

TRANSMITTAL SLIP		DATE	9-15-83
TO:		DDA	
ROOM NO.	BUILDING		
REMARKS:			
<i>EO/DOA</i> <i>[Signature]</i>			
<i>DDA</i> <i>[Signature]</i>			
<i>SSA/DOA</i> <i>[Signature]</i>			
<i>Registry</i>			
FROM:		Leg. Liaison	
ROOM NO.	BUILDING	EXTENSION	
7B24	HQS		

16 SEP 1983
19 SEP 1983

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DD/A Registry
83-4202/1

DD/A REGISTRY
FILE: 30-2

OLL 83-2212/1
15 September 1983

MEMORANDUM FOR THE RECORD

SUBJECT: Fact-finding Meeting with National Security Agency (NSA) Personnel Concerning Domestic Relocation Issues

REFERENCE: Domestic Relocation Allowance (MFR 83-2212 dated 13 September 1983)

1 [redacted] Deputy Director of Personnel [redacted] and I, visited with selected NSA personnel and legislative liaison officers, on 14 September 1983, in accordance with our plan indicated in the referent memorandum. While the two of us were greeted by literally a dozen NSA personnel, the key participants were:

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[redacted]
Legislative and Regulatory Counsel

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[redacted]
Assistant General Counsel for Personnel and Security

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[redacted]
Deputy Chief, Staffing and Field Administration

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[redacted]
Chief, Policy, Programs and Analysis,
Office of Personnel

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2. We began the meeting by explaining our agenda-- fact-finding on NSA concerns, difficulties, and initiatives with respect to the assignment of NSA personnel to domestic installations and associated employee financial hardships resulting from the inadequacies of Federal Travel Regulation (FTR) allowances for same. Over a two-hour or so period, NSA indicated that:

-- they make something on the order of 200 or so PCS domestic assignments a year;

- they move their people from Fort Meade to 12 or so different domestic facilities for standard four-year terms and then directly back to Fort Meade, rather than lateral reassignments either domestically or to a foreign installation;
- NSA exempt employees (low graded, easily obtainable skills) are allowed to "homestead" at the pleasure of the NSA Chief of Station, whereas NSA non-exempt personnel (highly trained, valuable, hard-to-replace skills) serve mandatory four-year tours and are returned PCS to Fort Meade for new training and further reassignment;
- all domestic PCS assignments are voluntary (albeit with increasing coaxing) and not directive;
- NSA employees accepting PCS domestic assignments are suffering financial hardships;
- NSA has no way of documenting in any supportable fashion the extent of financial hardships being encountered, although they have just initiated a selective data gathering effort;
- NSA is considering a legislative initiative in the FY'85 authorization bill to establish a Living Quarters Allowance (LQA) for their non-exempt employees who accept PCS domestic assignments. They presently use this type of an allowance for their employees who are assigned PCS overseas;
- NSA pays no allowances to domestic PCS assignees not presently authorized by the FTRs;
- NSA will make brevet (temporary) promotions at the beginning of domestic PCS tours if a position compensation determination (PMCD-like) can support a higher grade, although they claim such were tightly controlled. These brevet promotions are for purposes of offsetting the out-of-pocket expenses incurred in domestic relocations;
- NSA has not adopted any "additional allowances" as a means of making up for lack of an adequate allowance structure (NSA says that the Veterans' Administration provides a permanent one-grade promotion for each domestic PCS assignment accepted); and

-- The Director, NSA, is not concerned enough about this problem to want to tackle it head-on with either Congress or with OMB..

3. NSA personnel in attendance were aware of the unsuccessful CIA attempt to gain Oversight Committee approval for the exercise of the DCI's special authorities in March and April 1983 (because the HPSCI staff queried them upon receipt of the EX DIR's 11 March 1983 letter re domestic relocation allowance. We amplified somewhat on the, principally, HPSCI, paranoia of the DCI's Community role in this "administrative" area. We explained in general terms our agenda (see referent memorandum) with NSA, FBI, the result of which will be a point paper for the CIA Director of Personnel. We asked if they would be willing to collaborate with us, informally and at the working level, in an attempt to determine whether a timely common solution would solve our different needs in the domestic relocation arena if, in fact, a legislative remedy remains three or so years away. They indicated a cautious willingness to do so. We said we would be in touch as appropriate.

4. On balance, we found the meeting to be a useful and productive one. We certainly have a much better understanding of NSA's problems (depth and breadth), and they of ours. They appeared willing to work further with us as appropriate. My sense is that we could work effectively with them on other similar issues as well.



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