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ATTACHMENT #2

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Approved For Release 1999/09/01 : CIA-RDP79-00317A000100010044-1

VISIT BY ██████████ DEPUTY DIRECTOR OF SCIENTIFIC INTELLIGENCE
AND DD/S&T REPRESENTATIVE ON THE AGENCY RETIREMENT BOARD TO ORD
CAREER SERVICE PANEL ON 2 FEBRUARY 1970

SUBJECT: Information on Agency Retirement Policy and the Agency's
Unique Treatment of the Retirement Policy of the Federal
Government

25X1A9a

██████████ Chairman/ORD Career Service Panel welcomed ██████████
and informed the Panel that ██████████ had come to the meeting in order
that he might have an informal discussion with the Panel members on
questions raised by the Panel in memorandum ORD-7422-69. ██████████
further stated that the Panel would like to know what the thinking
of the Agency is on this policy and how some of the problems stated
in ORD-7422-69 could affect this policy.

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██████████ I do want to make clear, at the outset, my own personal
viewpoint is against the Agency policy. I have been on the Retirement
Board for the last four years and I am the only charter member left.
We have gone "around and around this track" many times. The policy is
a long-standing one. Some of the discussions we have here are going
to be my own interpretation and you will not find it in any of the
regulations or books.

If you think back, the Agency began to have its first personnel
problems in the 50's which was when people began to think of shortening
the work life span. In January 1950, I went over to ██████████ and took
a team of ten OSI people. There were 1800 Agency personnel in ██████████
then. The problem was the same. There was a tremendous number of
people under DDP management. Beginning about mid-50's, this had to
change. All these people began to come back here and DDP had difficulty
absorbing them -- some of which had only one particular skill and
were not needed here. The retirement policy came from DDP, and it
was its way of selection processing -- arbitrarily "chopping off the top"
to get some movement in personnel and enable the Agency to get rid of
people who were surplus.

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In 1959, Allen Dulles became Director of Central Intelligence
and was entirely sympathetic to the problems of DDP and, during his
tenure with the Agency, the retirement policy was established. The
DDI, at the time, did not like this policy as he was not concerned with
people overseas. He had some duties assigned to him such as the
National Board of Estimates where everyone of them were senior citizens.
The only components ever really given exceptions wherein retirement
policy was a little more forgiving was to the people of DDI and DDS.

You probably have looked at the policy's two bases for exception:
(a) Agency's need of the service of a person, and (b) administrative
personnel who are hardship cases of some sort. The latter is difficult
to be fair about. There is no real way of being impartial or fair
about it. What is important to one person might not seem important to
another.

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ATTACHMENT 2 (Continued)

Several people have threatened to challenge the DCI's authority to establish a policy like this. It has never been done successfully - they have never carried the challenge to the limit. The only time we come close to a challenge is when somebody evokes the name of his congressman in his challenge. The result at most is a 9 - 12 months extension. The policy has been upheld in many of the tests that have been attempted. But I think that the challenge has never been carried to the final stages. The Director has been assured by his legal people that they will accept the challenge. They think that legally they are on solid ground. I wish somebody would go to the final stages so this could be proven.

25X1A9a [REDACTED] Has this policy been brought up before the House or Senate, and have they been asked for their judgment of the policy?

25X1A9a [REDACTED] Not in any formal way. One or two members have been in touch with employees of the Agency.

25X1A9a [REDACTED] Has the Civil Service Commission looked at this?

25X1A9a [REDACTED] They are very reluctant to do anything about it.

25X1A9a [REDACTED] At the same time, the current voluntary involuntary retirement seems to hinge directly on the CSC retirement system.

5X1A9a [REDACTED] I don't know how formally the Agency has talked with the CSC. We are an "excepted" Agency and how far the privileges of an "excepted" Agency go --I don't know. DCI can use the Act of 1947. It is interpreted as a security authority but the Director's powers are very broad. Again, if he had to get legislation to backstop the policy, I don't think he would have any trouble.

