

22 OCT 1979

DCI MAG - 24 October 1979

I Internal status

A. Good people

1989

NAPA

Use good mech more

Accomplishments

Purposes

Planning - informed employees

RPO

B. One Agency

Perspective

II External Status

A. President

Consulted

New auth

Support for Δ and sources

1. Politicized

SALT

B. Congress

HPSCI Bill

SSCI - \$

C. \$

D. Public - openness

E. Dissent channel

DCI MAG

24 October 1979

I How view? - Healthy - attitude better ever -
team - work/cooperation great
Strength of Agency - good people
Witness performance thru period of
criticism - bad morale
Our obligation - ensure same quality
1989
Called for diversity of expert views -
NAPA
Not mil
Not State/HEW
Not CIA bias
Confirmed basic soundness of system
— recommendations where not
using system fully
Accomplishments
- Uniform promotion system
- Full use panels - impartial
-- Establishment clerical
panels

2

- New performance evaluation report
- Greater stress inter and intra
 directorates rotation
- More stress on recruiting
 - Reduction recruiting time
- More attention low performers
 - ___ low 3% released last yr.
 - ___ counselled

Objectives - as complete NAPA actions

- More use OP planning functions
 - Avoid missed opportunities
 due failure receive training
 or failure receive appropriate
 changes of assignment
 - Avoid humps/valleys that
 place some employees at
 disadvantage

3

- Ensure Reasonable Promotion

Opportunity (RPO)

Young people

One way to ensure RPO is to
be one Agency

Encourage mobility

Adjust excesses and
shortages w/o loss of
experienced talent

Overall - teamwork, comm,
cooperation between

Directorates much improved

ExComm

IIA Externally - foremost concern - how well
serving customers?

President - NSC - White House

1. PDB clearly highest quality
product in town

Pres expressions appreci-
ation

4

2. DCI regular briefings

3. Agency consulted NSC, PRC,

SCC meetings

Opening briefs

Summation: product is more visible

and utilized than ever

PRC(I) Support: semiannual priorities

drill

Pres support: expressed in 1 Oct speech

"

"

Pres support: DCI's authorities increased

in past 2 1/2 years - especially

budgets

Unified Community helps Agency

Whenever have success in one area -

like serving customers well -

someone - usually press -

complains that it means intell too

close - politicized

5

e.g., give background briefing
to PRC - someone leaks it as a
position

25X1

6

IIB Congress

More intell support/requests than ever

Incl requests from Congressmen

for briefings - reports

Very good relations w/oversight comm.

HPSCI - unanimous anti-Agee legis

SSCI - pushing for \$

IIC \$ Lots recognition

Pres speech

SSCI

But first need is technical bulge

Agency invented some

Agency \$ about level since '73 cutback

in VN

Keep trying

Must look for ways to economize

Need your ideas

IID Public

- Clearly on way up - recognition how vital we are
- In part due fact public more aware good things do - contributions make
 - In part bec press more persevering, inquisitive
 - In part bec opened up more
 - No way avoid
 - Basic precept of US Gov't is max visibility
 - No way claim cannot share unclass info - or that don't have unclass
 - Dangerous to us to withdraw into previous anonymity - can't do w/degree oversight/interest

8

- Pos benefits of providing service to public
- Understand us - less concerned
- When "failure" overbilled by media - can place in perspective, e.g., oil, energy studies

Models

IIE Remind

Channels for dissent

Channels for direct comm

Take marked drop-off as good sign

Have best intell service in world

Want to do everything to keep it that way

Always looking for suggestions

Can do better with your help and advice