

THE FOLLOWING DOCUMENTS  
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OCA 2216 87  
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SUBJECT:

Central Intelligence Agency



Washington, D.C. 20505

**22 MAY 1987**

OCA 87-2216

The Honorable Louis Stokes, Chairman  
Permanent Select Committee on Intelligence  
House of Representatives  
Washington, D.C. 20515

Dear Mr. Chairman:

This is in response to your letter of 8 May 1987 concerning General Services Administration (GSA) Federal Protective Officers (FPOs) and the CIA's Security Protective Service (SPS). Let me begin by answering briefly the specific questions contained in your letter:

- ° As of 10 May 1984, 161 FPOs, 145 of whom were minorities, were assigned to the Agency.
- ° To date, 11 FPOs, six of whom are minorities, have applied for SPS positions.
- ° As of 8 May 1987, the Agency has hired four FPOs, three of whom are minorities. Five other FPOs, three of whom are minorities, are in process for employment.

In addition, you might be interested in our experiences with this program to date:

- ° At the start of the SPS recruitment program, we notified all FPOs assigned to CIA facilities that we were recruiting for the SPS. They were afforded special briefings on the program in the CIA auditorium. We provided incentives in the form of a waiver of Federal Law Enforcement Training Center (FLETC) training if the individual had Federal Protective Service (FPS) refresher training within the past five years. We also waived for FPOs the minimum Agency qualifying score on our standard clerical/technical employee aptitude test (SET). Three of the four former FPOs now in the SPS ranks were hired during this initial period, prior to



October 1985. All four received starting pay comparable to that which they had been receiving in the FPS.

- ° Very early in the SPS program we learned that GSA, which was operating at about 65 percent of its FPO strength, would not be able to replace FPOs in CIA buildings who left their service to join the SPS. Due to the fact that the Special Protective Officers (SPOs) could be assigned only to certain facilities at that time, we were left with an unfillable vacancy each time an FPO departed from a facility which could not be covered by the SPS. By agreement with GSA, Agency managers refrained from active recruiting of FPOs at that time. We did not decline to accept applications from FPOs, but the only preferential treatment afforded FPOs between October 1985 and November 1986 was the waiver of FLETC training and SET scores.
- ° Prior to October 1985, SPO starting salaries were determined by what was asked for by the applicant and the applicant's credentials. We learned that other services, such as the Secret Service Uniformed Division and the Capitol Hill Police, had set uniform entry salary levels which served them well. Therefore, we set a uniform maximum entry level of GS-06, Step 1, effective in October 1985. All SPOs hired between October 1985 and April 1987 were at the GS-06, Step 1 level.
- ° While uniform entry-level pay was fair in the sense that it was uniformly applied, the fact of the matter is that our starting salary of GS-06, Step 1, represented a pay cut for most FPOs who, although they were GS-04s and GS-05s, were at step levels which afforded them higher pay. The thought of a pay cut was surely a disincentive to many FPOs. After our initial efforts to recruit SPOs from the local areas had failed to produce a sufficient number of applicants, we began to recruit more widely throughout the Continental U.S.

In November 1986, we reached agreement on completing the FPO/SPS transition with the FPS and obtained its agreement to resume active recruitment of FPOs. We subsequently sent about 150 recruitment letters to FPOs and distributed an equal number

of recruitment brochures. We are giving all FPO applications priority handling. In addition, in April 1987, we raised the entry-level SPS salary to a negotiable range from \$20,378 to \$26,435, depending on qualifications, to be more competitive with local police organizations. We hope these steps will increase our success in hiring FPOs for the SPS.

The bottom line is that we have not been successful in recruiting a significant number of FPOs for the SPS thus far. Although there are many reasons for this situation, as described earlier, one principal reason is that we were simply not active enough in recruiting FPOs from the start. I assure you that since last November we have worked to correct this deficiency and will redouble our efforts to ensure that the FPOs assigned to CIA receive the hiring preference which Congress expects.

Sincerely,

**7s/ Robert M. Gates**

Robert M. Gates  
Acting Director of Central Intelligence

OCA/Senate  (20 May 87)

STAT

Distribution:

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**ROUTING AND RECORD SLIP**

SUBJECT: (Optional)

Letter to Representative Louis Stokes, HPSCI

*OCA 87-3216*

FROM: David D. Gries  
Director of Congressional Affairs

EXTENSION

NO. *CA* ER 87-1885x

DATE

20 MAY 1987

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.)

