

1-6-REG-CR

ROUTING AND RECORD SHEET

23 AUG 1988

SUBJECT: (Optional)

Proposed MG Newsletter

OS REGISTRY

8-1164x

FROM:

[Redacted]

DA/CMS
7C18 Hqs

EXTENSION

NO.

DATE

22 August 1988

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.)

RECEIVED FORWARDED

1.

[Redacted]

2.

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15.

Bob - Attached is a copy of a newsletter prepared by the DA/CMO for distribution to MG officers. We were originally planning to send it in cable format to MG officers serving overseas, but the ADDA will not go along with that idea. He has also said that he wants us to get the Office of Security's approval before we send out anything in any format--which is why I'm sending this to you. Who in OS would approve/disapprove something like this? I think his concern is not so much with the newsletter, but with the list of [Redacted] IDENS that goes with it. My questions for OS are:

1) Does OS have any objections to the attached newsletter and IDEN list being distributed to MG officers in the HQS area?

2) Does OS have any objections to the attached newsletter and IDEN list being pouched (in separate pouches) to MG officers stationed overseas?

Thanks

[Redacted Signature]

18 August 1988

MEMORANDUM FOR: MG Careerists

FROM: DA Career Management Officers
(IDENS A and B)

SUBJECT: Items of Interest

1. We're going to tell you who was promoted, recent assignments, the make up of the career board and panels, and encourage you to get your reassignment questionnaire in early. The fact that some of you are here and others pretty far out (no pun) will make this a two-part iden message. Bear with us.

2. Our HQS conference this year begins with a DDCI address on 9 September followed by 11, 12, 13 September at an offsite. The theme of this year's conference is Leadership in Government Service. We were fortunate to schedule two outstanding guest speakers, IDENS C and D, for the conference. We will share excerpts from their presentations with you in future correspondence.

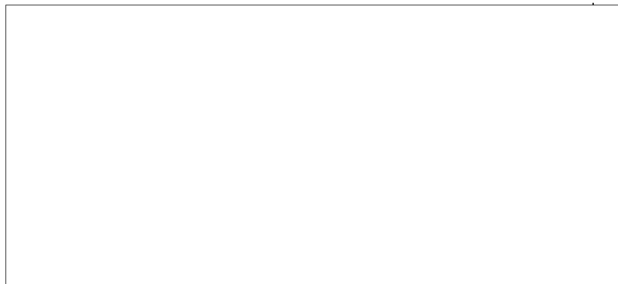
The conference will also include a question and answer session on career service matters. If you have a question(s) please forward as soon as possible. We will use at the Headquarters Conference or save for your regional conference.

3. The following weekend, 17 September, we have an MG family picnic scheduled and hope all who find themselves on the East coast can attend.

4. Retirements--we've already seen IDEN E and IDEN F, practically the original MG's, depart. We have been advised that IDENS G and H will wind up their successful careers in early 1989. A few others, as yet unannounced, have been seen looking over their annuity projections.

5. The "MG Roadsters" (Championship Softball Team) started their second season with 35 players, mostly MG officers. Although our record isn't as impressive as last year's start, everyone is playing, having fun, and building friendships within the service. We are also looking forward to the tournament where we plan to repeat as champs.

6. The following lists are current and new field assignments or those approved for the near future:

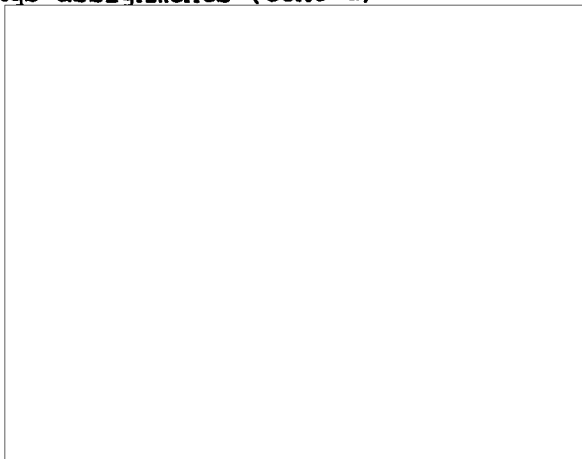


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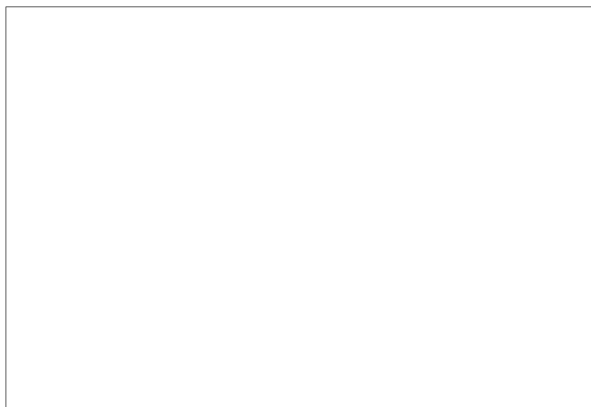
Hqs assignments (cont'd)