25X1A9a [REDACTED] What about the employees who were not given adequate notice about retirement at age 60? Compare it to the equivalent of CSC, there is quite a disparity - 60 at the Agency - other Agencies can retire at 65 and others at 70. If this is true, would it not be the proper time for Colonel White and OGC to go to Congress and discuss relief of those who must retire at 60 such as percentage remuneration or some other relief? Is it not the timely thing to bring up now?

25X1A9a [REDACTED] This has been considered from time to time. I think most vigorously before the fairly recent pay legislation came up. If government gets pay raises, interest in retirement drops off. I have not heard anything of an organized effort. An effort, a few years ago, to formulate a package to compensate those who must retire at age of 60 failed.

ATTACHMENT 2 (Continued)

- 25X1A9a [REDACTED] Injustices come from apparently being under CSC regulations for benefits but under agency rules for retirement age. Either system (Agency or CSC) is fair in its entirety, but unfair to those who come only partly under each.
- 25X1A9a [REDACTED] I don't think there will be many years before there will be one Agency retirement system to cover all and the present Agency retirement system might be set aside. There are quite a few DDI and DDS&T types in the Agency now.
- 25X1A9a [REDACTED] Do you think the Agency will lose the 2% annuity.
- 25X1A9a [REDACTED] I think it will go to the rest of the Agency retirement. We still may get the severance pay. In CSC, they have certain privileges of getting relocated. This is one of the inequities of the Agency retirement system.
- 25X1A9a [REDACTED] Do you feel the mark of the DDP on the Agency policy is lessening?
- 25X1A9a [REDACTED] I think the next thing is the selection system patterned after the Dept. of State foreign system. You will have to do evaluations every year. The employees on the low list for two or three years will be out. This will be rough on DDP. the need of two retirement systems then might go.
- 25X1A9a [REDACTED] In the CIA with DDP and conventional office types, isn't it reasonable to have a different retirement age? Why is it necessary to have the same retirement age as DDP when their problems are of a different type?
- 25X1A9a [REDACTED] It is a lot easier.
- 25X1A9a [REDACTED] For those not under the Agency system, couldn't their retirement age be consistent with CSC retirement?
- 25X1A9a [REDACTED] That is the way I wish it were. The only mechanism that I have been able to find is relief through your Deputy Director. If he could get Colonel White to sit down with the Deputy Directors and review the retirement problems of the Agency -- that is the only effective way to bring the information home to the "boss." I wish we could get a discussion set up like this with DD/S&T. Jack Smith would be agreeable to go along with him. DDS is tied close to DDP and they do not take much initiative.
- 25X1A9a [REDACTED] Would there be any use to come forward with a specific case to focus attention on this problem - such as my situation. I came in 1964. In 1966 I was told I would qualify for the Agency plan, and that I could rely on the CSC retirement age. Then I was notified that I was now under CSC and I must retire at 62. I was counting on working more years. I want to appeal that I am not being fully compensated

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ATTACHMENT 2 (Continued)

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[REDACTED] (Continued)

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for what is happening. The game was changed without my being consulted.

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[REDACTED] You are absolutely right. There was very poor communication of this fact with the people affected by this change.

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[REDACTED] I don't think an individual case would be any good.

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[REDACTED]: If we went forward to DD/S&T Career Board, how could we encourage similar action in the DDS and DDI to make their voices heard?

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[REDACTED] Send them a memo and ask their assessment of the system. I want to see the facts on my case; therefore, I sent a memo directly to Director of Personnel - did not go through ORD channels. He was the one that signed correspondence sent to me. The memo was sent to him in November; I am still awaiting a reply for I cannot go to Mr. Duckett without a position-taking response.

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[REDACTED] What do the other offices say about this?

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[REDACTED] No other group is raising the question. Jack Smith never misses a chance to put his endorsement on a case. If we can get Carl Duckett and Jack Smith to team up, we might get this question aired. An individual case is not going to be persuasive.

