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NPIC/D-211/70

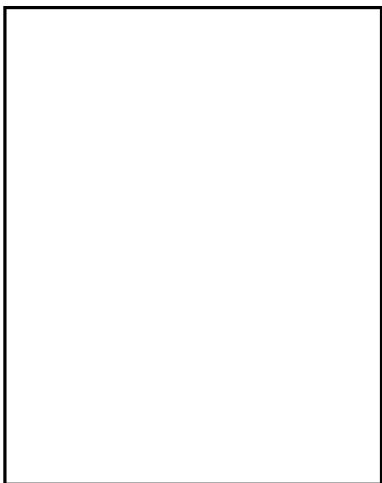
10 JUL 1970

MEMORANDUM FOR: Assistant Deputy Director for Intelligence

SUBJECT : Employment of Retired Military Officers by NPIC

1. This memorandum is in response to your request for information regarding NPIC practices in the hiring of military officers. It deals specifically with retired officers, since there are specific controls on such employment. The younger officers who elect to leave the military to seek full civilian careers are considered in competition with all other candidates.

2. It has been a fact of life in NPIC, almost from its inception, that we require a fairly substantial input of new professional employees each year and that the most experienced candidates come from the military. With this frame of reference it is surprising to find that we now have only twelve retired military officers on duty in a total workforce of nearly 950. Those presently employed are:



<u>GRADE</u>	<u>EOD DATE</u>	<u>EOD GRADE</u>
GS-15	Dec 1965	GS-14
GS-14	Sep 1966	GS-15
GS-14	Mar 1963	GS-11
GS-14	Aug 1965	GS-13
GS-14	Mar 1966	GS-13
GS-13	Aug 1969	GS-13
GS-13	Jan 1963	GS-12
GS-13	Feb 1963	GS-12
GS-13	Jan 1968	GS-13
GS-12	Sep 1965	GS-10
GS-12	Sep 1967	GS-11
GS-10	May 1968	GS-09

\*These personnel are now in supervisory positions.

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

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3. Six of the retired officers were hired above grade GS-12 which is the journeyman level for the positions they occupy. It is conceivable that one of these individuals may have blocked another employee from a supervisory position or promotional opportunity, however, lack of promotional headroom did not become a significant factor in NPIC until 1969.

4. There is greater reason to believe that the objections being raised are a manifestation of the discontent some employees have in working with and under the supervision of DIA military and civilian officers of the Center. This unique situation, combined with our heavy orientation toward military targets, and the extensive liaison requirements with the services, results in a general atmosphere which requires considerable adjustment for some young people. We are mindful of this problem but do not view it as of sufficient magnitude to cause concern at this time.

5. When [redacted] was recommended for employment in August 1969, [redacted] appointed a panel on retired employees to study the subject and to provide a Center policy for the hiring of retired military officers. This panel found that it had been the practice of NPIC to hire those retired military officers whose skills were required and whose experience and training made them particularly qualified for assignment to the Center. It was the conclusion of the panel that the twelve officers currently on duty have proven to be valuable employees and have more than justified our original selection.

6. As a result of the findings of the panel, the following statement was established in October 1969 as the policy of the IP Career Service:

As regards the hiring of retired military officers, the operative language which should govern us is that they can be hired to meet requirements "which cannot be filled by internal reassignment or by recruiting Career Trainees and other qualified individuals who may be expected to serve a considerable number of years" (HR 20-13).

In practice, this will mean that the Center component proposing the hiring of a retired military officer must justify the proposal to the IP Career Service Board in terms of inability to meet the need through other recruitment.

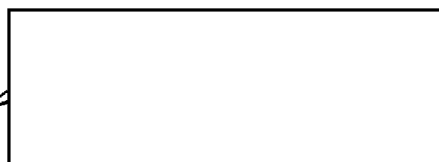
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7. It is anticipated that we will continue in the future to see an occasional retired officer whose qualifications and potential value are so great that they outweigh the acknowledged disadvantages in such employment. We now have one such candidate under consideration and we may wish to hire him during 1970. You can be assured, however, that the primary source of our professional personnel has been and will continue to be the young men and women who enter on duty in a trainee capacity.



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Executive Director  
National Photographic Interpretation Center

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