

SECRET

RETIREE PLACEMENT SERVICE

1 July 1966

1. Fiscal Year 1966 Activities

We have now completed one full year of providing an all-grade, all-Directorate employment search program for Agency retirees. It has been a learning process for both the retiree and ourselves. We are able to report at this time that the task of assisting retirees is very difficult, but not impossible. With a few exceptions, we have found complete cooperation and appreciation by those retirees who have sought our service. Many, while expressing profound disappointment at the policy that forces their retirement at an age other than of their own choice, also voice their appreciation for the "humanity" of the Agency in offering this service.

Our experience to date allows us to make several generalizations about the placement interests and opportunities of our clientele:

- a. The majority of retirees seeking our service prefer to remain in the Washington area. This suggests to us that the necessary personal adjustments that have to be made in the act of retirement are quite enough for most people without the additional burden of adjusting to a new location. Those who have been willing to consider positions away from Washington tend to be quite widely travelled and have been and are willing again to be teachers.
- b. Organizations having foreign activities (be they business or institutional organizations) are "standoffish" when considering our overt retirees. These organizations, while prepared to believe that our retiree comes as a "free agent", owing no allegiance to his former profession, are understandably concerned that the countries wherein they conduct their operations will not be so convinced. Several such organizations, while acknowledging the professional competence of our retiree, note the "incompatibility" between their interests and the retiree's former profession. We suspect that more evidence of this situation will appear and that overtly-identified retirees will be virtually ruled out of contention for overseas positions with American organizations.

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During the first quarter of FY 66, the professional staff concerned with retiree placement was reduced to one as the "retiree employment research" man was reassigned to full-time recruitment and the then-Chief, Recruitment Division found it necessary to devote full time to facing a major recruitment build up. Briefly, during the second quarter, a very capable officer from the Support Career Service was detailed to assist in the "research" function and successfully described our retiree placement program to a large number of organizations in the Washington area. Late in the fourth quarter the Retiree Placement Service was combined with the Employee Referral Branch to form the External Placement Branch in the Recruitment Division. At the close of the fourth quarter, two full-time professional counselors concerned themselves with retiree as well as resignee placement, with the Deputy Chief, Recruitment Division continuing to work with his earlier retiree clientele as well as selected new retiree clients.

2. Fiscal Year 1967 Plans and Objectives

Plans, objectives, and workload in Retiree Placement for FY 67 will depend to a great degree on the amount of internal publicity given this function. Although a description of this activity has been presented in two editions of the Support Bulletin, this publication has limited readership. Too, the Retirement Officer, BSD, apprises each impending retiree of our service. However, this takes place usually a few weeks to months before actual retirement and provides little of the "lead time" so necessary in retiree placement.

There is, of course, a proposed "Employee Notice" which, if and when published, would alert personally each person retiring or contemplating retirement in the foreseeable future of the existence of the Retiree Placement Service. This "Notice" would, in effect, authorize an employee to deal directly with RPS; presently, in some Career Services, a person contemplating retirement, especially under the CIA Retirement Act, must make his contemplations known to his Career Service. In some instances, this announcement of even a consideration of the possibility of retirement has jeopardized the position of certain employees within their own career service.

If wider publicity is given to our function, then, it is probable that an increase in the professional counseling staff will be required. At least one full-time counselor would be needed as well as one full-time "researcher" to continually canvass the labor market in a positive search for retiree employment opportunities.

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RETIREE PLACEMENT SERVICE

	<u>Civil Service Retirement</u>	<u>CIA Retirement</u>	<u>Total</u>
<u>DCI</u>			
Search in progress			
Placed	2	1	3
*Other Services	2	0	2
	0	0	0
<u>DDI</u>			
Search in progress			
Placed	12	1	13
*Other Services	12	2	14
	24	0	24
<u>DDP</u>			
Search in progress			
Placed	4	10	14
*Other Services	11	6	17
	8	8	16
<u>DDS</u>			
Search in progress			
Placed	3	3	6
*Other Services	17	4	21
	20	1	21
<u>DDS&T</u>			
Search in progress			
Placed	1	0	1
*Other Services	2	0	2
	3	0	3
TOTAL	121	36	157 **

*Other Services constitutes a variety of individual counselings ranging from the initiation of an employment search later terminated when the retiree's employment is extended by decision of the Retirement Board, to the preparation of the statements of verification of employment for purposes of credit, to the simple task of "lending an ear" to the retiree who feels compelled to "call in" just to "keep in touch."

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GRAND TOTALS

Search in progress
Placed
Other Services

22
44
12
121
36

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This Notice Expires 1 July 1966

PERSONNEL

[redacted] 25X1
24 June 1965

RETIREMENT BOARDS

Rescission: [redacted] dated 23 September 1964

1. Enactment of the Central Intelligence Agency Retirement Act of 1964 for Certain Employees has created a second retirement system within the Agency. The existing retirement board, renamed the Agency Retirement Board, will continue to be concerned with the administration of the Civil Service Retirement System. A second board, the CIA Retirement Board, has been created to assist in the administration of the new retirement system for certain employees.

2. AGENCY RETIREMENT BOARD

a. Advice and assistance in the administration of the Civil Service Retirement System [redacted] will be given by the Agency Retirement Board (previously designated as the CIA Retirement Board). Following is a current list of the members of that Board:

- Lawrence R. Houston - Chairman
- Robert H. Fuchs - Member
- Otto E. Guthe - Member
- [redacted] - Member
- George C. Miller - Member

25X1

25X1

b. Staff and secretariat support in the administration of the Civil Service Retirement System is furnished by the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel.

3. CIA RETIREMENT BOARD

a. Effective 27 April 1965 a CIA Retirement Board was established to assist and advise the Director of Personnel in the administration of the CIA Retirement and Disability System [redacted]

25X1

b. Effective the same date Emmett D. Echols was appointed chairman of the CIA Retirement Board. The other members of the Board appointed by the Director on the basis of proportional representation by Directorate are as follows:

GROUP 1
Excluded from automatic
declassification

S-E-C-R-E-T

25X1

[Redacted]

24 June 1965

PERSONNEL

Plans Directorate

[Redacted]

25X1

Intelligence Directorate

Paul A. Borel
Roger G. Seely

25X1

Science and Technology Directorate

[Redacted]
George Miller, Alternate

Support Directorate

Alan M. Warfield

[Redacted]

25X1

- c. A CIA Retirement Staff has been established in the Office of Personnel to provide staff and secretariat support in the administration of the CIA Retirement System.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

L. K. WHITE
Deputy Director
for Support

DISTRIBUTION: AB

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