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THIRTY-FOURTH CIA CAREER COUNCIL
MEETING

34th Meeting

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**MINUTES
OF THE
CIA CAREER COUNCIL**

**34th Meeting, Thursday, 8 November 1956, 3:00 P.M.
DCI Conference Room, Administration Building**

Present

Harrison G. Reynolds, Director of Personnel, Chairman

Matthew Baird, Director of Training, Member

25X1A9a [redacted] Chief, Admin Staff, OC, Alternate for Director of
Communications, Member

25X1A9a [redacted] Chief of Operations, DD/P, Alternate for DD/P, Member

25X1A9a **Liam B. Kirkpatrick, Inspector General, Member**
[redacted] Assistant to the DD/I (Admin), Alternate for Deputy
Director (Intelligence), Member

25X1A9a **Lawrence K. White, Deputy Director (Support), Member**

[redacted] Deputy Director of Personnel for Planning and
Development, Executive Secretary

25X1A9a [redacted] Office of Personnel, Reporter

Guests

25X1A9a [redacted] Special Support Assistant (Personnel)

[redacted] Assistant Executive Officer, DD/P
Staff, DD/P

[redacted] Office of the General Counsel
Chief, Management Staff

Norman Paul, Legislative Counsel

25X1A [redacted] Special Assistant to the DD/S

[redacted] Chief, LETS
Deputy Director of Personnel

***Members of the Ad Hoc Committee on Foreign Language Development**

1. The minutes of the 33rd meeting held on 31 October were approved after paragraph 3 had been amplified to read as follows (added portion is underlined):

"3. The Council discussed in some detail the dropping of the provision permitting CIA to employ a larger number of retired military personnel than now permitted (Public Law 110

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as amended by Public Law 53) and agreed that such action was appropriate inasmuch as we were informed by the Committees of Congress that it was unacceptable and its inclusion would jeopardize the passage of the Bill."

2. Prior to taking up the formal Agenda, Mr. Norman Paul presented to the Council that remaining portion of the proposed CIA Legislation that had to do with accelerated retirement. The pertinent papers were distributed (attached hereto). The proposal included, basically, one and a half years' credit toward retirement for each year of service overseas at a non-hardship post and two years' credit for each year at a hardship post. Voluntary retirement would be subject to the approval of the Director after the individual had passed age 50 and had had 20 years total Government service. With respect to "involuntary retirement" it became clear during the discussion that retirement per se could not be involuntary. A person who was involuntarily separated for reasons other than "for cause on charges of misconduct or delinquency" (at any age after 25 years of service or at age 50 after 20 years of service) would be eligible to count in his annuity whatever "accelerated" credit he had accrued, according to the basic formula of one and a half years for non-hardship overseas duty and two years for hardship duty. In other words, if the individual is entitled to any retirement annuity when he is involuntarily separated, including such reasons as inefficiency, reduction-in-force, abolishing of the job, etc., he would be entitled also to credit for his overseas service. The Council recognized, as the submitted examples showed, that credit of 2 for 1 at a hardship post raised the retirement annuity to significantly high figures. It agreed, however, that we should attempt to achieve this benefit. The Inspector General stated that he was working on a list of proposed hardship posts and would circulate the list when it was complete.

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3. The Council discussed the proposed Regulation No. [REDACTED] "Assignments," (Item 3 on the Agenda) which had been prepared as a statement of basic personnel policy. The Council agreed that it would be preferable for this policy to be issued over the Director's signature as an all-employee notice rather than as a regulation and directed that the matter be referred back to the Council in that form.

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4. The Council reviewed the circumstances of the publication of Regulation No. [REDACTED] "Career Planning for Individuals" and directed that it be republished in the form originally approved by the Council.

5. The Ad Hoc Committee on Foreign Language Development met with the Council (Item 4 on the Agenda). It was agreed to refer back to the Ad Hoc Committee the points raised by the DD/P and the Director of Training with instructions to report back to the Council at its next meeting on 15 November, if possible.

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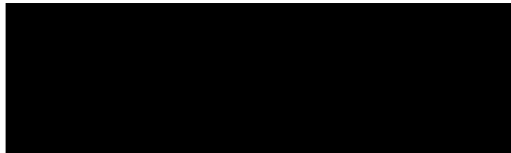
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6. The Council discussed the problem of coordination and publication of regulations on which the Council had taken action. It was agreed that in the future with respect to all regulations affecting personnel policy that when the draft had been prepared by either the Office of Training or the Office of Personnel it would be circulated to members of the Council sufficiently in advance of the meeting at which it would be acted upon so that the Council might take final action with the necessity for editorial or other revisions being made prior to publication. It would be the responsibility of the Executive Secretary to determine from the members of the Council how much time they and their staffs needed for further study. This would determine the date when it would be placed on the Agenda of the Council. It was further agreed that after the Council had taken action, the proposed regulation would lie open until the close of business the following Tuesday (i.e., three working days - Friday, Monday, and Tuesday) before it would be sent to the printer. If no member of the Council had requested an extension of time beyond the close of business Tuesday the regulation would be printed as agreed at the previous meeting of the Council.

7. The Council briefly discussed once again the problem of getting word to all employees of the developments in the Career Service Program. It was recognized that much had been accomplished in the past three years but that there was still much difficulty in getting the story to all working levels in the Agency. The Executive Secretary was instructed to present a program for review by the Council at its meeting on 29 November 1956.

8. The Council discussed the problem of persons with SA service designations on the T/O of the Director's Office and referred the matter to the Executive Secretary for preparation of a solution. [The Deputy Director (Support) subsequently decided to assume this responsibility.]

9. The Council adjourned at 5:20 P.M. to meet next on 15 November and 29 November.



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Executive Secretary
CIA Career Council

Attachments

Proposed CIA Legislation on Accelerated Retirement

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