

27 FEB 1958

NEED FOR EARLY RETIREMENT IN CIA

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1. The Agency Career Service system has one requirement which at the present time transcends all others, namely to provide early retirement for those middle-aged careerists whose usefulness is on the decline.

2. The authorities granted to the Agency by Congress are not sufficient to provide for early retirement. Additional legislation will be required.

3. There are two principal reasons why the Agency needs new retirement legislation. First, it will be impossible during the next 15 years to advance able younger men and women if we are required to continue in employment the large number of people between the ages of 40 and 50 who at present occupy most of the middle and upper grade positions. Second, among this middle-aged group there is a considerable number who, having served well overseas and in various operational activist capacities, are reaching a point at which they are neither very useful for overseas work nor are they intrinsically well adapted for staff-type duties in Headquarters.

4. Selection-out procedures now in force will solve the problem of eliminating nonperformers and substandard personnel. It would, however, be unfair to apply these procedures to men and women whose services have been of considerable value and who, through no fault of their own, no longer meet the requirements of Agency staffing.

INQUIRY BY SENATOR JAMES EASTLAND TO THE SENATE COMMITTEE ON LABOR AND HUMAN RESOURCES, FEBRUARY 1958
REPLY BY SENATOR JAMES EASTLAND TO THE SENATE COMMITTEE ON LABOR AND HUMAN RESOURCES, FEBRUARY 1958
U.S. SENATE, WASHINGTON, D.C.

5. The military services, the Federal Bureau of Investigation and the Foreign Service have early retirement provisions which are designed to deal with similar staffing problems. None of these systems can be applied directly to CIA because the Agency does not have clearly identifiable groups of personnel, such as Foreign Service officers or commissioned and non-commissioned officers in the Armed Forces.

6. This year CIA will endeavor again to devise retirement legislation to fit its particular needs. The advice and counsel of the Committee in devising and justifying a system would be most desirable.