*ER* 20 MAY 1987 *AL*

RECEIVED

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21 MAY 1987

1. *EXDIR*

2.

3. A/DCI

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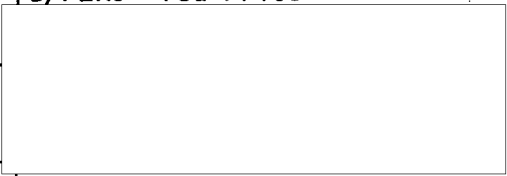
14.

15.

Attached for your signature is a response to Chairman Stokes' 8 May letter requesting information on minority treatment in the changing from the FPO to the SPO program. We have obtained an extension from the Committee to COB Thursday 21 May.

Coordination:

DDA Bill Donnelly  
D/PERS Ted Price



*Don - This seems defensive. Do we need to be? JT*

MEMORANDUM FOR:

*Ex Dir*

*Re: your note, it is a little defensive, but considering what a lousy job we have done in the face of an FY85 authorization act provision requiring us to act, I believe it is appropriate. The original draft was much more defensive and apologetic.*

### ROUTING AND RECORD SHEET

**SUBJECT:** (Optional) Letter to Representative Louis Stokes, HPSCI

*OCA 87-2216*

**FROM:** David D. Gries  
Director of Congressional Affairs

**NO.** *W* ER 87-1885x

**DATE** 20 MAY 1987

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

**DATE**  
RECEIVED      FORWARDED

**OFFICER'S INITIALS**

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

*AL* 20 MAY 1987 *AL*

1.	<i>WEXDIR</i>				Attached for your signature is a response to Chairman Stokes' 8 May letter requesting information on minority treatment in the changing from the FPO to the SPO program. We have obtained an extension from the Committee to <u>COB Thursday 21 May.</u>  Coordination:  DDA Bill Donnelly D/PERS Ted Price  <div style="border: 1px solid black; width: 100px; height: 40px; margin: 10px auto;"></div> <p style="text-align: center; margin-top: 20px;"><i>Dave - This seems defensive. Do we need to be? JT</i></p>
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CONTROL NO. \_\_\_\_\_

CROSS REF: \_\_\_\_\_

PRIOR PAPERS ON THIS SUBJECT: NO YES

PRIOR CORRES SENT TO: \_\_\_\_\_

OTHER COMMENTS:

*Copy returned  
to OCA via EXDIR\**

*21 MAY 1987*

*1130 hrs*

EXECUTIVE REGISTRY FILE NO:

CROSS REF:

*\* Return to Pending*

**EXECUTIVE SECRETARIAT**  
**ROUTING SLIP**

TO:

		ACTION	INFO	DATE	INITIAL
1	A/ DCI		X		
2	DDCI				
3	EXDIR		X		
4	D/ICS				
5	DDI				
6	DDA		X		
7	DDO				
8	DDS&T				
9	Chm/NIC				
10	GC				
11	IG				
12	Compt				
13	D/OCA	X			
14	D/PAO				
15	D/PERS		X		
16	D/Ex Staff				
17	D/Security		X		
18					
19					
20					
21					
22					
SUSPENSE		18 May '87			
		Date			

*ER*

Remarks To # 13:  
 Rec'd in ER 11 May '87. Please have response prepared for A/DCI signature.

STAT  
 Executive Secretary  
 11 May '87  
 Date

3637 (10-81)

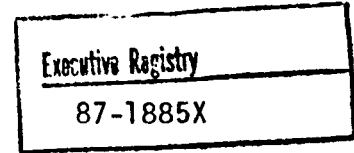


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# U.S. HOUSE OF REPRESENTATIVES

PERMANENT SELECT COMMITTEE  
ON INTELLIGENCE  
WASHINGTON, DC 20515-6415



May 8, 1987

THOMAS K. LATIMER, STAFF DIRECTOR  
MICHAEL J. O'NEIL, CHIEF COUNSEL  
THOMAS R. SMEETON, ASSOCIATE COUNSEL

Honorable Robert M. Gates  
Acting Director of Central Intelligence  
Washington, D.C. 20505

Dear Mr. Gates:

The Intelligence Authorization Act for Fiscal Year 1985 contained a provision authorizing the appointment of special CIA policemen to protect Agency personnel and property. In its report accompanying the House version of the Fiscal Year 1985 bill, the Committee stated, with respect to the special police authority, that it "expects the CIA to grant preferences in hiring for the planned CIA physical security personnel positions to qualified individuals who currently serve in FPO assignments at the CIA."