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[REDACTED] I think it is important for an individual to get on record. Setting my retirement date is what prodded me. One either acts at that time or finds himself in a weak position.

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[REDACTED] How should we proceed after this discussion with the Panel? Is it correct to ask the DD/S&T Senior Career Board to get the Director's point of view?

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[REDACTED] That would be a mechanism. I would not overestimate the response you will get. OSI doesn't think it is a problem - no push from them. OSI finds it a useful tool.

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[REDACTED] Many of us were not paying any attention to the retirement policy until the five year notices were sent out.

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[REDACTED] I only received my note a year and a half ago and I will be 60 in September 1970.

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ATTACHMENT 2 (Continued)

- 25X1A9a [REDACTED] In October 1968, I was given a notice that I was not eligible under the Agency plan, but was informed I would have the benefits of the Civil Service Retirement plan. I was later (Feb 1969) notified that in June 1974 I was through.
- 5X1A9a [REDACTED] Is Management aware of an ethical problem here?
- 25X1A9a [REDACTED] Any question of an ethics "breach" must have been decided when they set the policy up.
- 25X1A9a [REDACTED] All communications are stamped SECRET. If we want to talk to a Congressman, can we approach him?
- 25X1A9a [REDACTED] Just talk to him. Not classified as a secret matter. Can cut off classification. This might be a different story with DDP. It might be useful for your Panel, who feels more strongly than most about this, if they were to surface these problems and talk it out at DD/S&T Career Board meeting. Supply Carl Duckett with this information.
- 25X1A9a [REDACTED] What would you recommend?
- 25X1A9a [REDACTED] I think, with the passage of time, the Agency will realize something unusual or unfair is going on. Little by little, the public relations part of this was recognized in Personnel, and they have been more careful about telling people coming on board about retirement and future employees are asked to sign retirement understanding agreement. I think that with the passage of time, the problem will drop off. The people who feel they have a problem will get organized and get another job. It is a useful management tool for DDP but you are going to lose a lot of good people in other parts of the Agency. One policy is not a good policy for the entire Agency. It is going to affect offices like ORD which have had to use more than normal recruitment practices to fill their jobs.
- 5X1A9a [REDACTED] Since it is set up as a management tool, how rigidly are they adhering to it. What are the percentage of cases for exceptions? Does this become a very selective situation?
- 25X1A9a [REDACTED] When we began work under the Agency system and the problem of classifying under the Agency or CS, it became quite apparent that DDP would put in who they wanted to have the CS classification and not those people they didn't want to have it. The Board applied the same standards to the rest of the Agency. There was quite a bit of maneuvering in the early stages. The "in" group in DDP requested extensions and got them - and those not "in" were out. The Agency policy should be most rigidly adhered to so that the CS retirees don't think they are being left out.

ATTACHMENT 2 (Continued)

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[REDACTED] (Continued)

We voted against extensions right and left. Recently, there has been very little of it. I think the Board has been able to generate some guidelines. One is when you know you will have someone retiring - get somebody to replace him. Don't wait until a man is ready to retire. Exceptions were being asked because of this problem of no replacement. Special guidelines have helped. Very few extensions on this now. The most numerous requests for extensions are clerical. They have by and large been for women who have no other interest other than their job and they are not blocking anybody. We get six of those for every professional these days. The attitude towards these is very liberal.

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[REDACTED] Was the original intent to cut down the size of the Agency or get young people in.

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[REDACTED] This was a tool to structure the policy intent to move the people out of top slots. Have some figures - 96 GS-18's or heads of independent groups, some 17's, are due to leave in the next five years and almost entirely because of the 60 year age. This opens up the whole system underneath them.

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[REDACTED] Yes - in 13 years this is the first time the average age curve is going down in the Agency. Not much but it is going down.

