacted] Don't forget words like "clandestine collection"  
and things like that when you write it up.

25X1A9a MR. [redacted] And I'd pull out some of Ed Proctor's words  
there, too -- some of them were awfully good.

25X1A9a . . . Motion was then unanimously passed for  
granting [redacted] membership in and retirement under  
the CIARDS . . .

25X1A9a MR. [redacted] Next, Item A of the Agenda. One employee -  
[redacted] who appears to meet the criteria for designation  
as a participant in the System and has completed 15 years of Agency service.

25X1A9a MR. [redacted] I move we designate and offer him an election.

25X1A9a DR. [redacted] Second.  
. . . This motion was then passed . . .

25X1A9a MR. [redacted] Four employees - [redacted] 25X1A9a  
[redacted] who have  
completed more than 5 years of Agency service and appear to meet the criteria  
for designation as participants in the System.

25X1A9a MR. [redacted] I move we designate.  
MR. [redacted] Second.  
. . . This motion was then passed . . .

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25X1A9a

MR. [REDACTED] Now we have four voluntary retirements -

[REDACTED] 25X1A9a

25X1A9a MR. [REDACTED] I move we consider favorably the four requests for voluntary retirement.

25X1A9a DR. [REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

MR. [REDACTED] I'm delighted to have you here for the next case, Emmett -- and I'm sorry we don't have Mr. Meloon here, since this is one of his cases. Actually, I was going to do some inquiring on this--

25X1A9a MR. [REDACTED] George (Meloon) called me on it.

25X1A9a

MR. [REDACTED] Mr. [REDACTED] He is 54 years old and has 29 and a half months of overseas qualifying service, and he is agreeing that if we find some domestic qualifying service for him, of some 30 and a half months, he would be willing to retire on 30 June 1969. It's interesting in his case that by December of 1969 he will also have the 55/30.

I understand that he is back on the job -- isn't that right, Emmett?

25X1A9a MR. [REDACTED] Yes -- and notwithstanding anything that is implied in paragraph 2 of Coffey's memo, [REDACTED] is able to and desirous of staying on until 30 June. That is what George Meloon called me about. The memo implies that he is through right now -- or something like that -- but actually Tony does want to remain until June 30th if this is approved.

25X1A9a MR. [REDACTED] Well, I'll start the ball rolling by saying that it looks like straight Headquarters' logistics duty to me.

25X1A9a MR. [REDACTED] The only thing I can add on this -- because I had been involved some years ago -- Tony was a crackerjack Log man who went overseas and George looked upon him primarily as part of his overseas cadre. Tony does have a very serious family medical problem. About five years ago

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another overseas assignment came up, and the possibility of sending him, and he said he was no longer willing to go overseas. It caused Logistics' management a great deal of trouble -- because they needed him overseas. He was personally able to go but he could not take his wife with him, and he could not leave her behind. So from management's point of view the man is an obstacle in their overseas staffing system. And that's about it, I think.

25X1A9a MR. [REDACTED] I read it as a less strong Directorate statement here which says: (Reading from Bannerman's memo dtd 11 Mar 1969)

"I am not able to evaluate from this position the merits of the service claimed for consideration as 'qualifying service,' however I do concur in Mr. [REDACTED] nomination to the CIA Retirement and Disability System if the Retirement Board can rule favorably on the noted 'qualifying service.' I would also add my concurrence to the Director of Logistics' point that Mr. [REDACTED] early retirement would assist the Support Directorate in resolving personnel management problems currently existing at his age and grade level."

25X1A9a

25X1A9a

25X1A9a

MR. [REDACTED] Well, if it were not for the statement that Emmett made about the trouble management had, I think this case would have been a stronger case than the [REDACTED] case. I felt this man, starting out, met five requirements for participation in the System, out of the six -- he just needed to have the 60 months. Early in his career he performed overseas qualifying duty and it seemed to be likely that he belonged to that corps of people in Logistics that was destined for overseas on a regular basis.

25X1A9a

25X1A9a

MR. [REDACTED] Absolutely!

25X1A9a

MR. [REDACTED] And he had done a tour -- as [REDACTED] had

25X1A9a

done. He had had three TDY tours in the course of his career -- which [REDACTED] hadn't done. He was assigned to the CS and worked five years, as Chief of Logistics, supplying and being much closer connected with clandestine activities. He's also a management problem -- as I got from the record -- in that they are over ceiling -- it would help them to get down to ceiling. Adding this all up, I felt that maybe we could put him in the System.

25X1A9a

MR. [REDACTED] What did I say that undercut that, Mike?

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25X1A9a MR. [REDACTED] You said he refused to go overseas.