25X1



8. Recent promotions are:

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9. As the DA plans for the next twelve to eighteen months, it faces the challenge of:

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a. Coordinating and effecting the move of Agency components into the new Headquarters Building while we continue the modernization of the telecommunications network, automation of our support systems, development of and enhancement of customer services.

b. Ensuring the security of our facilities overseas.

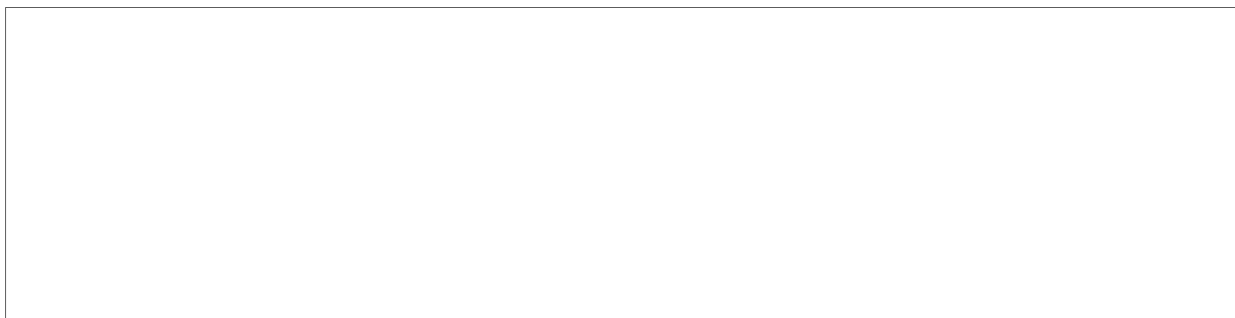
c. Developing a centralized counterintelligence training program for Agency personnel and assist other government agencies in establishing similar programs.

S E C R E T

Over the past six months or so, the DA cites among its accomplishments the following:

25X1 a. OIT successfully moved the Agency's general-purpose computer systems from the [redacted] Computer Center to the new Headquarters Building.

25X1 OIT also achieved Initial Operating Capability for the Cray X-MP/24 supercomputer.



25X1 c. OS's Security Protective Service assumed responsibility for the protection of all Agency buildings in the Headquarters area at the beginning of this calendar year. This was a very major undertaking in that OS has had to recruit, train, and maintain a cadre of [redacted] Security Protective Officers.

d. OTE has dramatically expanded overseas instruction to improve the training opportunities of our personnel abroad and to meet increasing training requirements. Several ad hoc segments of instruction have been added, including training for Agency officers who will help to monitor compliance with the INF treaty.

e. OP enlisted the support and cooperation of our colleagues in the Intelligence Community and, under auspices of the oversight committees, jointly contracted with the National Academy of Public Administration to review our compensation system. OP has expanded our minority recruitment efforts and implemented a Minority Undergraduate Scholarship Program.

10. Within the past few months Compensation Division, along with its duties and responsibilities, was transferred from OF to OP, under the Deputy Director for Compensation, Automation and Planning (CAP). CAP replaced Policy, Analysis and Evaluation. The other two directorates in OP remain Employment and Employee Benefits and Services.

S E C R E T

11. There have been several recent initiatives which will affect us all.

Banding: General consensus among secretarial employees is that managers are not completely educated on the program—or are disinterested. We plan to help managers understand the role of the secretary, to effectively use the secretary's skills, as well as to acquaint them with what to expect of their secretaries.

PMCD: There is a proposal to decentralize some of the functions performed by PMCD (now known as P&CSD, Planning & Component Support Division). The first of these will be the distribution of grade points. Deputy Directors will be able to distribute points within their directorate. Position classification will also be turned over to the career services, giving them the flexibility to classify their positions, within grade point restraints, without having to go through the lengthy audit process. No definite date yet for these changes.

25X1 12. The MG Service reached a strength of as of 15 June 1988. We are bringing in new officers at the rate of approximately 8 per year, relying primarily on the CT program.