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[REDACTED] This system is not fair. DDP uses the CT program as their way of bringing new people in and when they find them leaving because there is no room for them to progress within a group, they are going to find some solution to the problem.

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[REDACTED] DCI feels that the Agency is above the age law.

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[REDACTED] Discrimination against age is against the law.

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[REDACTED] If Carl Duckett is to hear discussion of the problem, can someone define the problem. They are giving notice to employees. They are now aware of the retirement regulations when they come on board.

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[REDACTED] Part of the difficulty stems from lack of information on areas normally in the CSC retirement system. We get reports and Personnel looks them over and sees:

Retirement at 60 with 34 1/2 years of service.

Retirement at age 65 with 37 1/2 years of service.

Average annuity was very close for both groups.

The decision to retire is tied to the annuity you will get.

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[REDACTED] What about extra relief for those who must retire at age

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[REDACTED] (Continued)

of 60 in comparison to other Agencies. Should the Agency ask for Legislative relief - say an additional 1/2% or 1% for each year under age 65?

25X1A9a [REDACTED] Better talk than legislation. Legislation tends to bring up problems. It is better to wait and work within the Agency's personnel system and prerogative. We have a Board of National Estimates. The DCI has put them aside and separate from these other regulations. DD/S&T should make a special case. You could use it sparingly. DCI could give DD/S&T some authority to establish a special category. I think this would fit ORD's case.

25X1A9a [REDACTED] I guess they could set up a criteria to vote the people in this special category out between ages 60 and 65.

25X1A9a [REDACTED] It is an evaluation on the idea that he can contribute a function so unique to the organization and it can be looked at in this light. It has never been formulated in a clear system.

25X1A9a [REDACTED] It might be a wise course to get in touch with other Panels and come up with a set of questions to the Panel which then can be considered by the Senior Career Board.

25X1A9a [REDACTED] If you can get it, leave it up to somebody else to get it back to the DD level.

25X1A9a [REDACTED] Why wasn't more attention paid to this retirement feature which so differs from the implementation by the other Agencies under the CS retirement system?

25X1A9a [REDACTED] In 1957 -1958, people did not know what was being decided. People were so impressed with DCI's powers.

25X1A9a [REDACTED] I cannot understand why when I came on board in 1963, they could not inform me of this policy.

25X1A9a [REDACTED] I came in 1964 and was given no inkling of this.

25X1A9a [REDACTED] DDI felt strongly enough about it to ask Paul Borel to look into it. He wrote a long treatise on the subject. He suggested an Agency development of a management climate to make employee's last years happy ones. He stopped short in recommending changes in the policy.

25X1A9a [REDACTED] In connection with the overall personnel problem, are they thinking seriously about modification of the program urging early retirement, i.e., make this approach more attractive?

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ATTACHMENT 2 (Continued)

25X1A9a [REDACTED] There is interest in voluntary separation using this to relieve some ceiling pressure. But here again, you have to make the offer available to those qualified under age and service.

QUESTION: Did you ever have employees come out of the Agency retirement system into CS retirement?

25X1A9a [REDACTED] Since Agency retirement is figured on 70% of high 3 maximum and CS is 80% of high 3 - we have had a fair number.

25X1A9a [REDACTED] ORD will write some options on this retirement problem for the Senior Career Board.

25X1A9a [REDACTED] Perhaps this will work. All standard approaches have not moved anybody.

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ATTACHMENT 3

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AGENCY POLICY CONCERNING THE HIRING OF CLERICAL HELP AND THE PROCEDURES FOLLOWED WHEN THEY COME ON BOARD.

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██████████ Reported:

1. Recruiting for clerical support personnel is carried out in various ways: newspaper ads, recruiter contact with business and secretarial schools, etc. Applicants may be interviewed and, depending upon the interview, given the PHS to fill out.

