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17 April 1956

TO: Deputy Director (Support)  
SUBJECT: National Defense Executive Reserve

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1. PROBLEM:

To establish a plan of action for determining Agency participation in the National Defense Executive Reserve Program.

2. FACTS BEARING ON THE PROBLEM:

- a. E.O. 10660 directs the establishment of a National Defense Executive Reserve for Federal employment during emergency periods and charges the Office of Defense Mobilization with responsibility for administering the program. The Director, ODM, has authorized the DCI to establish a unit of the Executive Reserve in this Agency.
- b. Agency personnel studies on mobilization manpower requirements made to date have indicated the need for a civilian specialist reserve. The size and composition of such a reserve remain to be determined. This paper will be concerned with the problem of the executive reserve.

3. DISCUSSION:

- a. Determination as to whether the Agency should participate, and to what degree, in the ODM program requires consideration of the extent to which that program meets the Agency's requirements and whether participation can be accomplished within necessary security limitations. The ODM order refers to "persons qualified to participate in an executive capacity", informally understood to be GS-15 and over, and provides for maintenance of a central roster by the Civil Service Commission.
- b. Requirements indicated in Agency mobilization planning to date are broader than the civilian "executive" level: both an executive and a specialist reserve appear necessary and requirements overseas are largely for military personnel. Plans for headquarters expansion do not now provide for the establishment of new major components which would require bringing in new senior executive talent but rather expansion by intensified activity of present units. (Tab A)

4. CONCLUSION:

Although specific requirements have not been revealed in estimates received to date, there is reasonable basis for designating a reserve of executive personnel, perhaps on the order of two or three hundred, who would be useful in an emergency for replacement purposes and for unforeseeable contingencies.

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5. RECOMMENDATIONS:

It is recommended that:

- a. This matter be referred to the Career Council for consideration of the plan of action outlined in subparagraphs b and c below;
- b. The Director of Personnel explore current resources and projected requirements for establishing an Agency executive reserve by:
  - (1) Requesting review by the Deputy Directors and senior officials of the Agency of their mobilization requirements for executive personnel;
  - (2) requesting nominations of candidates qualified for the reserve program by the Deputy Directors and senior officials; and,
  - (3) reviewing rosters of reemployable former Agency employees, GS-14 and over, for possible candidates.
- c. The Director of Personnel conduct further exploratory discussions with ODM concerning the establishment of a unit of the National Executive Reserve in CIA based on the results of the reviews recommended in paragraph 5b above.

/s/

  
Acting Director of Personnel

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Attachments

The recommendations in paragraph 5 are approved.

/s/

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Deputy Director (Support)

24 April 1956  
Date

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