

CASEY'S STATEMENTS

- O "NEW DEPARTURES AND BOLD INNOVATIONS IN RECRUITING, TRAINING, COMPENSATIONS, AND GENERAL PERSONNEL MANAGEMENT"
- O "REPLACE THE CURRENT AND INFLEXIBLE GS SYSTEM"
- O "BETTER RELATE PERFORMANCE AND COMPENSATION"
- O "ESTABLISH AN AGENCY-UNIQUE PAY AND ALLOWANCE STRUCTURE WHICH WILL BE SECOND TO NONE IN THE U.S. GOVERNMENT"
- O "REDESIGN A CAREER DEVELOPMENT PROGRAM TO CLEARLY ALLOW FOR SPECIALISTS AND MANAGEMENT TRACKS"

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STAT

[REDACTED] CHARGE
TO
HUMAN RESOURCE MODERNIZATION
AND
COMPENSATION TASK FORCE

- O DESIGN A NEW TOTAL COMPENSATION SYSTEM
- O NOT A STUDY..... WANT IMPLEMETATION PLAN
- O TANGIBLE PROGRESS BY MARCH OR APRIL
- O COMPLETE IN TWO YEARS

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CONSTRAINTS/GUIDANCE
(PER MEMO)

- STAT
- O SHOULD NOT REDUCE INTERNAL MOBILITY
 - O SYSTEM CANNOT ADD MORE THAN 2% TO CURRENT CIA COMPENSATION PROGRAM
 - LARGER FUTURE COST IN SELECTED AREAS MUST BE PAID FOR BY NON-GROWTH IN OTHER AREAS
 - O STARTING AND FINAL SALARY CAN VARY AMONG FUNCTIONAL GROUPS
 - O DIFFERENT SPECIALTIES CAN HAVE DIFFERENT SYSTEMS OF REWARDS
 - O PHASED IMPLEMENTATION
 - O BROAD OUTLINE MUST EXIST BEFORE WE TAKE NEXT MAJOR STEPS
 - O CONFORM TO EQUAL PAY FOR COMPARABLE WORK (CROSS AGENCY COMPARISONS)
- > *

SCOPE

TOTAL HUMAN RESOURCES SYSTEM

- O RECRUITMENT AND SELECTION
- O STAFF DEVELOPMENT AND TRAINING
- O TOTAL COMPENSATION
 - O BASE SALARY
 - O INCENTIVES/BONUS
 - O EMPLOYEE BENEFITS
 - O SPECIAL BENEFITS
 - O "HARDSHIP" PAY
- O EMPLOYEE COMMUNICATIONS
- O INFORMATION PROCESSING & RECORD KEEPING

PURPOSE :

DEFINE AND IMPLEMENT A TOTAL HUMAN RESOURCES SYTEM WHICH:

- PRIMARY O IMPROVES CIA'S ABILITY TO RECRUIT
 AND RETAIN THE BEST PERSONNEL

- SECONDARY O REDUCES THE ADMINISTRATIVE BURDEN
 ON LINE ORGANIZATIONS IN THE
 EXECUTION OF THEIR MISSION

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PROJECT ORGANIZATION

- **AGENCY-WIDE TASK FORCE**
- **INTEROFFICE WORKING GROUP**
- **PROJECT TEAM**
- **OCCUPATIONAL TEAMS**

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AGENCY-WIDE TASK FORCE

- **COMPOSITION**
 - CHAIRMAN
 - REPRESENTATIVES FROM EACH CAREER SERVICE

- **FUNCTION**
 - REVIEW ISSUES FROM PROJECT TEAM
 - PROVIDE RECOMMENDATION TO EXCOM
 - PROVIDE POLICY DIRECTION TO TEAM
 - MOBILIZE CAREER SERVICES RESOURCES NEEDED FOR PROJECT
 - RESPONSIBLE FOR IMPLEMENTATION OF NEW SYSTEM

**INTEROFFICE WORKING GROUP
(COORDINATION AND TECHNICAL OVERSIGHT)**

- COORDINATION & LIAISON FUNCTIONS FOR PROJECT

- INFORMATION FORUM FOR PROJECT STATUS

- INCLUDES:

