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Approved For Release 2002/05/01 : CIA-RDP78-06096A000400010001-6

Essential points

covered in Staff mtg

of 3 Dec 1965

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23 November 1965

MEMORANDUM FOR: The Record

SUBJECT : DDS Staff Meeting, 23 November 1965

1. This meeting was chaired by Alan Warfield. He did not say where Bob Bannerman, the DDS, happened to be. While I didn't know everybody in the room, it did appear to me that a full DDS complement was aboard. An agenda prepared by [redacted] was tackled first, and then opportunities were made for each member of the Staff of the DDS Directorate to speak.

2. Far Eastern trip: [redacted], of Real Estate, LOG., was introduced by Warfield and asked to relate his experiences on a recent FE trip. This was done in some detail. He travelled from Saigon to [redacted] and also visited [redacted]. This was a fairly long report on the construction problems faced by the Agency in a war-time economy. Apparently, the Agency has [redacted] and all manner of property scattered throughout South Vietnam including a new Commo buildup under the crypto of [redacted] (phonetic). The whole business reminded [redacted] of the massive buildup and congestion of World War II. During this presentation Warfield asked how the building program [redacted] was coming along. [redacted] reported that these anchorage facilities would be ready at almost any time. Apparently there is a tremendous need for this new space at which unloading may take place, given that the air unloading facilities are now used to the maximum.

3. [redacted] funeral: Warfield at this time announced the 1500 hours ceremony at Arlington National Cemetery for [redacted].

4. IG Review of Regulatory Publications: Bob (recording secretary) reported on the IG's review of Agency's regulatory publications and has recommended ways and means of improving the coordination for the use of Regs. to solve problems. The IG has recommended that a committee on Regs be founded. According to Warfield, the significant thing in this study is the need to attempt to resolve policy questions before the "technicians" get out the Regulations.

5. Retirement Board Cases: This discussion centered around the possibility of including some people who have not had the qualifying overseas experience for retirement under the new act. [redacted] DC/Commo, had the most to say about this subject, and it seems the Retirement Board is looking a bit more leniently at cases; for example, Security Officers in the United States whose

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AUTH: HF TO 2
DATE 18/01/82 REVIEWER: _____

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somewhat hazardous duties may possibly qualify them for new consideration. The Board's position is, however, not to accept job description approaches but to analyze each individual case and the duties involved before making a decision on these.

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6. Federation of Federal Employees: Mr. Warfield mentioned receipt of a letter from the Federation of Federal Employees, a labor union. The question was raised as to whether people should be encouraged or discouraged insofar as affiliation is concerned. Some were for discouraging and some were for keeping mum. [redacted] finally said that the FBI and CIA are specifically excepted from dealing with unions. Warfield's final admonition was "let's soft-pedal this one."

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7. Personnel Announcement: Mr. Warfield announced Mr. Baird's new assignment and that of the ADTR and Mr. Rodriguez. [redacted] said the announcement "is in the works."

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8. Control of the Agency Seal: The matter of controlling the Agency seal has arisen again with the retirement of [redacted]. It seems that the seal (somewhat modified) was engraved on a silver tray. Hereafter, control of the Agency seal will be under the jurisdiction of the D/Pers, and that any use of the seal will be referred to him for resolution.

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9. Use of the title of "Doctor": Someone whose name I didn't get has proposed to Colonel White that those who are entitled to use the title of "doctor" use it in correspondence. White seemed to be of the opinion that there was some merit in this since it would enhance the prestige of the Agency.

10. Wage Board Rate: The President has apparently asked John Macy to coordinate and set up a uniform arrangement of wage rates. This is of no real concern to us as CIA wage rates are tied in with those of the military, and thereby we follow the adjustment patterns of Defense in the different localities.

11. Outcome of our Budget due shortly: We will get shortly the results of our budget requests and know the ceiling allocations made to the Agency. We will get 62% of our personnel request. As the allocation suggestions of the Bureau of the Budget are not binding on the DCI, he will determine who gets what; for this reason the announcement is being held back pending the DCI decision.

