

~~SECRET~~ CONFIDENTIAL

JOB NO. _____ BOX NO. _____ FLD NO. _____ DOC. NO. 5 NO CHANGE
 IN CLASS/ /DECLASS/ /CLASS CHANGED TO: TS S ~~SECRET~~ RET. JUST. 22
 NEXT REV DATE 19 REV DATE 25 June 79 REVIEWER 025614 TYPE DOC. 02 July 1958
 NO. PGS 6 CREATION DATE - _____ ORG COMP 32 OPI 30 ORG CLASS S
 REV CLASS C REV COORD. - _____ AUTH: HR 70-3

MEMORANDUM FOR: Messrs. White, Stewart, [REDACTED]

25X1A9a

SUBJECT: Tentative Detailed Description of Proposed
CIA Retirement System

The attached detailed description of a proposed CIA Retirement System follows the format of the Kaplan Report of 1954. Comparison can be made with the 26 then-extant Federal Retirement Systems. The salient features of the proposal are:

- (a) Restriction of coverage to true Career Employees of the Agency. See paragraph I A, page 1 of the attached
- (b) Extension of coverage to certain contract employees, for operational reasons of a long range nature. See paragraph I B 5(b), page 1.
- (c) The adoption of a proposal similar to one made by the Department of State (which has been cleared by the Bureau of the Budget) which would permit a retired Career Employee of CIA to accept employment elsewhere in the Government with suspension of only part, rather than all, of his already earned annuity. See paragraph I B 6, page 2.
- (d) The adoption of the "Ellsworth Formula" - early retirement at age 50 after 20 years creditable service, 10 of which have been spent overseas, with computation of annuity at straight 2%. See paragraph II A, page 3.
- (e) Involuntary retirement, at the discretion of the DCI, at any time after age 55. See paragraph II A 2(a), page 3.
- (f) Compulsory retirement at age 60 except in special cases. See paragraph II A 3(a), page 4.
- (g) Involuntary retirement at age 45, if selected out, with limited annuity. See paragraph II A 2(b), page 3.
- (h) Involuntary retirement at less than age 45, if selected out, with one year severance pay in lieu of annuity. See paragraph II A 2(c), page 4.

25X1A9a

[REDACTED]
Deputy Director of Personnel
for Planning and Development

~~SECRET~~ CONFIDENTIAL