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APR 1958

MEMORANDUM FOR: Inspector General

THROUGH: Deputy Director (Support) <sup>15</sup> 15 APR 8 1958

SUBJECT: Accelerated Retirement

1. As you know there has been considerable activity in the field of accelerated retirement since your memorandum of 11 December 1957. This reply, therefore, is in the nature of a summary of progress. At present, the status of each of the four courses of action which you suggested is as follows:

a. Accelerated retirement for overseas service:

Three possible approaches are at present being studied. Each of them embraces the principle of overseas service; each considers some form of mandatory retirement essential and each is designed to ensure that certain selected persons can retire with an economically feasible annuity at an earlier age than is currently possible under the provisions of the Civil Service Retirement Act. A major obstacle to progress thus far has been the lack of accurate information on the extent and pattern of overseas service in the Agency. The recordkeeping system for personnel in the Agency was not designed to permit the recording of actual time served overseas. With the cooperation of the Management Staff and the Comptroller's Office, we are making progress in devising a method for recording such data in the future. We are also working on a system for re-constructing the records of the past so that they may be used to justify our need for early retirement. This will serve to provide a basis on which competent actuaries can estimate the additional cost which will be the inevitable result of an early retirement system. It is hoped that a presentation concerning early retirement will be ready for the Career Council's consideration during the month of April or May.

b. Assignment to other departments

Mr. Siciliano's suggestion has been followed up. [REDACTED] a senior personnel officer, who has had considerable experience in negotiating with the Civil Service Commission, has been assigned to work full time in establishing the outplacement program within the Government. Requests for candidates for the outplacement program have been addressed to the Deputy Directors and two preliminary reports have been made to the Career Council. The success of this program will

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depend on the availability of persons for outplacement whose capabilities are unquestioned but who could be more useful to other departments of Government than to CIA. Before any action is taken careful negotiations will have to be carried out with the Civil Service Commission and with the heads of departments and agencies with whom candidates might be placed.

**c. Jobs in industry, universities and foundations**

The other half of our outplacement program has been placed in the hands of [redacted] who, as a former personnel procurement officer, has had much experience in dealing with private industries. The Central Cover Division of the DDP and the Contact Division, Office of Operations, are cooperating with us in launching this phase of the outplacement program.

**d. Deep long-term cover positions overseas**

The Central Cover Division, DDP, and this Office are cooperating in establishing criteria for action along these lines. It would seem necessary, however, to limit this type of early retirement to a very few carefully selected individuals, and in any case each undertaking would have to be hand tailored for the particular circumstances surrounding the individual.

2. Any additional suggestions which you may have which might serve to help solve some of these knotty problems will be welcomed.

*L. Gordon M. Stewart*

Gordon M. Stewart  
Director of Personnel

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