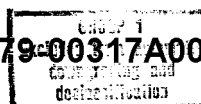
2. In interviewing secretarial personnel being assigned from the pool to ORD, I have frequently heard complaints that the procedures followed by the pool in testing and the tests themselves were "unfair." Some of the complaints heard are:

- a. "I wasn't told that I would be reduced in grade if I didn't pass the test until just before the test was given."
- b. "The person giving the test reads from a document containing words and phrases which exercise overall shorthand capability. I was not use to this type of work since my practice was on standard business letters and reports. Also, the reader appeared bored with the whole thing, and the size of the class combined to give a very bad environment for such testing."
- c. "Too much pressure before and during the test. Class too noisy and gossip before the test about reductions in pay and grade tends to build up apprehension."
- d. "It had been so long since I had taken shorthand that I simply was out of practice."
- e. "They (the pool) said that as soon as I passed the (shorthand) test I would be automatically promoted to a GS-5."

3. In determining the legitimacy of the complaints, I reviewed the correspondence in the files of five ORD secretaries and discussed the complaints with Clerical Staffing Branch, Staff Personnel Division/OP. Generally speaking, if a potential secretary can qualify in both shorthand and typing, has no business experience, is not a business school graduate or has less than two years of college, she is offered a GS-4 rating. If she has one year or more experience, is a business school graduate (2 year), has a college degree (i.e., AS, BS, etc.) she is offered a GS-5 rating. Prior to EOD, each secretarial applicant signs an agreement which states, in part, that the grade offered is contingent upon passing the Agency tests in shorthand and typing prior to assignment to a component, and that failure to pass the test will result in reduction to a lower grade and a reduction in pay.

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AGENDA
Career Service Panel
Office of Research and Development

2 February 1970

0900 hours
Room 607 - Conference Room

1. Review of agenda for 2 February 1970.
2. Review of minutes for 5 January 1970.
3. a. Promotion actions.
b. ORD staff additions or changes.
c. Advance notice of special ORD training.
[REDACTED]
4. Information on Agency Retirement Policy.
[REDACTED] (DD/OSI)
5. Consider promotion action for [REDACTED]
[REDACTED] from GS-14 to GS-15.
[REDACTED]
6. Report on Agency policy concerning the hiring of clerical help and the procedures followed when they come on board.
[REDACTED]
7. Nominations for External Management Courses:
 - a. MIT Program for Senior Executives.
 - b. Stanford - Sloan Program.
8. Nominations for Federal Executive Institute for FY-71.
9. New business.

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ATTACHMENT:
DIVISION RATING ASSIGNMENTS - GS-12s

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GROUP 1
Excluded from automatic
downgrading and
declassification

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CAREER SERVICE PANEL
Minutes of the Meeting
5 January 1970

Attendees:

[Redacted]

Chairman

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Recording Secretary

Absentees:

[Redacted]

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1. The Chairman called the meeting to order at 0909 hours.
2. [Redacted] stated he would have an item under new business to discuss.
3. The following corrections were made to the minutes of 1 December 1969:

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- a. The name of [Redacted] was added to the list of attendees at 1 December 1969 meeting.
- b. Change Item 3: (Item 6 - 3 November 1969 meeting) to read as follows:

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Change last sentence to read: [Redacted] stated that he had taken the Industrial War College Correspondence Course and recommended it and the Industrial War College for training.

- c. Item 8.a., second sentence should read:

They had discussed the problem of new groups being set up in the Agency to do work for which talent already exists in ORD.

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GROUP 1
Excluded from automatic
downgrading and
declassification

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25X1A9a 4. [REDACTED] requested information as to how the Panel arrived
25X1A9a at a "C" rating for [REDACTED] in the competitive evaluation
25X1A9a discussion on 1 December 1969. The Panel explained that this rating was
given to [REDACTED] based on his potential in ORD.