MR. [REDACTED] He couldn't go overseas -- this man was prohibited from taking his wife overseas -- his wife has a condition that is such that her Doctor says, "Your husband must not leave you."

25X1A9a MR. [REDACTED] Oh! Well, I'm sorry.

MR. [REDACTED] It's an impossible situation. He couldn't take her with him and he couldn't leave her here.

25X1A9a MR. [REDACTED] Then he still belongs to that corps-- I'm sorry -- I thought you said he has refused to go.

25X1A9a MR. [REDACTED]: Emmett said he balked, but he didn't mean he refused--

25X1A9a MR. [REDACTED] He couldn't go -- he couldn't take her --

MR. [REDACTED] I think having found it on [REDACTED] we 25X1A9a

could find it in this case.

DR. [REDACTED] as a 31 July case.

25X1A9a MR. [REDACTED] Precisely! And only as a 31 July case.

DR. [REDACTED] Maybe that is the benefit of the [REDACTED] case-- 25X1A9a

MR. [REDACTED] Yes, that's true, you find it hard to say "no"

after you've ~~crossed~~ crossed the bridge on [REDACTED] -- and yet if you try to 25X1A9a relate the problem as far as describing his work, where are you?

25X1A9a MR. [REDACTED] Not very far.

MR. [REDACTED] Any other discussion on this? or do you want

a motion, Harry? I move we admit [REDACTED] to the System and 25X1A9a permit him to retire 30 June 1969.

25X1A9a MR. [REDACTED] I second the motion.

. . . . This motion was then passed . . . .

25X1A9a MR. [REDACTED] This is quite typical of what we've gone through

from time to time -- we're now conditioned to - "Let's help management!" - and a couple of cases get dragged in along with it.

25X1A9a MR. [REDACTED] I think the management problem comes through

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more clearly on this case, to my personal knowledge, than in the [REDACTED] 25X1A9a case.

25X1A9a MR. [REDACTED] This is part of the basic concept of the 31 July memo -- which maybe we lost sight of a little bit, as we went along, between 25X1A the [REDACTED] case.

25X1A [REDACTED] George Meloon doesn't help the case a great deal by saying - "While by no means anxious to lose the services of this senior logistician" etc. But really there are little intangibles in here that do help, and that is that the guy started off going overseas and then through no fault of his own he became unable to go overseas. In a sense, it comes a little closer to the Congressional intent that people who in one way or another have burned themselves out from this overseas duty, therefore should be allowed to move out.

. . . Off the record . . .

25X1A [REDACTED] The next case is [REDACTED]  
25X1A [REDACTED] He just wants in the System. He doesn't want to retire.

[REDACTED] I have a letter here which I would like to read 25X1A because it says what I would want to say. It was written by [REDACTED] 25X1A [REDACTED]

Now, John, I think this is as good a time as any to really come head to head with this thing. I'd like to go back to the origins of this Board -- and Emmett, of course, knows better than I how we tortured with some of these basic concepts as we tried to get going. At the risk of boring you a minute -- because I think it's very important that we make some sort of policy determination at this point -- we started out by [REDACTED] saying: Let's take care of the qualified people with 60 months of overseas first, and all the others we'll red-line, so we can get on with this job of going through thousands of people. We did that and got a lot of people in the System.

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Then we subsequently-- Incidentally, we put out a Bulletin which tried to reflect what we thought -- and [REDACTED] while he cited the Bulletin, didn't really [REDACTED] cite it completely, because at that time the Board approved the contents of this Bulletin, which says:

25X1A

"5. e. [REDACTED] also contains in subparagraph b(11)(c) a criterion of 'qualifying service' based on the performance of duty 'on a continuing basis which would place the individual at a distinct disadvantage in obtaining other employment...'. Application of this standard requires determinations based on conditions at a time when the individual seeks to enter other employment and on retrospective consideration of his Agency career in light of current conditions."

Again, that did reflect the opinion of the Board at that point.

Subsequently we were troubled with people at the 15 year review -- we had one that we had put out of the System and then he said - "I'm ready to retire" - and we said, "All right, put him back in, and retire him." So we then said: Let's take a better look at this domestic qualifying service when the time comes for the 15 year review, and then let's take a good look at (a) and (b) -- which is the hazardous part of it, and the practice of stringent security and tradecraft procedures to protect cover and so on.

Now, (11)(c) - we have thus far been saying we will consider that when it's time for the guy to leave. I really believe that if we don't there could well be a thousand DDP'ers - DDS'ers combined, who could say - "Well, I've got three years - or I've got four years - and why shouldn't I get in the System" - either as a point of pride, as it seems to be with this man [REDACTED] or - "My wife is entitled, in event of my death, to another three and three-quarters protection." And then we could be besieged with a great number of cases way before the time that it's truly necessary. They could go out again, and therefore obviate the whole consideration. It's possible that the whole nature of their work will change in the later 10, 15 years of their service. This is what bothers me with [REDACTED]

Now let me read Emmett's memo to you.

