

2 1 NOV 1978 PERS 29-6754

MEMORANDUM FOR THE RECORD STATINTL

FROM : [REDACTED] Assistant Legislative Counsel

SUBJECT : G.A.O. Plans to Institute a "Senior Service" STATINTL

STATINTL 1. The undersigned received word today from [REDACTED] SIS Support Staff, that a Mr. Vince Di Carlo, GAO Office of Personnel, had contacted [REDACTED] of CIA Office of Personnel, in order to make inquiry regarding the specifics of our SIS. [REDACTED], in coordination with [REDACTED] suggested that OLC take the first crack at calling back Mr. Di Carlo. STATINTL

2. In a subsequent conversation with Mr. Di Carlo, he stated that GAO, like CIA, had been exempted from the SES provisions of the Civil Service Reform Act of 1978 and intended to begin studying possibilities for institution of their own service, as CIA had already done. He stated that he had heard that we had an excellent system, a point with which I did not take issue, and that his superiors felt that they might be able to avoid some of the pitfalls of the SES by learning more of the ingredients of the CIA system.

3. I noted that, while our system could be distinguished from the government-wide SES, we had attempted to follow the Civil Service Reform principles as closely as possible and that where we differed it was due to unique attributes of the intelligence service. I added that these divergences, therefore, might not be of much use to the GAO in constructing their own system. Not to be dissuaded, Mr. Di Carlo stated that no one liked the SES plan and that as both GAO and CIA were unique entities it would still be useful to sit down and talk about the matter. I told Mr. Di Carlo that I would be happy to speak with him or his superiors at their convenience and that, if necessary, I would bring with me an SIS expert. In response to his request for written documents which explained the steps taken in order to arrive at a satisfactory system, I made clear that we would be unable to provide him with the same as most, if not all, of the internal memoranda and working documents were classified as they dealt with employees undercover. I added that we would eventually have a handbook which might be made available. He thanked me for my help and promised to get back to me should they desire our assistance.

[REDACTED]

STATINTL

STATINTL

Assistant Legislative Counsel

CC:

[REDACTED]
Harry Fitzwater
FPH
LLM

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

GAO Plans to Institute a "Senior Service"

ILLEGIB

FROM:

[Redacted]

Assistant Legislative Counsel

EXTENSION

[Redacted]

NO.

PERS 79-6754

[Redacted]

DATE

26 Nov 79

STATINTL

STATINTL

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

STATINTL

RECEIVED

FORWARDED

1.

[Redacted]

OP 26 NOV 1979

CA

[Redacted]

2.

5E58 HDQS

3.

[Redacted]

26 NOV 79

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STATINTL

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Reason (file)

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DD/A Registry
79-0534/33

28 NOV

79-2263/7

MEMORANDUM FOR: Deputy Director of Central Intelligence

THROUGH: Deputy Director for Administration

FROM: Harry E. Fitzwater
Director of Personnel

SUBJECT: Evaluation of the SIS System

REFERENCE: Senior Intelligence Service Plan, dtd 27 Sep 79

DON WORTMAN
29 NOV 1979

1. Action Requested: Recommendations are contained in paragraph 4 for your approval.

2. Background: Sub-system 9 of the Senior Intelligence Service (SIS) Plan provides for the evaluation of both the SIS operating program and its management. One of the Plan's requirements is that a statement outlining an SIS evaluation program be submitted for your review and approval by 30 November 1979.

3. Staff Position: Before a complete evaluation of a personnel program can properly be made, a sufficient period of time must be allowed to permit the program's full implementation. This period includes the time necessary for program modifications or adjustments made by management to better fit the program into the organization's overall personnel management system.

Certain questions relative to how SIS works in conjunction with other elements of the personnel system should be addressed relatively early in the implementation process because of the possible need to move quickly to deal with potential problems. Initially the evaluation effort should be directed toward determining how well the SIS Program melds with the Agency's personnel system as a whole. In effect, the Office of Personnel's Management Evaluation Staff should verify how well the SIS Plan is introduced; how well it functions during its first year or so of operation; and how it impacts on other personnel programs.