

23 DEC 1970

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Administrative Adoption of Statutory Benefits

REFERENCE : Memo dtd 23 Jun 70 to DDS fr General Counsel,
same subj

1. Paragraph 5 of this memorandum contains a recommendation for your approval.


2. In referent memorandum the General Counsel has stated there would be no legal objection to the Agency extending to retirees under the Civil Service Retirement System (CSRS) the same retiree and death travel benefits as are now provided for retirees under the Central Intelligence Agency Retirement and Disability System (CIARDS). The General Counsel makes the point that there is an apparent inequity in not granting retirees under the CSRS who are stationed PCS in the United States the travel benefits earlier approved for those under the CIARDS.

3. From a discussion of this matter in a Deputies meeting on 15 July 1970, it was the consensus that the Agency should extend to some participants in the CSRS the same retiree and death travel benefits as are now provided participants in the CIARDS. Rather than extend the benefits to all participants in the CSRS, the view was expressed that there should have been some demonstration of mobility during Agency service, either by PCS or TDY.

4. There are compelling reasons for granting this added benefit to some Agency employees. A basic obligation assumed by all Agency employees is a willingness to serve anywhere and at any time and for any kind of duty as determined by the needs of the Agency. Over the years thousands of employees have discharged that obligation. Those who have acquired qualifying service under CIARDS have generally opted to become a participant under that retirement plan and have been vested with certain retirement advantages. There are many who have not

acquired qualifying service under CIARDS who nevertheless have served honorably in a variety of assignments, some of which were terminated by events beyond their control -- hostile action by a host government or by another foreign intelligence service, sickness or accidents, and other causes. The rationale and policy considerations underlying the mandatory retirement age of 60 in CIARDS are equally applicable to all Agency employees. Consequently no distinction is made in applying the policy of retirement at age 60 as between employees under CIARDS and those under the CSRS. Furthermore, it has been determined that attempts to formulate criteria of differentiation would generate new problems of morale and administration. In many, many other ways, Agency employees are one homogenous group as compared with the rest of government in the qualifications, restraints, restrictions, obligations and penalties which are necessary for employment in this intelligence organization.

5. In line with the above, and pursuant to the authority delegated to you by the Director of Central Intelligence on 5 October 1967, it is recommended that you determine it to be necessary for the proper administration of all employees of the Agency to extend the same retiree and death travel benefits as are now provided for participants in the CIA Retirement and Disability System to those participants in the Civil Service Retirement System who have (a) served a minimum of 365 days outside the continental United States on a temporary duty basis or (b) made at least one PCS move after their first Agency duty station. The effective date of the availability of such benefits will be the date of your approval of this recommendation.


R. L. Bannerman
Deputy Director
for Support

25X1A

The recommendation contained
in paragraph 5 is approved.

Executive Director-Comptroller

Date

ROUTING AND RECORD SHEET

SUBJECT: (Optional)
 Administrative Adoption of Statutory Benefits

FROM: DDS	EXTENSION	NO. DATE 18 December 1970
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TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		

1. Ex. Dir. - Compt.				<p>1. The Inspector General has a case under consideration involving CSRS retiree travel benefits which relate to our earlier proposal on this subject. SSA/DDS has had a number of queries on this subject in recent months from prospective CSRS retirees who would be affected. Accordingly, I am submitting an amended proposal requesting your approval of the same retiree and death travel benefits as are now provided to CIARDS participants to certain retirees under the CSRS.</p> <p>2. I am attaching my earlier memorandum on this subject as well as an earlier estimate of the costs involved.</p> <p>3. Finally, I am attaching a tabulation of a number of items relating to employment and benefits for CIARDS participants as contrasted with those Agency employees under the CSRS and the rest of government outside of the Intelligence Community.</p> <p style="text-align: right;">25X1A</p> <div style="background-color: black; width: 150px; height: 20px; margin: 5px auto;"></div> <p style="text-align: right;">R. L. Bannerman Deputy Director for Support</p> <p>Att</p>
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