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4 August 1967

MEMORANDUM FOR: Deputy Director for Plans

THROUGH: DDP/OP

SUBJECT: Designation of [REDACTED] as a Participant in the CIA Retirement and Disability System 25X1A

REFERENCE: Memo for Director fr DD/P dtd 18 Jul 67, same subject 25X1A

1. Before forwarding your request that [REDACTED] be designated a participant in the CIA retirement System at the present time, I think you should have the benefit of my views on this case (and similar cases which have arisen and will arise).

25X1A

2. I agree that [REDACTED] may indeed be eligible for the CIA Retirement System should the contingency ever arise that such designation would serve a useful purpose and [REDACTED] has a need for the special benefits provided by the CIA Retirement System.

25X1A

3. As I see it, after [REDACTED] has attained age 50 and has completed 20 years of Federal service including 10 years of Agency service and at such time as he might desire to be retired early or you may desire to retire him (i. e. before completing 30 years of Federal service creditable under the Civil Service Retirement System) it would be perfectly reasonable to consider placing him in the CIA Retirement System. It would only require that the Director favorably determine that his early retirement is in the best interests of the Government and that the nature of his duties for at least 60 months constitute qualifying duty.

25X1A

4. In the interim, there appears to be no basis for designating him as a participant in the retirement system and no particular advantage in being so designated. Judging from the presentation made, the nature of his duties would appear to qualify him under paragraph 11. c of Headquarters Regulation [REDACTED] at [REDACTED] such time as he is faced with the prospect of finding other employment.

25X1A

25X1A

5. To designate [REDACTED] at this time would be utterly contrary to the established administrative concepts and procedures for implementing the CIA Retirement System. There are doubtless many hundreds if not thousands of employees who can present identical or highly similar reasons for their immediate designation although perhaps with less justification. To do so, however, would be contradictory to our commitments to Congress.

25X1A

6. I do think that [REDACTED] should be emphatically disabused of his feelings that failure to be designated is any reflection upon his status as a professional intelligence officer. The simple fact is the CIA Retirement System was only authorized for a small portion of the professional intelligence personnel of the Agency -- most specifically for those who, regardless of circumstances, do perform services hazardous to life and health in the conduct or support of intelligence operations abroad. Provision admittedly was also made for those whose duties require the development and use of esoteric skills and knowledge who would be at a distinct disadvantage in seeking other employment. It is on the latter basis that I suggest [REDACTED] may indeed qualify at such time as he is faced with the prospect of seeking such other employment. The administrative system established for the CIA Retirement System contemplates waiting until this contingency is a known and imminent fact.

25X1A

/S/ Emmett D. Echols  
Director of Personnel**SECRET**

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[REDACTED] Again, it's a concept we either have to accept or reject at this point. 25X1A

[REDACTED] Why, Harry? - if the man contends that he falls not within the (11)(c) but he could argue for Section 203 of the Act - so specialized because of security requirements as to be clearly distinguishable from normal -- 25X1A

[REDACTED] But you can't read the Act without due regard to the Regulations.

. . . Off the record . . .

[REDACTED] Well, it looks like we all agree there's no action that we can take on this case. 25X1A

[REDACTED]: What are you going to do with it? 25X1A

I'll go back to him --

: Not to the Director--

[REDACTED] No. I'm going to suggest to him that [REDACTED] if he would like to-- Well, that's the way it seems to me. And if they want to bring it up again to the Director, that they write to the Director. I'll give them the guidelines of our [REDACTED] decision-- 25X1A

[REDACTED] Actually the letter from Tom Karamessines to the Director of Personnel on 26 February 1969 -- the most recent letter -- that's the one you ought to answer, I think. 25X1A

[REDACTED] Yes. Right. But I do think we have to again point out to Tom K. -- because he might have lost sight of this -- that we don't see it under (11)(a) or (b), therefore it can only be considered under (11)(c), and we couldn't consider it under (11)(c) at this stage. It looks like he might have a good case at the point of retirement when he's seeking another job. But to bring him in earlier, with the very few facts available, we just can't do. 25X1A

[REDACTED] I don't see how you can say you don't see it

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under (11)(a) or (11)(b). It's just that there's no basis for making any judgment.

██████████ There's no information on which to make a determination on (a) or (b). 25X1A

██████████ And (c) seems untimely. 25X1A

Yes.