12. DC/Commo problems: [redacted] pointed out that Commo is moving ahead with "six racks of equipment" for Vietnam. This is the previously referred [redacted] project. They expect mid-December delivery of the equipment.

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[Redacted]

c. We are negotiating seriously with the [Redacted] Government for the setting up of additional Commo facilities in that country. The only problem remaining is the [Redacted] desire for a quid pro quo of fairly ample payment. This could take the form of a gift of a 50,000 kilowatt radio station.

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13. Emmett Echols reports on University Associates: Echols presented an objective and enthusiastic but brief report on the outcome of the University Associates Conference at [Redacted]. He read the most laudatory part of [Redacted] memo. Warfield asked if anyone had talked to the University Associates regarding our image. Echols stated that he had. The essence of the Associates' conclusions is that the Agency is overly sensitive about its image and that we should not expect to be loved by all, and particularly in universities where a clandestine service such as ours cannot expect total approbation.

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a. I seconded Echols' sentiments regarding the conference for the University Associates. I added that "Jocko was very close to the participants throughout the entire program" and that he was "most satisfied with its outcome." In addition, because the participants themselves were able to join in with the students in formal classes, in exercises, in personal interviews, demonstrations and actual handling of certain equipment, there was a feeling on their part that they had been completely integrated into our training activities. I stated that [Redacted] felt that "it will be a long time before we top this one!"

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14. I passed on to the ADDS and Staff the pressure for training by the [Redacted] Program. Due to sporadic reporting for duty problems, it would be difficult for us to tool a program, but nevertheless formal training for them would be ready when needed. At this point, I mentioned that [Redacted], in charge of the [Redacted] Program, had told me earlier today that the DDP had listed its clearance priorities with the Office of Security as follows: 1) [Redacted] 3) MONITOR, 4) CTP. This order of priority was confirmed by another officer present. This caused Warfield to mention that establishment of such priorities

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cannot actually be done without the concurrence of the Executive-Director. In other words, this priority setting was a little out of line, given that all Directorates are involved in the work schedules of security, etc.

15. There was mention of the mechanization of indices, and that shortly all of these would be automated. Frankly, I didn't focus on just what this means.

16. Tietjen reported on annual leave and sick leave as taken by executives of the Agency. Essentially this study reflected that super-grade personnel of the Agency take less sick leave than the average case in the U.S. Government. There will be more on Tietjen's study and presumably the outcoming message will urge executives to more fully utilize their annual leave possibilities.

17. There was a long report by Bob Fuchs on the Managerial Grid, and, he advised, that everyone in the Office of Finance has taken Phase I. There are presently 35 people taking the course at [redacted]. A total of 118 in Finance have taken it. The top people of Finance have taken Phase II and are practicing Phases III and IV. Branch people and Section level personnel are next in line. They will begin their training after the first of the year. Sometime later, Finance will report on their impressions of the course, but speaking generally, it can be stated now that "it is profitable."

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18. At the close of the meeting, Emmett Echols, while stating that he disliked raising personnel cases before this group, brought up the case of [redacted]. He read a portion of [redacted] letter as to why he would not go to Vietnam, and concluded by stating that his recommendation was for [redacted] immediate return to the Army for disposition. I made two points, one that [redacted] had told me that the young man's wife was not well, and that while he did not choose to raise this particular issue, his departure from the country would probably be the thing to push her over the brink. And secondly, while in the military status, he really should not be sent out of this area. I made these points for the record. They were quickly brushed aside, and it was seemingly the concensus that [redacted] should be kicked out. I told [redacted] this later.

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Acting Director of Training

Comment by R.B.S. -

*He's crazy. Fuchs & his top people
didn't even practice Phase II -
they obviously didn't understand what
Phase III & IV are!*

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