

SECRET

ER 65-7560/1

13 JAN 1966

MEMORANDUM FOR: Director of Personnel

THROUGH : Deputy Director for Support ¹⁵¹ _{RB} 14 JAN 1966

SUBJECT : Implementation of the CIA Retirement and Disability System

1. We are making slow progress in our efforts to implement the CIA Retirement and Disability System. In the six months which have elapsed since the screening of on-duty employees for designation as participants was initiated, only about one-half of the cases involved in this initial screening have been referred to the several Career Services for review. And, of these, almost one-half are still pending action by the Career Service. Thus, we have finished in six months about a quarter of a job which should take less than a year to complete.

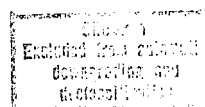
2. I recognize that we may have gotten off to a slow start in solving many questions which could not be anticipated. By this time, however, the screening machinery should be running smoothly and your input of "call-up" lists should be accelerated. Including a backlog of almost [redacted] cases on previous lists on which the respective Career Services have not submitted recommendations, there are about [redacted] cases still to be processed in the initial screening phase. Based on experience to date, almost 75 per cent of these cases will be found ineligible in the Career Service review and will not require consideration by the CIA Retirement Board. This leaves a balance of about [redacted] cases to be considered by the Board, most of which will be clear cut and not requiring individual deliberation.

3. I have sent a memorandum to each of the Deputy Directors urging that he give priority attention to cleaning up existing backlogs in the screening process and to the prompt review of subsequent "call-up" lists. Given such priority attention, we should be able to complete the entire screening process by 30 April. To ensure that we do so, you should:

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- a. Immediately revise your call-up schedule to issue all remaining lists by 15 March and to phase these according to the number of cases which each Career Service must handle;
 - b. Supplement the CIA Retirement Staff by detail or temporary assignment of employees from other parts of your Office if necessary to ensure that cases are processed promptly;
 - c. Institute a weekly reporting system which will advise me of the progress being made and any problem areas requiring my attention.
4. I am also interested in obtaining information which will show the implications of retirement in creating headroom in Grades GS-14 and above, as well as its impact on average salary levels. You should coordinate with the Director of Planning, Programming and Budgeting as to format and institute a quarterly report, commencing 1 March 1966, showing actual and projected (up to 12 months) attrition under both retirement systems with special attention to those individuals who are still on duty as a result of specially approved waivers to current retirement policy.

[Redacted Signature]

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L. K. White
Executive Director - Comptroller

SECRET

Executive Registry
45-7560/

MEMORANDUM FOR: Director of Personnel
THROUGH : Deputy Director for Support
SUBJECT : Implementation of the CIA Retirement and Disability System

1. We are making slow progress in our efforts to implement the CIA Retirement and Disability System. In the six months which have elapsed since the screening of on-duty employees for designation as participants was initiated, only about one-half of the cases involved in this initial screening have been referred to the several Career Services for review. And, of those, almost one-half are still pending action by the Career Service. Thus, we have finished in six months about a quarter of a job which should take less than a year to complete.

2. I recognize that we may have gotten off to a slow start in solving many questions which could not be anticipated. By this time, however, the screening machinery should be running smoothly and your input of "call-up" lists should be accelerated. Including a backlog of almost [redacted] cases on previous lists on which the respective Career Services have not submitted recommendations, there are about [redacted] cases still to be processed in the initial screening phase. Based on experience to date almost 75 per cent of these cases will be found ineligible in the Career Service review and will not require consideration by the CIA Retirement Board. This leaves a balance of about [redacted] cases to be considered by the Board, most of which will be clear cut and not requiring individual deliberation.

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- a. Immediately revise your call-up schedule to issue all remaining lists by 15 March and to phase these according to the number of cases which each Career Service must handle;
- b. Supplement the CIA Retirement Staff by detail or temporary assignment of employees from other parts of your Office if necessary to ensure that cases are processed promptly;
- c. Institute a weekly reporting system which will advise me of the progress being made and any problem areas requiring my attention.

Distribution:

- 0 & 1 - Addressee L. K. White
- 2 - DD/Schrod, [redacted] Executive Director-Comptroller

3 JAN 1966

1 - ER
OD/Pers [redacted] ac (3 Jan 65)

Originator: /s/ Emmett D. Echols
Director of Personnel

65-7560/1

DD/S 65-6192

MEMORANDUM FOR: Director of Personnel

THROUGH : Deputy Director for Support

SUBJECT : Implementation of the CIA Retirement and Disability System

1. We are making slow progress in our efforts to implement the CIA Retirement and Disability System. In the six months which have elapsed since the screening of on-duty employees for designation as participants was initiated, only about one-half of the cases involved in this initial screening have been referred to the several Career Services for review. And, of these, almost one-half are still pending action by the Career Service. Thus, we have finished in six months about a quarter of a job which should take less than a year to complete.