██████████ Okay. 25X1A

Next case - ██████████ a Security officer,

54 years old-- 25X1A

██████████ He's not going out by 30 June. 25X1A

██████████ ██████████ last letter - dated 3 March - 25X1A

says:

" 2. Due to unexpected Graduate School expenses, it would be a hardship to retire at this time. However, if the application for participation in the Agency System were approved, the undersigned would still plan to retire as of 30 June 1971. "

██████████ Right. Now he just wants in the System -- 25X1A

but he still plans to retire in June 1971. 25X1A

██████████ Now this case appeared before the Board very briefly once before, and we were asked to pull it back because apparently they were confused on which way he was going. And I think when we considered it initially it was on the basis that if he could get into the System he would get out in 1971 -- and at that time we had some difficulty with it and we said if it were a 30 June one, we could do something on it.

Now, I'll tell you, the way I looked at the ██████████ case - 25X1A

the ██████████ case was about as well documented a case as you could get, because it took it year by year and set out specific periods of time which you could add up and say - "All in all it does look like this man ██████████ - who needs only 25X1A

34 months-- And we found it, finally, after a lot of soul-searching. 25X1A

I may be over-simplifying here, but in this ██████████ case after I started to add it all up I said to myself - "What does this boil down to in his paragraphs g and k?" First of all, there's an awful lot of overlap

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in periods of time, where he could well be getting double credit -- but you can't be sure of it. In his paragraph g he is saying: "conducted numerous investigations in recognized high-crime areas, such as Harlem, during which the Agent was unaccompanied because of cover considerations -- more than two years between 1951 and present." Maybe if he is on a routine basis subjected to this sort of thing -- and we satisfy ourselves that it was a dangerous type of investigations -- then maybe he has two years -- and, as I say, that's not for sure yet -- but assuming that he did.

Then his paragraph k says:

"conducted numerous special inquiries and participated in other functions in support of overseas and [redacted] covert activities, including clandestine meetings. During [redacted] these assignments, the Agent not only was exposed to grave danger but was frequently compelled to work in confined quarters for long hours without time for proper rest, food or opportunity for necessary relief -- more than five years between 1951 and present."

Again, the same period of time - five years. I don't know what that is.

[redacted] I wonder if in the paper that he originally submitted -- which was evidently sterilized by the Office of Security -- whether there might not have been something more specific there. Because it leaves us with too many generalities here, it seems to me, to be able to determine was he doing this in support of clandestine operations abroad.

25X1A

25X1C

[redacted] acted as his guard for a period of a month and a half -- and we could add up those periods and we knew [redacted] just what was taking place and we knew it was in support of clandestine operations abroad.

25X1A

I don't get that in this [redacted] case. Now, is it possible that that original paper might have specified some of these things that would have made it clearer, and would it be possible to get ahold of that or look it over? Now it sounds as though there are some very sensitive matters in there -- and of course we don't need that -- but just enough to show us that it was [redacted] in support of clandestine operations.

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[redacted] On both of your points (indicating Messrs. 25X1A  
 [redacted] it seems to me if they prepared it in the same fashion 25X1A  
 in which the [redacted] case was prepared-- 25X1A  
 [redacted] has sort of disclaimed his ability  
 to do this, by saying: As you can understand, the nature of my work was such  
 that I couldn't keep files and records -- so I can't document all of this-- 25X1A  
 [redacted] There's nothing wrong with the way it was 25X1A  
 done in the [redacted] case, and he didn't identify the individuals, and so on. 25X1A  
 [redacted] The fact that we bought the [redacted] case in 1966, 25X1A  
 I think is also significant. It was very early on -- a trial case. 25X1A  
 [redacted] In Emmett Echols' memo of 20 October 1966  
 on the [redacted] case, he said: 25X1A

"2. During its review of this case, the Board noted  
 that while there was enough of clearly qualifying duty to constitute  
 a basis for its favorable action, there was also listed a variety  
 of types of duty the nature of which was not considered to  
 constitute qualifying service. Therefore, it was the  
 unanimous recommendation of the Board that you be advised that  
 [redacted] nomination was approved under the Board's adopted  
 philosophy that it was acting upon a case, judged on its individual  
 merits, and that it was not to suggest a precedent that all of the  
 duties performed by [redacted] during the period as outlined were  
 considered qualifying."