13. Your reassignment questionnaires were due by COB 6 August. If you haven't sent yours in yet, please do so as soon as possible. Please don't feel bound by the form. More information rather than less makes the assignment process easier.

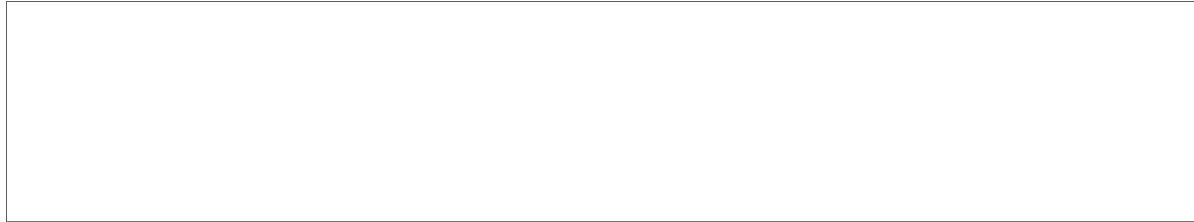
25X1 14. We look forward to seeing our field colleagues at one of the
25X1 upcoming overseas support conferences—EUR 26 and 27 October and EA 2 and 3 November . Preliminary plans call for a LA conference in early 1989, but nothing is firm at this time..

25X1 15. The panel membership is as follows:

S E C R E T

Panel membership (cont'd)

25X1



16. A quote from a recent Employee Activity Association Newsletter: "At long last an organization for singles has been formed. . . The organization is Singles Network and Activity Program (SNAP)." The article goes on to list social and cultural activities planned for June.

17. OMS sponsored a presentation entitled "Raising Children Abroad" which included:


- a. The effects of moving and living in different cultures and environments.
- b. Maintaining an American identity while living abroad.
- c. The advantages and possible disadvantages of living overseas..
- d. Advice on parenting and childrearing practices to minimize any potential problems associated with living abroad.
- e. Coping with the difficulties of re-entry.

Copies of the presentation can be made available.

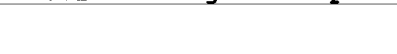
18. You should know that CMS has been busy lining up a number of non-traditional rotational assignments to other DDA offices. If you're interested, mention in your reassignment questionnaire.

19. We now provide our retiring colleagues a uniquely designed and cast MG Retirement plaque during an appropriate in-house farewell ceremony.

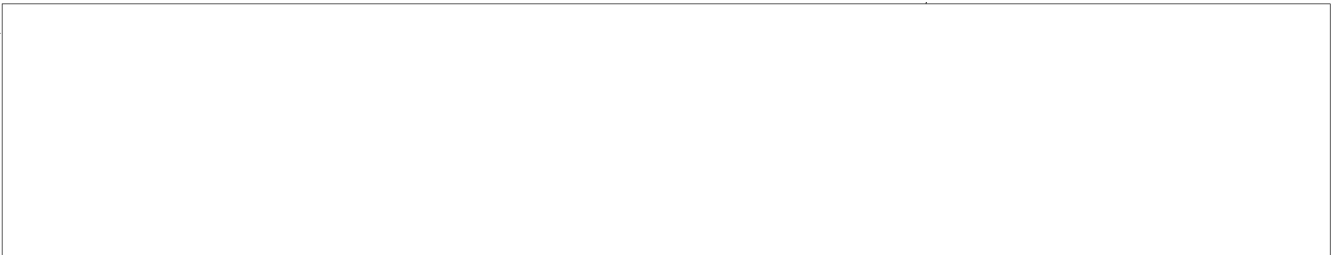
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20. Iden AF was recently assigned to  as the GSO and general admin officer. He is supervising all maintenance functions as well as coordinating and implementing procurement, B&F, and security activities with

25X1



25X1



S E C R E T

22. As a final note--and don't let your attention flag--we want you to focus on what we are going to call the "continuing education process." We understand that there are a lot of reasons for your not getting into training; i.e. overseas, lack of component funds, difficulty in getting away, lack of back-up personnel, etc., etc. Nonetheless, we as managers run a serious risk of being out of touch with current management philosophy and understanding the needs of the people we profess to manage by relying on what we learned years ago or "good intentions." Here at Headquarters, we are asking people to look into the many and varied county adult education opportunities. We find them inexpensive, relatively convenient, and not involving more than one night per week. Wherever we are, we come across one- or two-day seminars ranging from stress management, assertiveness training, handling difficult employees, counselling skills, and on and on. Please seek out opportunities where they exist and take advantage. For our part, we are planning to sponsor an MG for a year of university education, and expand the sabbatical to the corporate world program.

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