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CAREER SERVICE COMMITTEE 8TH  
MEETING

8th Meeting  
19 November 1951

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26 November 1951

MINUTES OF 8th CAREER SERVICE COMMITTEE MEETING

19 November 1951 - 4:00 P.M.

Present: F. Trubee Davison - AD/Personnel, Chairman  
Matthew Baird - Director of Training

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/OSO

Executive Secretary

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ef, Admin. and Chrmn., OSO Pers. Bd./OSO

Administrative Staff/ORR

General Counsel/Office of General Counsel

1. The minutes of the 7th meeting were approved as distributed.

2. In view of the presence of the Chairmen of the Working Groups, discussion on the Statement of Personnel Policy was tabled for consideration at a future meeting.

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3. The Committee approved the recommendation of the Career Benefits Working Group, "Parachute Pay for Staff Employees and Staff Agents", dated 19 November 1951 and directed the Executive Secretary to transmit the recommendation through Mr. [REDACTED] ADD/Administration (Special) to the Advisor for Management for preparation of the implementing regulations which would require the approval of the DCI.

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4. The Committee discussed the proposal of the Rotation Working Group respecting the definition of Rotation and heard Mr. [REDACTED] Chairman of that Working Group, on this matter. The Committee accepted the proposed definition which reads as follows:

"Rotation - the systematic designation and redesignation of an individual to various duty and training assignments for the purpose of improving his capacity to serve the Agency"

5. The Committee heard the views of the Chairmen of the Working Groups with respect to the presentation held on 15 November 1951 at the Pentagon of the Air Force Personnel Development Program.

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- a. Three Chairmen recommended against asking the Air Force to make a presentation to a larger group principally on the grounds that the program was not yet effective and that the principles on which it was based had apparently not yet been accepted by the Air Force (█████-Selection Criteria, █████-Employee Rating, and █████-Extension Training).
- b. Two Chairmen recommended that the Air Force be asked to make a presentation to a larger group principally on the grounds that a large amount of effort had been expended on the program, that it would be desirable for a larger group in CIA to realize the tremendous perplexities and difficulties of instituting such a program, and that there were many bridges that had been crossed in the planning of the Air Force program that could be examined by CIA in order to avoid duplication of effort (█████-Rotation, and █████-Career Benefits).

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It was recognized that it would be desirable to determine, if possible, the policy reasons for the Air Force in adopting this program, and General Davison said that he would talk to Lt. General Kutler, now Deputy Chief of Staff Personnel, or to someone in his office on this matter.

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6. Mr. █████ Chairman of the Trainee Working Group was not present due to illness. The other five Chairmen (listed above) discussed in general terms the problems of their Working Groups. It was agreed by the Committee that efforts would be made to provide the Working Groups with better facilities and service through the development of a specific staff for this purpose. It was also agreed that to the greatest extent possible operating units of the Agency already in existence would be asked to either make necessary studies or provide necessary data to the Working Groups in order that the Groups might devote their attention more to the recommendation of policies rather than to the writing of an implementation of procedures. The Committee approved the suggestion of Capt. █████ that the Chairmen of the Working Groups should informally meet at their convenience for the purpose of discussing mutual problems.

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7. It was agreed that the next meeting of the Committee would be held on Monday, 26 November 1951, at 4:00 P.M. in Room 115, North Building.

8. The meeting adjourned at 5:10 P.M.

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Executive Secretary

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