25X1A  
25X1A

This was accorded affirmation by Col. White, who said  
 in his memo dated 18 October 1966:

"1. I have reviewed and discussed with the Director the  
 attached papers concerning the nomination of [redacted]  
 [redacted] as a participant in the CIA Retirement and Disability  
 System. I understand that this is the first case considered by  
 the CIA Retirement Board in which part of the qualifying service  
 is domestic. 25X1A  
 25X1A

2. It is agreed that this case meets all the necessary  
 criteria. It is important that we proceed with the utmost care  
 when domestic service is credited for any part of the 'qualifying  
 service.' I therefore agree wholeheartedly with the action of the  
 Board in approving this case and in stipulating that it not be used  
 as a precedent.

3. In addition to the careful consideration which I am sure  
 the Board will give every case, as an added precaution until we  
 gain further experience with the System, please forward each  
 individual case involving domestic qualifying service to my office  
 for informal review before final action is taken."

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It's because of this last paragraph (in Col. White's memo) that we're doing this to this day. And admittedly, we have come a long way since then, but at this point you could see how-- And [REDACTED] really, 25X1A it's part of the problem you may be having with this -- but starting from this hard-fought first case, and the others that have come along, you can see how it has been difficult for us to move on over into this never-never-land of this 31 July letter.

Well, if I correctly sense the feeling of the Board, I think that at the very least I'm going to have to go back to Mr. Osborn and tell him we need some more details to support the true time that was spent in qualifying duties.

Now it may be time -- because Bannerman hits me on this with some regularity, each time saying that back in the days when this System was aborning, he had always hoped that these (resident) Security officers as a body would be brought into this sort of thing.

[REDACTED] That is true. That is very true. 25X1A  
[REDACTED] That they would be looked upon as the [REDACTED] FBI and Secret Service types who have earned for themselves an early retirement. Now he realizes the Board has not yet reached that point -- that the [REDACTED] case 25X1A was specifically cited and didn't set the precedent for approving every other such case -- but he is [REDACTED] anxious to get that first case that begins to open the door for all the others.

Now he actually called me on one - it was a guy that was past 60, and I said, "Bob, don't -- you won't make it on this guy -- it's a lost cause." So he actually had written a three page memo on him, and he tore it up right in front of me and said - "Okay, I'll cave on this one, but with these guys you can't say they did this once a week, or they did this three times a week -- but the fact is they're there-- " Maybe Bannerman has something he could give the Board that would be helpful -- and maybe this is the case to do it on. Let me go back [REDACTED] and tell him the Board thinks there's not enough

25X1A

33

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information on this [REDACTED] case-- 25X1A

[REDACTED]: I'd put it a little differently -- I'd say it 25X1A

isn't well enough organized to give us a good feel. Maybe the way it was 25X1A

done in the [REDACTED] case wasn't the best way, but it was -- 25X1A

[REDACTED] There are some implied parallels with the [REDACTED] 25X1A

case that just don't hold up. There isn't enough information here to make 25X1A

them hold up. 25X1A

[REDACTED] case was a very good one for me to 25X1A

review. 25X1A

[REDACTED] Well, I might say that that was not his first try. 25X1A

If [REDACTED] had been accompanied 25X1A

by a statement that he would retire by 30 June-- 25X1A

[REDACTED] That's right - by 30 June. Now that may be 25X1A

something for him to think about if we end up turning this down. 25X1A

[REDACTED] Well, there's this other difference, too -- the 25X1A

[REDACTED] case was an Office of Security prepared memorandum -- it wasn't [REDACTED] 25X1A

himself saying, "I did this - and I did this." In this case it's simply 25X1A

[REDACTED] saying, "I did this." And really, you just look at the beginning 25X1A

of the [REDACTED] case, and it's very orderly -- it's saying when he was hired, what 25X1A

he did, and all the rest of it -- assertions by the Office of Security that he did 25X1A

these things -- and then the chronological listing. To me this is a lot stronger 25X1A

presentation than a man himself writing an emotional, rambling memorandum. 25X1A

[REDACTED] But the first [REDACTED] memo started out something 25X1A

like [REDACTED]. 25X1A

[REDACTED] Yes, I'm sure it did. 25X1A

[REDACTED]: And in the [REDACTED] case you will notice he 25X1A

indicated periods when he did not perform qualifying duty -- and then he picked 25X1A

