

~~Internal Use Only~~
CLASSIFICATION

FITNESS REPORT										
SECTION A GENERAL INFORMATION										
1. EMPLOYEE NUMBER		2. NAME (Last, first, middle)				3. DATE OF BIRTH		4. SEX	5. GRADE	6. SD
		Debelius, John W.				04/03/26		M	GS-14	SS
7. OFFICIAL POSITION TITLE					8. OFF/DIV/BR OF ASSIGNMENT		9. CURRENT STATION		10. HQ CD	
Security Officer					O/DDS&T		Hqs.			
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT					
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL			
13. REPORTING PERIOD (from-to)					14. DATE REPORT DUE IN O.P.					
1 April 1972 - 30 March 1973										
SECTION B QUALIFICATIONS UPDATE										
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.										
SECTION C PERFORMANCE EVALUATION										
U—Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.									
M—Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.									
P—Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.									
S—Strong	Performance is characterized by exceptional proficiency.									
O—Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.									
SPECIFIC DUTIES										
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
SPECIFIC DUTY NO. 1								RATING LETTER		
As Deputy Chief, Security Management Staff, assists in providing policy guidance to senior security officers in DDS&T components.								O		
SPECIFIC DUTY NO. 2								RATING LETTER		
Briefing Officer: Makes presentations to CIA personnel, contractor employees, and representatives of other Government agencies								O		
SPECIFIC DUTY NO. 3								RATING LETTER		
Security Advisor and Principal Security Officer for OEL, <input type="checkbox"/> and OSI								S		
SPECIFIC DUTY NO. 4								RATING LETTER		
Performs liaison with other U.S. Government intelligence agencies and with contractor officials at all management levels.								S		
SPECIFIC DUTY NO. 5								RATING LETTER		
Provides security assistance to DDS&T Management on sensitive personnel security matters and conducts security-type investigations.								S		
SPECIFIC DUTY NO. 6								RATING LETTER		
Serves as approving officer of requests for access to special projects and coordinates with the Agency Special Security Center.								S		
OVERALL PERFORMANCE IN CURRENT POSITION										
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								RATING LETTER		
								S		

18 MAY 1973

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C and provide their basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

The incumbent has been under my supervision since I became Chief of the Security Management Staff, DD/S&T in October 1972. As my deputy, Mr. Debelius has turned in an excellent performance to date, demonstrating intelligence, good judgement, initiative, imagination, and tact. He has been skillful and prompt in handling a wide variety of complex tasks.

Mr. Debelius is an able, dedicated professional on whom I could depend for knowledge and judgement in areas far exceeding the normal responsibilities of his job. He has established a rapport with many S&T officials and employees which has been of truly high value. His S&T colleagues are unanimous in praising his sizeable contribution to this Directorate.

In summary, Mr. Debelius is a highly responsible, mature officer whose presence will be sorely missed in the DD/S&T.

SECTION E CERTIFICATION AND COMMENTS

1. BY EMPLOYEE	
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, C AND D OF THIS REPORT	
DATE 29 MAR. 73	SIGNATURE OF EMPLOYEE <i>John W. Debelius</i>
2. BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 5	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
DATE 29 Mar. 73	OFFICIAL TITLE OF SUPERVISOR C/SMS/DDS&T
3. BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL I have had frequent contact with Mr. Debelius and can endorse the narrative comments of the rating officer. He has handled a multi-faceted job with considerable skill. He was a distinct asset during the entire period he was with this Directorate.	
DATE 1 JUN 1973	OFFICIAL TITLE OF REVIEWING OFFICIAL Acting Executive Officer, DDS&T