5. Minutes for 1 December 1969 were approved as amended.

25X1A9a 6. [REDACTED] reported the following:

25X1A9a PROMOTIONS:

- 25X1A9a a. [REDACTED], Clerk Stenographer, Support Staff/ORD from
GS-3 to GS-4 on 14 December 1969.
- 25X1A9a b. [REDACTED] Info Control Asst., Support Staff/ORD from
GS-7 to GS-8.

25X1A9a QUALITY STEP INCREASES:

- 25X1A9a a. [REDACTED] Secretary Steno, RP/ORD from GS-5, step
2 to GS-5, step 3, on 28 December 1969.

5X1A9a TERMINATIONS:

- a. [REDACTED] Optics/ORD, GS-4, Clerk-Steno transferred
to Office of Logistics - 28 December 1969.

25X1A9a ADDITIONS:

- 25X1A9a a. [REDACTED] Optics/ORD, Clerk Typist, GS-4. EOD -
10 December 1969.

25X1A9a TRAINING:

- 25X1A9a [REDACTED] has been selected to attend the Mid-Career Development
Course starting 18 January 1970.

Brochures on Industrial College and Long Term Educational
Opportunities have been sent to the CSP members.

7. Discussion followed on Agency policy when hiring clerical help
and the problem of reduction in grade after they have come on board.

25X1A9a 8. [REDACTED] moved that CSP recommend that Office of Research and
Development discuss with Office of Personnel, the Agency policy on
hiring clerical help and the procedures followed when they come on board.
[REDACTED] seconded the motion. Vote unanimous. Motion carried.

25X1A9a 9. [REDACTED] appointed [REDACTED] as ORD
25X1A9a representatives to find out from Office of Personnel what the Agency
policy is on hiring clerical help, and to what extent it has been
useful in processing an applicant. He asked that [REDACTED]
report their findings at the next meeting of the Career Service Panel. 25X1A9a

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CSP/ORD

5 Jan 70

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10. [redacted] moved that the CSP postpone decision on the promotion action for [redacted] /BSD/ORD from GS-13 to GS-14 for another month so that CSP members could explore this matter further. Motion seconded. Vote was three in favor and five opposed. Motion denied.

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11. [redacted] moved that the CSP recommend [redacted] BSD/ORD for promotion from GS-13 to GS-14. [redacted] seconded the motion. Four members voted in favor of the action and four opposed the recommendation. The action was forwarded to D/ORD.

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12. [redacted] moved that the CSP recommend [redacted] for promotion from GS-13 to GS-14. [redacted] seconded the motion. Vote unanimous. Motion carried.

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13. [redacted] stated that the promotion recommendation for [redacted] has been withdrawn. [redacted] told the Panel that he had talked with TSD about [redacted] who is on loan to TSD from ORD, and there is no question that he has been doing an excellent job. However, TSD explained that ORD seems to be one "notch" higher in grade than TSD. [redacted] is now working for a GS-13, who is being considered for a promotion to GS-14. Under the TSD grade structure, [redacted] would come out a good solid GS-13; he would not come out a GS-14. [redacted] stated he felt that [redacted] should be a GS-14. He also stated that he would like to get [redacted] back. He further stated that when [redacted] returned to RP/ORD, he would put him in for promotion to a GS-14; until then, he will bring up for review every six months, the question of where [redacted] should be assigned.

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14. [redacted] informed the Panel that [redacted], Deputy Director of Scientific Intelligence would write a response to ORD memorandum on Agency Retirement Policy. He will then brief the Panel on this policy.

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15. There were no ORD nominations for:

- a. Educational Program in Systems Analysis.
- b. Stanford Executive Program.
- c. Career Education Awards Program.

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16. [redacted] stated that he would like to talk to [redacted] privately about a possible nomination from MBSD for Management Development, Harvard University Graduate School of Business Administration. There were no other nominees from the other ORD divisions.

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17. [redacted] stated that ORD division chiefs should think very carefully about nominees for the Harvard University Graduate School of Business Administration.

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25X1A9a 18. [redacted] made a statement of intent to promote [redacted] 25X1A9a
25X1A9a [redacted] from GS-14 to GS-15.