it up again when he did. 25X1A

[REDACTED] Yes, the [REDACTED] case was a good presentation. 25X1A

[REDACTED] All right, I'll go back to Osborn on this one. 25X1A

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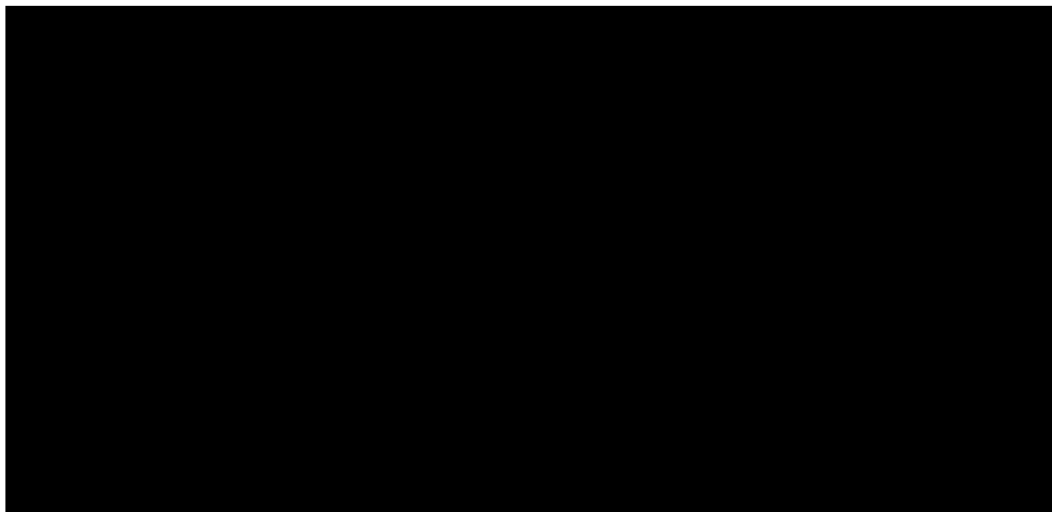
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The next case is [redacted] I should tell the 25X1A

Board I spent a couple of hours on this case trying to bring myself to the point where I probably would have faced up to a legal determination and lost--

25X1C

But here was a guy that, to me, was hired as a civilian, and had been out of

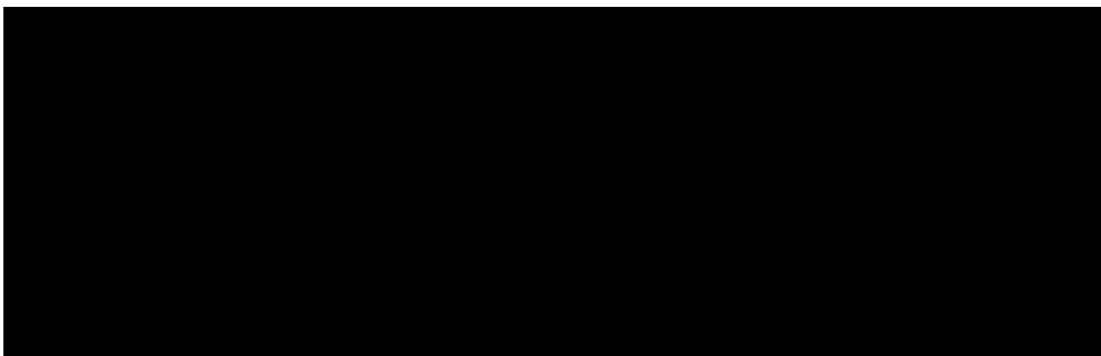


[redacted]: But you asked me to pick up on this-- 25X1A

[redacted] When we added it all up and projected this guy through to the end of his tour, he only needs four months -- and he did a tour in [redacted] for example, so I asked Mike to check-- 25X1A

[redacted] If he wants to retire, I'd have no problem with this. 25X1A  
[redacted] Go ahead, Mike. 25X1A

[redacted]: I talked to a fellow by the name of Bob 25X1A  
[redacted] who was out there all during the period that [redacted] was there -- and 25X1A  
this chap said [redacted] was the man who when he arrived he was Deputy Chief of their entire Training show but shortly after he arrived he became the Chief of the whole Training program for JMWAVE. That involved training in 25X1C



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[redacted] Mike, I don't think any of us have any trouble  
with this. [redacted] 25X1A

[redacted] [redacted] was in charge of the whole show. 25X1A  
Also, they hired and trained [redacted] instructors, and with those people [redacted] 25X1A  
was known under an alias constantly. 25X1A

[redacted] No problem here. 25X1A  
[redacted] lived under a cover. 25X1A

[redacted] Mike, you're over-selling. I think all of the  
Board members are satisfied that we have found<sup>the</sup> four months of qualifying duty.

[redacted] Do we have to go to Col. White with this? 25X1A  
If we do, we don't have any paper to back it up. 25X1A

[redacted] We can ask him to give us a paper in a hurry,  
and zero in on the JMWAVE duty -- and tell him to hit this training - the 25X1C  
paramilitary, [redacted] living under cover--

[redacted] And it was over a two-year period. 25X1A  
[redacted] He only needs four months.

