

21 MAR 1967

MEMORANDUM FOR: Assistant Deputy Director for Plans

SUBJECT : Employment of Former Peace Corps Personnel

To:

STATINTL

1. There seems to be some confusion among you, Des FitzGerald and [] as to the nature and cause of the dichotomy in policy with respect to the hiring of Peace Corps Volunteers by the Agency and the hiring of Agency personnel by the Peace Corps. The facts are these:

STATINTL

a. [] dated 2 July 1965 sets forth basic policy for the employment of members and former members of the Peace Corps. It modifies the original total ban by establishing a two-year lapse period before hiring by a CIA-controlled organization and a five-year lapse period before direct hiring by the Agency. In either case, approval by the Deputy Director having jurisdiction is required.

b. Memorandum from the General Counsel, Peace Corps dated 28 January 1966 to the Director of Personnel (Tab A) advised: "With respect to Peace Corps trainees who are not enrolled for service as Peace Corps Volunteers, the Peace Corps has no objection to CIA's considering them for employment provided that they are not assigned to duties in the foreign country for which they trained for Peace Corps Service." (underlining provided).

STATINTL

2. To reflect the modification in policy reflected in 1.b above, I attempted to coordinate a revision in [] in the summer of 1966. I received a non-concurrence (Tab B) from the Deputy Director for Plans which in summation said: "In the application of the Agency's policy, a trainee should be considered to be a member of the Peace Corps, whether or not he is so considered by the latter."

3. On 19 September 1966 in connection with the possible employment of a Peace Corps trainee, you emphatically advised me by phone that you wanted no watering down of Agency policy and that if Peace Corps officials complained that CIA was too stringent, they "should complain to Jack Vaughn" and that he should "come over and tell us if he wants to change the rule."

4. On or about 12 March 1967 and without mentioning the applicant's name, I again discussed with you the existing dichotomy of policy, to wit, Peace Corps has no objections to our hiring of trainees provided they are not assigned to duties in the foreign country for which they trained for Peace Corps service whereas the Deputy Director for Plans declines to make an exception to established Agency policy for trainees. Once again you emphatically reaffirmed the position of the Deputy Director for Plans.

5. It is now indicated that the Deputy Director for Plans is willing and desires to modify the position you and the DDP/OP have previously taken and to permit on a case-by-case basis the employment of Peace Corps trainees.

6. I suggest that we again consider a formal revision and publication of Agency policy in this matter and that we simultaneously establish a procedure for flagging the files of any trainees hired to preclude their accidental assignment for a period of five years to any country for which Peace Corps training was received.

7. If you agree, I will proceed to draft and coordinate a new policy statement.

/s/ Emmett D. Echols

Emmett D. Echols
Director of Personnel

Atts. 2

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OD/Pers/EDEchols:hc (21 Mar 67)

D R A F T

Dear _____:

I assume that you have by now received my letter *written in January* ~~of~~ *this year* inviting your application for employment with us. Although my letter did not so indicate, we obtained your name from a list of individuals who had taken the Foreign Service Examination in December 1965. We believed that the people who had taken this examination were interested in international affairs and problems and might therefore be interested in serving with our Agency.

We have now learned that you have served with the Peace Corps. This fact, as you perhaps know, precludes your employment in intelligence work and we must withdraw our invitation to you to apply for employment with us.

You have my apologies if my letter encouraged you to seek employment with us.

Sincerely,

E. D. Echols
Director of Personnel

*We took a few liberties - See attached memo.
Hope we did no harm.*

DRAFT

Dear _____:

I assume that you have by now received my letter of _____
written in January 1967
February 1967
inviting your application for employment with us. Although my letter did not so indicate, we obtained your name from a list of individuals who had taken the Foreign Service Examination in December 1965. We believed that the people who had taken this examination were interested in international affairs and problems and might therefore be interested in serving with our Agency.

We have now learned that you have been associated with the Peace Corps which by reciprocal arrangements between our agencies, as you perhaps know, precludes our considering your employment. Regrettably, therefore, we must withdraw our invitation.
far at least five years after your association with the Peace Corps has been terminated

My sincere apologies for this inadvertence, particularly if it has caused you any inconvenience.

Sincerely,

E. D. Echols
Director of Personnel

Mr. Bauman has seen and approved - provided Mr. Echols agrees VT

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