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22 APR 1977

MEMORANDUM FOR: Career Management Officer/DDA

25X1A FROM: [REDACTED]  
Acting Director of Security

SUBJECT: Review of Retired Military Personnel  
Employed by the Agency

REFERENCE: DD/A 77-2165 to Multiple Adse,  
dtd 18 Apr 77, same subj

1. In response to reference, the information requested is contained below. For ease of explanation, we have grouped these individuals into one of three categories--technical employees, security polygraph officers and confidential correspondents.

2. Technical Employees

25X1A [REDACTED]

The single most important reason for hiring retired military personnel in technical positions like those presently occupied [REDACTED] is simply that people with the unique combination of skills and experience of these two gentlemen are extremely rare or non-existent in the private sector. In fact, as the emphasis on technical security grows in the commercial world, the demand for retired military personnel with appropriate skills steadily increases in private industry just because about the only source for such people is the military. Generally speaking, the only alternative to hiring from the military services is to initiate an extensive program to select and train people in the required disciplines. This course of action would not only be very time consuming, in the order of several years, but also expensive.

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[redacted] spent approximately three years at [redacted] as a military detailee immediately prior to his retirement. He was and is uniquely qualified for the position he now holds. He is providing a very valuable service, not only to the Agency but to the United States Government Intelligence Community as a whole. His combination of skills includes expertise in instructing, administration, electronics, audio countermeasures, locks, alarms and telephones.

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[redacted] also spent a tour [redacted] as an instructor prior to his military retirement. He subsequently went to the private sector in the security field and was later hired from the private sector by the Technical Security Division to fill a key vacated job for which he was and is uniquely qualified. He has expertise in briefing (at all levels on complex technical subjects), instruction, audio countermeasures, locks and alarms. He continues to provide a very valuable service for the Division and the United States Government. The Office of Security has tried to locate personnel from other sources for his position without success.

3. Security/Polygraph Officer

[redacted] GS-14 Lt. Col/AUS

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[redacted] was a military officer in the United States Army, Counterintelligence Corp, from 1945 to 1966. He retired from the Army in 1966 as a Lieutenant Colonel.

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At the time of [redacted] retirement, the Polygraph Branch was seeking to add polygraph trainees or experienced polygraphers to its staff who, in particular, possessed language skills. Much to our good fortune, [redacted] not only had the necessary language facility, Japanese and French, but he was a fully trained polygraph examiner whose 20 some years in the military included a wealth of security and counterintelligence experience. Though an effort was made both within and outside the Agency to seek these language skills in combination with

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25X1A a trained or trainable polygraph examiner, no candidate was forthcoming who could match [redacted] qualifications. In fact, [redacted] was a tremendous bargain, entering on duty as a GS-12.

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25X1A [redacted] is now the Deputy Chief of the Polygraph Branch with ten years experience in the Agency polygraph program. It would be extremely difficult to find a replacement in this vital element of our organization where [redacted] skills in management and polygraph operations contribute so significantly to the recognized success of the program. In fact, losing [redacted] would be a serious setback and would not be cost effective for the Federal Government.

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#### 4. Confidential Correspondents

The following confidential correspondents are employed as Independent Contractors in the areas indicated.

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[redacted]	Colorado Springs, CO	CWO/USA
[redacted]	Fairfax, VA	Lt. Col./USA
[redacted]	Dallas, TX	Col/USAF
[redacted]	Hawaii	Lt. Col/USAF
[redacted]	Puerto Rico	Enlisted/USA
[redacted]	Las Vegas, NE	Col/USA

(\*Not listed in OP memorandum)

The above individuals are all experienced investigators. They are utilized on a "when actually needed" basis to augment our staff investigative force during periods of peak caseloads and in isolated geographic areas where it is not economically sound to send staff investigators on TDY. These retirees were hired in the first place because they were experienced investigators who needed no training and could work on a part-time basis.

These individuals render a valuable service in that their talents can be utilized when actually needed, on a case basis, with no career commitments or fringe benefits. Retention

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25X1A of [REDACTED] is most important because their strategic locations and proven abilities deliver substantial savings in funds and time required to handle isolated investigative leads. The situation regarding the other four persons in this category is as critical and the value on these four is less obvious.

[REDACTED]

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