[redacted] My point is, if we give him the whole period  
now, then he knows he's in and could retire-- 25X1A

[redacted] I'd be inclined to say the Board projected his time  
through the end of his tour and found that he needed only these few months. 25X1A  
You see, [redacted] himself said he would be shy a few months at the end of his  
present tour if he isn't credited with this military service. Now we're going  
to say we didn't find his military service qualifying -- because the law is  
quite clear on this, as the Deputy General Counsel has pointed out on a number  
of occasions -- but we do feel that we have found the necessary additional  
qualifying service in his JMWAVE duty. 25X1A

[redacted] Then we don't put him in the System until  
the end of his present tour. 25X1A

[redacted] That's right. We are just assuring him that  
he has the qualifying service.

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[REDACTED] We will go on record that as of June 1970  
 he will have the 60 months. 25X1A

[REDACTED] I don't think we have to go through Col. White  
 now. I don't think there is anything we have to do right now other than assure  
 him that he has the qualifying service -- but the Board's finding will be  
 documented here, so we don't undercut him when the time comes-- 25X1A

[REDACTED] I understand contact has been made with FE  
 to try to go to the field-- But we don't need that now, so why don't we  
 stop that-- 25X1A

[REDACTED] Just tell them to write up the paper on  
 the JMWAVE duty. 25X1A

[REDACTED] Yes, tell them to go ahead and write up the  
 paper on the JMWAVE duty, so that it will be in [REDACTED] file along with the  
 documentation on the Board's action today, so that when [REDACTED] case comes  
 up again we can see that we considered it and we guaranteed him that he has  
 the necessary qualifying duty. 25X1A

[REDACTED] And then something will go out to [REDACTED]  
 in answer to his inquiry. 25X1A

[REDACTED] Yes -- help them write it -- and I'll coordinate  
 on it - I'll initial off. 25X1A

[REDACTED] is the next case -- a Commo man. I  
 did try very hard on this guy to see if he has anything. But he really doesn't.  
 He is strictly a cryptographer. And he and OC are both satisfied that he  
 must move out of the System at this point in time.

Now Commo did have another case somewhat similar to  
 this one, but they had him somewhat ready to go on orders before the 15 years  
 would be up -- so I told them when they sent that one up to just assure us that  
 at that time he was under orders. Because we're okay when they're under  
 orders to go overseas.

Well, I think we're ready for the motion.

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[redacted] I so move.  
[redacted] Second.

25X1A

. . . This motion was then passed . . .

25X1A

25X1A

[redacted] Now we have [redacted] I found this  
a pretty easy one, too.

MR. MITCHELL: I might just add on this one that they have a  
group of 11 officers in this unit -- and I checked on all 11 of them. Four of  
them have a medical hold on either themselves or their wives, so that they  
can't go. Four of them have just returned from overseas. One was this

25X1A

25X1A

man - [redacted] - that they had planned to send to [redacted] but because of other  
pressing requirements they had to take him out of this assignment. One man  
is getting ready to go to [redacted] So this is why they've asked that [redacted]  
be kept on.

25X1A

25X1A

25X1A

[redacted] It seems to be a very legitimate operational  
requirement. And I'm happy that DD/P sharpened it up further by saying  
just a two-month extension, rather than six months. And I'm going to sharpen  
it up a little more by asking them to please return [redacted] in time  
so that he can retire on 30 June -- not bring him back on the 30th of June  
and say they need 60 more days. They have to bring him back early enough  
so that he can be retired on 30 June. This one is for only 60 days, so we  
don't really have to go to Col. White on it, but I think it's the type where we  
might well go to him anyway, because it's truly an operational requirement,  
and there's plenty of time, and so on.

25X1A

So I guess we're ready for a motion on this one.

25X1A

[redacted] I move the request for extension be approved.  
[redacted] Second.

. . . This motion was then passed . . .

[redacted] The next one is [redacted]

25X1A

25X1A

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[REDACTED] This is the only man that ever brought us  
into court. [REDACTED] 25X1A

[REDACTED] That is why I put a note on this one, Harry --  
because when I read this I thought to [REDACTED] myself: We're the luckiest  
people alive - if [REDACTED] is really sincere about this. 25X1A

[REDACTED] Emmett, what did you mean--  
[REDACTED] There was an effort to fire this man at one  
point, and he went to the Court of Claims, and we had to back off. 25X1A

[REDACTED] Was it before that fellow here in the District -  
what's his name? [REDACTED] 25X1A

[REDACTED] No, not the District Court. It was the Court  
of Claims -- what is known as a plaintiff's court. And they were finding  
that we hadn't quite followed our regulation, etc., so we withdrew, in effect. 25X1A

