

SECRET

21 FEB 1958

MEMORANDUM FOR: DIRECTOR OF PERSONNEL

SUBJECT: Loss of Experienced Employees

1. This memorandum is in reply to yours of 28 January 1958, above subject, and reiterates our concern expressed to you in memorandum dated 9 October 1957, subject "Resignations." At that time, the FE Division had reviewed its record of seventy-seven resignations between July 1955 and September 1957, and reported that of this total thirty-two had reached a level of competency that constituted a distinct loss to the career program; three resigned to accept employment in other Government agencies, one to accept a teaching position at a university, and twenty-eight to enter private industry.

2. Such losses seriously affect our attempt to retain a capable staff, GS-11 and above, and while there is no pattern in our resignations that would tend to indicate that outside employers are recruiting on a systematic basis, we again suggest that there are other factors which do require analysis and corrective action. In our previous memorandum on this subject, we offered the suggestion that "further consideration of such proposals as a firm selection out system; a clear policy of directed assignments; the establishment of the DD/P complex on a par with the Foreign Service in salary and retirement benefits, and the provision of appropriate outlets for outstanding officers when they reach the age 45 to 55 would be helpful in convincing wavering younger officers that CIA is actively addressing itself to the problem of providing adequate career opportunities for them."

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Chief, Far East Division

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