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31 JAN 1981

MEMORANDUM FOR: Acting Deputy Director for Administration

FROM:

[REDACTED]  
Director of Security

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SUBJECT: Federal Civilian Hiring Freeze

1. Reference is made to the Office of Management and Budget Bulletin No. 81-6 dated 24 January 1981 which indicates that an exemption to the hiring freeze may be permitted in situations where safety or the "protection of property or persons is the primary purpose of employment." We would like to provide a general framework in support of a waiver and at the same time be as specific as possible in citing very detailed examples of problem areas.

2. By way of background, the Office of Security feels that our position is well grounded in our basic charter, and the responsibilities listed in Headquarters Regulation [REDACTED] which includes the following related functions (with emphasis added): 25X1

- Establish safeguards necessary to prevent physical penetration of the Agency's establishments by unauthorized individuals.
- Develop, disseminate, and monitor the implementation of security procedures for the physical protection of communications centers at Agency installations.
- Plan, develop, and conduct an Agency safety and fire prevention program for domestic installations and furnish staff guidance and assistance for the development of similar overseas programs.
- Coordinate and engage in security-support planning of emergency measures.

3. In carrying out these assigned responsibilities, the Office of Security has established a number of Duty Offices which have a primary and basic responsibility of supervising guard forces, responding to emergency situations, and providing protection to our personnel and installations in the Washington area. I make very specific reference to the Headquarters Security Branch which has responsibility for the protection of the Headquarters compound as well

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5. I would also like to point out that the Office of Security maintains the DCI Protective Staff, supervised by a senior Security Officer, and the most direct and fundamental purpose of this unit is the physical protection of the Director and Deputy Director of Central Intelligence in the Washington area, during travel throughout the United States, and on visits to overseas stations. These officers are hand-picked, often have police backgrounds, have had weapons training, and function very much like Secret Service Officers in the protection of the President. It is our considered view that there is an extremely strong case for supporting a waiver for all members of the DCI Protective Staff.

6. The Office of Security has an Overseas Security Support Branch which has been charged with the responsibility of providing security help and assistance in the protection of stations and employees in the very difficult and dangerous foreign environment. Because of the general international situation, particularly in the [redacted] this is now a high priority Agency concern--one which will likely be with us for some time to come. We are working very

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closely with Department of State Security to develop suitable countermeasures which will provide enhanced protection and a measure of safety to officers and their families who are being assigned to hazardous areas where there are anti-American sentiments, and particularly strong feelings against the Agency. The debriefing of our hostages provides very concrete evidence that the threat is real, and our recent MBO status report on the Personnel Protection Ready Reserve [redacted] spells out in considerable detail our program to provide a supplemental force of fully-trained and administratively documented security officers who can quickly respond to "extraordinary threats to the safety of Agency families overseas" and otherwise augment the efforts of the Overseas Security Support Branch during a crisis. Again, we do not believe that OMB or senior Agency management would want this effort to be diminished because of a Government-wide hiring freeze.

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7. We also have cognizance over the Safety Group, which has responsibility for ensuring that Agency employees are able to work in a proper environment, without endangering their health and safety. There is the traditional concern about fire protection and the more specialized worries in the area of industrial hygiene. The Acting Deputy Director for Administration chairs the Safety Committee, and is fully familiar with the duties, functions, and activities of the Safety Group, but we feel that a case can be made for a waiver as it relates to this small group of specialists with a world-wide safety mission.

8. We would lastly like to point out that the [redacted] escort program provides a pool of full-time and part-time employees who closely monitor, from a security standpoint, activities of uncleared workers in the Headquarters compound. The Chief, Headquarters Security Branch has responsibility for this program, which was designed to provide protection and security in support to contract work administered by the Office of Logistics. It is our understanding that the Office of Personnel, Policy, Planning and Management has already made some inquiries concerning the [redacted] program, and may possibly support a waiver justification.

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9. The Office of Security places great stress on flexibility and mobility--the need to respond on a world-wide basis to emergency or crisis situations because of threats to our personnel and installations. We are deeply concerned about the damaging impact of a hiring freeze which would cut off and dry up the "root" personnel resources which are essential for the protection of Agency employees and Agency property. Most certainly a general exemption for the Office would be considered the most ideal solution in order to prevent the overall erosion or deterioration of our physical security

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posture. If the realities of the situation are such that this cannot be done, then I would argue forcefully for waivers on the specific programs identified in this paper.



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