[REDACTED] I've heard various reports that there were  
three such cases. 25X1A

[REDACTED] No. There were three separation cases  
that went to the courts, that we won. But this is the only case that didn't,  
in effect, come to a final decision, because we backed off because it was going  
to come to an adverse decision. 25X1A

[REDACTED] I have a feeling this case will be back here  
next year, too, if we extend. 25X1A

[REDACTED] That's another thing here. The first plea is:  
I want an extension. The second plea is: We need him. Which is which? 25X1A

[REDACTED] I must admit, I didn't know any of the background  
on this -- I really didn't. But yet I found that within the DD/I they're being  
fairly liberal with people between age 60 and 62 -- and they really need him --  
so I couldn't get awfully excited about this one. 25X1A

[REDACTED] In the interim period -- and I'm sure the soft  
file would show it -- there were several episodes where his behavior, etc.,  
was outrageous, but we didn't dare touch him - because it would have been

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interpreted as being a prejudicial, retaliatory action on our part. So he got away with murder for years.

[REDACTED] When he got his promotion to Captain in the Naval Reserves he just walked into my office and said, "I want my promotion." I said, "What are you talking about?" "When you're a Captain in the Reserves you're supposed to be a GS-14." He's a real bulldozer -- just give a little bit and he'll plow right through you.

25X1A

[REDACTED] and Jack Smith really mean this?

25X1A

[REDACTED] does, yes. That graphics over at NIC had always been handled by an Air Force sergeant, I think, and when he left they had this requirement there for a graphics type. Now Gerry does have a lot of ability--

25X1A

[REDACTED] Indeed! He is very talented. And he works best by himself -- because being a guardhouse lawyer, he has great ability to get his co-workers stirred up to the high heavens. So when this assignment was finally worked out -- and this was after his reassignment from OCI to OBI, because Graphics was moving -- they worked up this assignment for him -- and God! we haven't heard a word from him since -- and he works like hell -- and [REDACTED] is just delighted with him. And [REDACTED] memo is really a sincere effort, on his own part, in the thing.

25X1A

25X1A

25X1A

25X1A

[REDACTED] And Jack Smith did concur.

25X1A

[REDACTED] Jack knows the case quite well -- maybe not as well as Ting Sheldon.

Yes, if [REDACTED] is really sincere about this thing, I think we're very fortunate--

25X1A

[REDACTED] Well, from what has been said here, I think that if he had wanted two years--

25X1A

25X1A

[REDACTED] Of course you never know what [REDACTED] has

25X1A

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in the back of his mind. I figure his black book is much more complete than anyone else's. And I think Gerry does a lot of moonlighting on the outside -- he's in various activities.

[REDACTED] Well, I think we're ready for a motion. 25X1A

[REDACTED] On the strength of [REDACTED] endorsement 25X1A

by his memo here, yes. 25X1A

[REDACTED]: Are we doing it on the needs of the service?

[REDACTED] Yes, because there is no other basis.

[REDACTED] He never got a five year notice. It came up at

a time when instead of five years they got three years-- 25X1A

[REDACTED] Mike, just the idea that he's entitled to a 20 year

career-- 25X1A

[REDACTED] The date he asked for amazes me. It wouldn't

have surprised me at all if he had said he wanted to stay on until he was 70. 25X1A

[REDACTED] I think we have a motion and a second for a 25X1A

one year extension for [REDACTED].

. . . This motion was then passed . . . 25X1A

[REDACTED] I have one thing I'd like to report for the 25X1A

information of the Board members. I talked with [REDACTED] yesterday,

and he, as you might suppose, feels he has won a moral victory now. He

feels, however, that the reasons he gave for requesting an extension are as

valid for a four or five year extension as they are for a one year extension.

So he's not making any commitment about whether-- He will believe that

one year that was in Red White's letter, but he says, at the same time, he is

looking around and he "hopes" he will be out of here before the end of that

one year extension--

[REDACTED] That's good to hear. 25X1A

[REDACTED] -- but he says he hasn't decided, finally, on

what course of action he may be taking.

. . . The meeting adjourned at 3:45 p.m. . . .

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TO	NAME AND ADDRESS	DATE	INITIALS
1		10 APR 1969	[initials]
2		4/14/69	
3		4/14	JMM
4			
5			
6			

25X1A

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ACTION	DIRECT REPLY	PREPARE REPLY	
APPROVAL	DISPATCH	RECOMMENDATION	
COMMENT	FILE	RETURN	
CONCURRENCE	INFORMATION	SIGNATURE	

**Remarks:**

[Empty space for remarks]

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FROM: NAME, ADDRESS AND PHONE NO.		DATE
[Redacted] 5E56 HQ		9 Apr 69
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25X1A

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