- DA

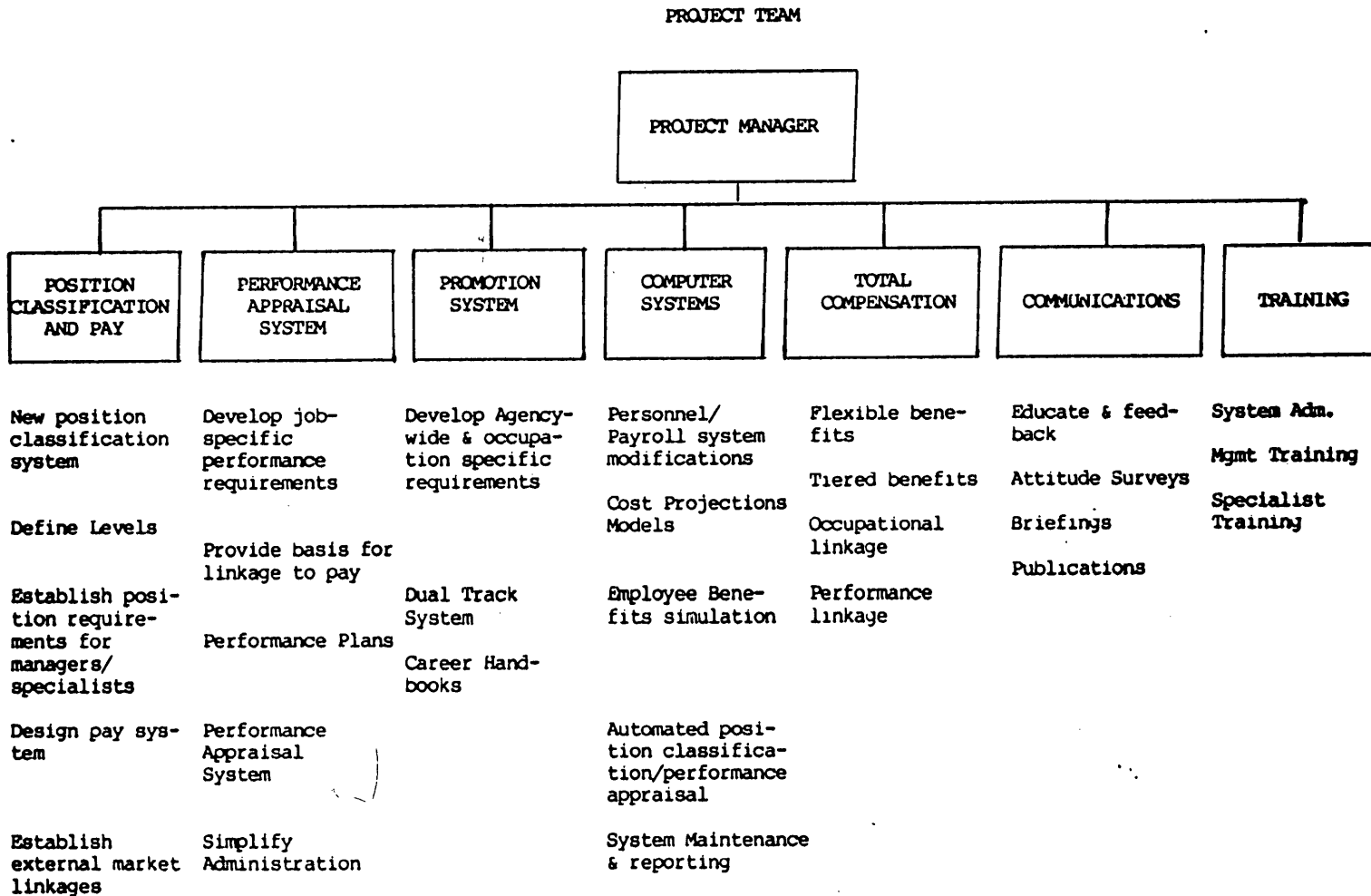
- OFFICE OF PERSONNEL (PROJECT MGMT & PERSONNEL SYSTEMS)
 - OFFICE OF TRAINING & EDUCATION (TRAINING & COMMUNICATIONS)
 - OFFICE OF INFORMATION TECHNOLOGY (AUTOMATED SYSTEMS SUPPORT)
 - OFFICE OF MEDICAL SERVICES (PERFORMANCE STANDARDS/SURVEYS)
 - OFFICE OF FINANCE (PAYROLL SYSTEMS)

- COMPTROLLER (BUDGETARY POLICY & OMB LINKAGE)

- OFFICE OF CONGRESSIONAL AFFAIRS (OVERSIGHT COMMITTEES LINKAGE)

- OFFICE OF GENERAL COUNSEL (LEGAL SUPPORT)

- DI
DS&T
DO) REPRESENTATIVES



OCCUPATIONAL TEAMS

- 20 of just*
- FIVE TO SEVEN EXPERTS FOR EACH OF 35 MAJOR OCCUPATIONS BEING ANALYZED

A. WORK WITH PROJECT TEAM TO DO JOB ANALYSIS:

- DEVELOP LEVELS IN OCCUPATION
- IDENTIFY SKILLS/COMPETENCIES FOR EACH LEVEL
- IDENTIFY PERFORMANCE STANDARDS
- DEVELOP PROMOTION CRITERIA

B. WORK WITH PROJECT TEAM TO:

- DEVELOP CAREER HANDBOOKS
- FORMULATE PROMOTION PROGRAM FOR OCCUPATIONS
- ASSESS IMPACT OF NEW SYSTEM ON OCCUPATIONS