

COMMENTS:

The initial decision to locate the Agency Headquarters building in an isolated area necessitated a great number of parking spaces which, it may be recalled, proved insufficient both for existing employees and attracting new employees, and additional parking areas were constructed and designated. During the mid-sixties the impact became so great that the DCI for a time proposed the construction of a multi-story parking facility directly opposite the main entrance. Factors creating this parking impact on the Agency were:

a. The location of the Headquarters building did not make it attractive to public transit companies for service. A continuing struggle resulted in the establishment of limited rush-hour service to key transfer points, but revenue problems, the transit firms insisted, necessitated cancellation and amendment of the special schedules with great regularity. Thus, rush hour transit -- even for those employees who were willing to accept multiple transfer points and extended travel time--was unreliable at best.

b. The fringe location of the Agency has served to offer an incentive to employment of those living in distant suburban areas. These employees often cannot be served by mass transit without first entering the center of the city via AMTRAK, Greyhound/Trailways, etc., and then returning to the suburban location of CIA Headquarters. Similarly, the remote location of the Headquarters facility proved to have negative effect on recruiting efforts in the center city, despite high priority given to such recruitment. (It should be remembered that Federal Protective Officers serving at this building receive incremental pay over service in Federal buildings in the center city; similarly, GSI provides shuttle bus service for its employees from the center city.)

c. The nature of the work at CIA, i.e. not the bureaucratic 9 to 5 model, works against the idealized car pool pattern. Both secretarial and professional-level employee work patterns are often governed by fast-breaking world events, necessitating early arrival and late-hour working patterns to accomplish the mission of the Agency. The employee in a car pool who must submit to such work patterns in the government interest is bereft of vehicular transit (both his or her established car pool and the so-called "rush hour" public transit serving Headquarters). The imposition of overlimiting parking provisions as an encouragement of car pooling at levels significantly higher than present would no doubt have an adverse effect on the mission of this Agency. For the Agency or Government to impose, though direct or indirect regulation, time constraint work patterns would remove the existing incentives to perform work in a timely and effective manner in crisis situations and remove managerial options to direct voluntary and compensated overtime to perform essential intelligence functions.