

OFFICE OF THE DIRECTOR

OGC Has Reviewed

Date: 14 May 77

TO: Bernie

FROM: DG

17 MAY 1977

SUBJECT: Director of Personnel's Memo, for DCI's info, on "involuntary Separations"

REMARKS:

This memo is in response to DCI's question, and provides the necessary statistics.

Shortly, the DCI will be receiving at least two requests that he authorize the "involuntary separation" of individuals; one (a commo specialist) who has been declared surplus, and a second (an ops officer from DDC) who seems to be turning in an unsatisfactory performance, probably because of psychiatric or attitudinal problems.

Until very recently, the D/DCI has been authorizing these involuntary separations (or "terminations" as they are unfortunately described), but OGC believes that the previous DCI's delegation of this authority to the D/DCI may not be legally sound. Consequently, until that problem is worked out, the DCI will be asked to dispose of these cases. This is not terribly burdensome, because since 1972 (as will be noted from the attached) the DCI has authorized himself the involuntary terminations of only 17 employees - not including the two the Admiral took a personal interest in.

After he sees the anticipated two cases, the DCI should decide if he actually wishes to delegate this authority.

P-14.11

MORI/CDF

EX-101 ONLY

INVOLUNTARY SEPARATIONS
1972 - 1977

1972

Two employees were terminated by the DCI for unsatisfactory conduct and failure to accept an assignment.

Seventy employees resigned in lieu of possible termination for: failure to qualify during the first year, unsatisfactory performance or conduct, medical problems, marriage to a foreign national, and being declared surplus. In addition, 34 employees resigned for security reasons.

Two employees retired in lieu of possible termination due to medical problems.

Terminated by DCI	2
Resigned in lieu	104
(Security -34)	
(Impropriety or illegality-0)	
Retired in lieu	<u>2</u>
	108

1973

(Schilling et al)

Thirteen employees were terminated by the DCI after being declared surplus.

Forty-seven employees resigned in lieu of possible termination for: failure to qualify during the first year, unsatisfactory performance or conduct, medical reasons, and marriage to a foreign national. In addition, 20 employees resigned for security reasons.

Two employees retired in lieu of possible termination due to reasons other than impropriety or illegality.

NOTE: During 1973, 299 additional employees involuntarily retired after being declared surplus.

Terminated by DCI	13
Resigned in lieu	67
(Security -20)	
(Impropriety or illegality- 0)	
Retired in lieu	<u>2</u>
	82

EX-101 ONLY

EXCERPT ONLY

1974

One employee was terminated by the DCI after refusing to retire.

Fifty-eight employees resigned in lieu of possible termination for: failure to qualify during the first year, unsatisfactory performance or conduct, medical reasons, marriage to a foreign national, and being declared surplus. One employee resigned in lieu of termination due to impropriety or illegality. In addition, 12 employees resigned for security reasons.

One employee retired in lieu of termination for failure to meet Agency medical standards.

Terminated by DCI	1
Resigned in lieu	71
(Security	-12)
*(Impropriety or illegality-	1)
Retired in lieu	<u>1</u>
	73

*Writing bad checks and indebtedness

1975

Thirty employees resigned in lieu of possible termination for: failure to qualify during the first year, unsatisfactory performance or conduct, medical reasons, marriage to a foreign national, and being declared surplus. One employee resigned due to impropriety or illegality. In addition, 15 employees resigned for security reasons.

Two employees retired in lieu of termination for failure to meet Agency medical standards.

Terminated by DCI	0
Resigned in lieu	46
(Security	-15)
*(Impropriety or illegality-	1)
Retired in lieu	<u>2</u>
	48

*Disorderly conduct involving arrest

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1976

One employee was terminated by DCI for failure to accept an assignment.

One employee was terminated by Director of Personnel for failure to qualify during the first year trial period.

Twenty-nine employees resigned in lieu of possible termination due to failure to qualify during the first year, unsatisfactory performance or conduct, medical reasons, marriage to a foreign national, and being declared surplus. Three employees resigned in lieu of possible termination due to impropriety or illegality. In addition, five employees resigned for security reasons.

Three employees retired in lieu of termination for failure to meet Agency medical standards or after being declared surplus.

Terminated by DCI	1
Terminated by Director of Personnel	1
Resigned in lieu	37
(Security	-5)
*(Impropriety or illegality-3)	
Retired in lieu	3
	<u>42</u>

*One violation of law on export of currency; one alteration of official travel order for personal gain; one theft of merchandise from employer-outside employment.

January to March 1977

Fourteen employees resigned in lieu of possible termination for: failure to qualify during the first year, unsatisfactory performance or conduct, marriage to a foreign national, and being declared surplus.

No employees have resigned due to impropriety or illegality as of 31 March 1977.

One employee retired in lieu of termination after being declared surplus.

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END ONLY

Terminated by DCI	0
Resigned in lieu	14
Retired in lieu	<u>1</u>
	15

END ONLY

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