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SUBJECT: Accelerating Separations To Reduce Agency Manpower Problems

1. General

Our objective is to educate at this meeting so that we may carry away agreement in principle to staff further all of the options and incentives or so many as are agreed. We are not seeking final decisions on any of them at this time.

Our idea also is to have available a battery of possibilities which can be applied as individual circumstances warrant. We would expect that the application might be in two's and three's in number of instances, but this should not mean that a particular option should not indeed be thoroughly staffed out and appropriately available to the Agency.

2. Specific

a. Trial Retirement - DD/S anticipates that this might be more useful in the future than at present.

b. Compensated Reserve Program - The DD/S idea is that this is much more significant currently than it has been in the past in view of ceiling and hiring restrictions resulting from Congressional and BOB actions. DD/S has never contemplated this as an honorary or no work proposition. Instead, his idea is that reservists would be required to keep themselves qualified medically and security-wise and to perform a given number of days actual duty each year.

c. Deferred Compensation Program - DD/S would not be surprised if this option is knocked out by the Deputies, although he believes that it is potentially useful.

d. Use of the "11(c)" provision of CIA Retirement System - We have extra copies of the specific paper -- memo dtd 1 Jul 68 for Ex. Dir.-Compt. from D/Pers, subj: Conversions to CIA Retirement System (DD/S 68-3323) -- for distribution at the meeting.

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Severance Pay - DD/S believes that this has been unfortunately confused with the DCI 701 authority. His position is that the Agency could adopt the severance pay authorized by separate law without having to give up the Director's 701 authority, because the severance pay law was not necessarily pointed to a reduction in force situation as was 701.

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Wednesday, 3 July 1968 - 3:00 p.m. - DCI Conf Rm

Col. White w/Deputies, IG, General Counsel,  
Messrs. Wattles and

25X1

1. Accelerating Separations to Reduce Agency  
Manpower Problems
2. Records Management