19. The next CSP meeting was scheduled for 2 February 1970.

20. Meeting adjourned at 1100 hours.

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[redacted]

Executive Secretary
Career Service Panel/ORD

APPROVED:

[redacted]

Chairman/CSP/ORD

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AGENDA
Career Service Panel
Office of Research and Development

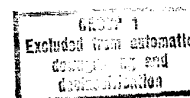
5 January 1970

0900 hours
Room 607 - Conference Room

1. Review of agenda for 5 January 1970.
2. Review of minutes for 1 December 1969.
3. a. Promotion actions
b. ORD staff additions or changes
c. Advance notice of special ORD training
25X1A9a [REDACTED]
- 25X1A9a 4. Consider promotion action for [REDACTED] 25X1A9a
from GS-13 to GS-14.
[REDACTED]
- 25X1A9a 5. Consider promotion action for [REDACTED] 25X1A9a
from GS-13 to GS-14.
[REDACTED]
- 25X1A9a 6. Consider promotion action for [REDACTED] 25X1A9a
from GS-13 to GS-14.
[REDACTED]
- 25X1A9a 7. Request for Guidance on Agency Retirement Policy
(HR-20-44).
(Memo ORD 7422-69 dated 12 November 1969)
[REDACTED]
8. Nominations for Educational Program in Systems
Analysis.
9. Nominations for Stanford Executive Program.
10. Nominations for Career Education Awards Program.
11. Nominations for Management Development, Harvard
University Graduate School of Business
Administration.
12. New business.

~~SECRET~~

EYES ONLY



~~EYES ONLY~~
~~SECRET~~

CAREER SERVICE PANEL
Minutes of the Meeting
1 December 1969

Attendees:

25X1A9a

[Redacted]

Chairman

25X1A9a

[Redacted]

Recording Secretary

Absentees:

25X1A9a

[Redacted]

1. The Chairman called the meeting to order at 0907 hours.
2. There were no additions to the agenda for 1 December 1969.
3. There was one correction to the minutes of 3 November 1969 as follows:

Item 6: Change last sentence to read: [Redacted] 25X1A9a stated that he had attended the Industrial War College Correspondence Course and recommended it for training.

4. Minutes were approved as amended.

25X1A9a

5. [Redacted] reported the following:

PROMOTIONS:

25X1A9a
25X1A9a
25X1A9a
25X1A9a

- a. [Redacted] From GSS-11 to GS-12, Phys. Scien.-Res,- AP/ORD.
- b. [Redacted] Computer Operator, from GS-10 to GS-11 - An/ORD.
- c. [Redacted] Computer Programmer, from GS-7 to GS-8 - An/ORD.
- d. [Redacted] Secretary Steno from GS-6 to GS-7 - An/ORD.
- e. [Redacted] Clerk from GS-4 to GS-5- An/ORD.

TERMINATIONS:

25X1A9a
25X1A9a

- a. [Redacted] Clerk Typist, GS-4, ORD/Registry to join Federal Home Loan Bank Board - 14 November 1969.
- b. [Redacted], GS-10 ORD/Library to join Shell Oil Co. - 28 Nov 1969.

~~SECRET~~

~~EYES ONLY~~

GROUP 1
downgrading and
declassification

~~EYES ONLY~~

~~SECRET~~

3. (Continued)

TERMINATION & CONVERSION TO CONTRACT EMPLOYEE

25X1A9a a. [redacted] GS-14 - AP/ORD - Phys. Scien - Research.
Terminated 14 November 1969 - Reinstated as contract
employee on 17 November 1969.

25X1A9a [redacted] explained to the CSP members that [redacted] 25X1A9a
is working as Director of the Nuclear Reactor Division
in the Chemical Engineering Division, University of
Maryland. This entails full time, 2 1/2 days a week.
This leaves him 2 days available to work with ORD.)