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- a. Immediately revise your call-up schedule to issue all remaining lists by 15 March and to phase these according to the number of cases which each Career Service must handle;
- b. Assignment to the CIA Retirement Staff by detail or temporary assignment from other parts of your Office if necessary to ensure that cases will be processed promptly;
- c. Institute a weekly reporting system which will advise me of the progress being made and any problem areas requiring my attention.

Distribution:

0 & 1 - Addressee L. K. White
 1 - DD/S Subject Executive Director-Comptroller

Originator: 29 DEC 1965

65-7560/2
DMS 65-6192

MEMORANDUM FOR: Deputy Director for Intelligence

SUBJECT : Implementation of the CIA Retirement and Disability System

1. We are making slow progress in our efforts to implement the CIA Retirement and Disability System. In the six months which have elapsed since the screening of on-duty employees for designation as participants was initiated, only about one-half of the cases involved in this initial screening have been referred to the several Career Services for review. And, of these, almost one-half are still pending action by the Career Service. Thus, we have finished in six months about a quarter of a job which should take less than a year to complete.

2. The last "call-up" lists were issued in October 1965. As of 10 December, there were [] cases in the Career Services under your jurisdiction on which no recommendation had been received. With all due regard to the problems which arose in the activation of the screening machinery, this seems to be an unduly large number of pending cases.

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3. As you know, we pleaded an urgent need for this retirement system to the Congress. We expect to be called on to report early in the next session on our progress in implementing it. Our progress to date does not present an encouraging picture.

4. I have directed the Director of Personnel to accelerate the time schedule for issuing "call-up" lists and to schedule more frequent meetings of the CIA Retirement Board to handle a heavier workload. I urge your cooperation and assistance in ensuring that your Career Services act promptly to clear up pending cases and give priority attention to the remaining "call-up" lists yet to be distributed.

/s/ L. K. White

L. K. White
Executive Director-Comptroller

Distribution:

- 0 & 1 - Addressee
- 1 - OO/S
- 1 - ER
- 1 - D/Pers

OD/Pers [] sac (28 Dec 65)

Originator:

Director of Personnel

25X1

65-75603
NDIS 65-6192

MEMORANDUM FOR: Deputy Director for Plans

SUBJECT : Implementation of the CIA Retirement and Disability System

1. We are making slow progress in our efforts to implement the CIA Retirement and Disability System. In the six months which have elapsed since the screening of on-duty employees for designation as participants was initiated, only about one-half of the cases involved in this initial screening have been referred to the several Career Services for review. And, of these, almost one-half are still pending action by the Career Service. Thus, we have finished in six months about a quarter of a job which should take less than a year to complete.

2. The last "call-up" lists were issued in October 1965. As of 10 December, there were [redacted] cases in the Clandestine Services on which no recommendation had been received. With all due regard to the problems which arose in the activation of the screening machinery, this seems to be an unduly large number of pending cases.

25X1

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(Handwritten signature)

L. K. White
Executive Director-Comptroller

Distribution:

- O & 1 - Addressee
- X - *DD/S* 1
- 1 - ER
- 1 - D/Pers

OD/Pers [redacted] sac (28 Dec 65)

Originator:

Director of Personnel 25X1

20 DEC 1965

DD/S 65-6192

65-7560/4

MEMORANDUM FOR: Deputy Director for Science and Technology

SUBJECT : Implementation of the CIA Retirement and Disability System

1. We are making slow progress in our efforts to implement the CIA Retirement and Disability System. In the six months which have elapsed since the screening of on-duty employees for designation as participants was initiated, only about one-half of the cases involved in this initial screening have been referred to the several Career Services for review. And, of these, almost one-half are still pending action by the Career Service. Thus, we have finished in six months about a quarter of a job which should take less than a year to complete.

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L. K. White
Executive Director-Comptroller

Distribution:

0 & 1 - Addressee

X - *OO/S*

1 - ER

1 - D/Pers

OD/Pers, [] sac (28 Dec 65)

Originator:

Director of Personnel 25X1