Please provide the Committee with a statistical analysis that shows:

- how many FPO policemen were assigned for duty at CIA on May 10, 1984, the date the House report was filed, including how many of such number were minorities;
- how many FPO policemen applied for special CIA police positions including how many of this number were minorities; and
- how many FPO policemen have been hired by the Agency as of the date of this letter, including how many of that number are minorities.

In addition, please provide the Committee with a description of how the Agency went about giving preference to those FPO policemen formerly assigned at CIA who applied for employment as special CIA policemen, as well as any efforts the Agency may have made to inform these FPO policemen of job opportunities and possible hiring preference at CIA.

Please provide this information to the Committee by May 18, 1987.

Sincerely,

LOUIS STOKES  
Chairman



*ER*

**ROUTING SLIP**

TO:

		ACTION	INFO	DATE	INITIAL
1	DCI		X		
2	DDCI		X		
3	EXDIR		X		
4	D/ICS				
5	DDI				
6	DDA		X		
7	DDO				
8	DDS&T				
9	Chm/NIC				
10	GC				
11	IG				
12	Compt				
13	D/OCA		X		
14	D/PAO				
15	D/PERS				
16	D/Ex Staff				
17	<i>ER</i>				
18					
19					
20					
21					
22					

SUSPENSE

Date

Remarks

STAT

Executive Secretary

9 Jun '87

Date

3637 (10-81)

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87-1385X/1

Room H-405, U.S. CAPITOL  
(202) 225-4121

## U.S. HOUSE OF REPRESENTATIVES

PERMANENT SELECT COMMITTEE  
 ON INTELLIGENCE  
 WASHINGTON, DC 20515-6415

June 5, 1987

Honorable William H. Webster  
 Director of Central Intelligence  
 Washington, D.C. 20505

Dear Judge Webster:

You and I have discussed the issue of minority hiring several times in your previous position as Director of the Federal Bureau of Investigation.

I was impressed by your interest in this matter and by your efforts to improve the minority hiring practices at the FBI.

Although I did not mention this issue at our meeting the other morning, there is something that I want to bring to your attention.

In 1984, the CIA asked the Committee for legislative authorization to hire special CIA policemen to replace GSA Federal Protective Officers assigned to protect CIA property and personnel. GSA was unable over a several year period to provide sufficient numbers of personnel to fill the number of guards required by the CIA.

The FY 1985 Intelligence Authorization Act provided the requested legislative authority. The report accompanying that bill stated that the Committee expected the CIA to grant preference to the GSA people then assigned to CIA in hiring for the new CIA protective force.

On May 10, 1984 when the House report was issued, there were 161 FPOs assigned to CIA, of whom 145 were minorities. This Committee in May of this year asked CIA how many of the 161 had been hired by the CIA and how many were minorities. The CIA answer stated that only four of the 161 had been hired, of whom three were minorities.

Apparently the briefing that CIA gave the GSA personnel about the changes that were coming indicated that they would have to take a substantial cut in pay if they applied for and were accepted into the new CIA protective service. Naturally, most of them preferred to stay with GSA and to take other assignments.

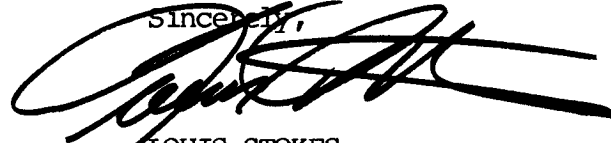
That contrasts with the way the National Security Agency handled a similar transition. NSA offered an increase in pay for GSA personnel who were willing to switch to the new NSA protective force and 383 of the 387 GSA personnel assigned to NSA joined their new force.



-2-

Knowing of your interest in minority hiring, I wanted to call this to your attention. I look forward to working with you on this and other matters in your new position as Director of Central Intelligence.

Sincerely,

A large, stylized handwritten signature in black ink, appearing to read 'Louis Stokes', written over the word 'Sincerely,'.

LOUIS STOKES  
Chairman