LWOP/Maternity

25X1A9a a. [redacted] Clerk Typist, GS-4 - D/ORD - 14 November 1969.

TRAINING REPORT

None

25X1A9a 4. CSP postponed consideration of promotion action for [redacted] 25X1A9a
[redacted] from GS-13 to GS-14 until January 1970, when [redacted] will 25X1A9a
be able to attend the CSP meeting.

5. Results on Competitive Evaluation - GS-9s - GS-11s

	<u>Name</u>	<u>Grade</u>	<u>Div.</u>	<u>Division Rating</u>	<u>Reviewer's Rating</u>	<u>CSP Rating</u>
25X1A9a	[redacted]	GS-11	An	B	B	C

25X1A9a 6. [redacted] made a statement of intent to promote [redacted] 25X1A9a
25X1A9a [redacted] from GS-13 to GS-14. (Out of schedule)

25X1A9a 7. [redacted] made a statement of intent to promote [redacted] 25X1A9a
25X1A9a [redacted] from GS-13 to GS-14. (Out of schedule)

~~SECRET~~

~~EYES ONLY~~

~~TOP SECRET~~

8. CSP members discussed the problem of ORD not receiving enough Agency support. Some of the comments made were as follows:

- 25X1A9a a. ██████████ reported that he had met with his staff. They had discussed the problem of new offices being set up in the Agency to do the work for which talent already exists in ORD. Relate this fact with that of budgets and ceilings, ██████████ continued, and you have an unhappy group in PC/ORD.
- 25X1A9a
- 25X1A9a b. ██████████ reported that MBSD had a meeting to discuss what MBSD is doing and where MBSD is going. He stated there was a lot of disagreement but not once did his staff raise the issue as to the advantages or disadvantages of the current office climate.
- 25X1A9a c. ██████████ stated that the kinds of programs that OSP and OSA run, which fit in between the Agency and the Pentagon, are the kinds that get Agency support as well as support at the OSA - OSP levels. ORD does not have the same policy or support in order to get people and funds.
- 25X1A9a d. ██████████ stated ORD never can hold on to a program that it develops. These projects have to be turned over to OEL, OSA, etc.
- 25X1A9a e. ██████████ stated that if there is a new system developed in other Agency components, they don't come to ORD; they go ahead and do it themselves.
- 25X1A9a f. ██████████ stated that if ORD projects are to be carried on under the guidance of others, ORD should discuss requirements as to how ORD should work from a project and personnel standpoint.
- 25X1A9a g. ██████████ stated he did not believe that men on the operating line are equipped to interpret research. They will turn down things that are important.
- 25X1A9a h. ██████████ told the CSP that he would like to see ORD line up projects that are good ones for ORD and would make a significant contribution to the Agency and see if ORD could sell the Agency on the idea of working out a general philosophy on ORD working with the Agency.

~~TOP SECRET~~

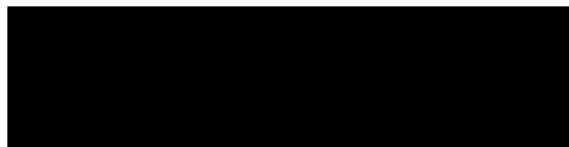
~~TOP SECRET~~

~~EYES ONLY~~
~~SECRET~~

9. The next meeting for the CSP was scheduled for 0900 hours on 5 January 1969.

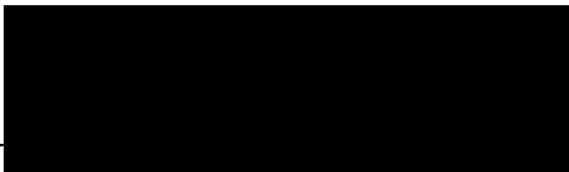
10. Meeting adjourned at 1025 hours.

25X1A9a



Executive Secretary
Career Service Panel/ORD

25X1A9a



Chairman/CSP

~~SECRET~~