Approved For Release 2006/08/14 : CIA-RDP81M00980R001800050097-2 PFIS 78-582

OLC-78-0897

9 MAR 1978 DDA

MEMORANDUM FOR: Office of Legislative Counsel

FROM : [redacted] STAT
Acting Director of Personnel

SUBJECT : H.R. 10126, Part-time Employment

REFERENCE : OLC informal request for comments on subject Bill

1. While CIA is exempt from the provisions of subject Bill, reference asks for comments on the impact of Section 3394 if the Agency were to conform. Section 3394 provides for the administration of personnel ceilings for part-time employees by establishing the "count as a fraction . . . determined by dividing 40 hours into the average number of hours of such employee's regularly scheduled workweek."

2. Under present Agency procedures part-time employees working 30 hours or less per week are excluded from the personnel ceiling, but are budget controlled. If the Agency were to conform to the provisions of Section 3394, additional personnel ceiling would be required in order to include the now on-board part-time employees in the personnel ceiling count.

3. The thrust of this Bill is to create new part-time employment opportunities within the current personnel requirements of the Federal agencies, e.g., employ two part-time persons to do the work of one full-time position. If the Agency were to establish part-time positions out of the current full-time position authorization, and these were in addition to the part-time requirements already being met under the current policy of no-count ceiling for part-time employees, ceiling count should pose no problem in meeting present requirements. Where we presently have one employee working 40 hours a week, under these guidelines we could have two employees in the same position, each working 20 hours a week.

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4. On the other hand if we were to continue with our present policy of controlling part-time employment by budgetary measures, and not include such employees in personnel ceiling count, the Agency could take advantage of both the full-time position count for full-time employment and, in a sense, unlimited part-time employment.

5. These comments do not address the problems many supervisors foresee of the effectiveness in an agency of part-time employment of the magnitude projected in this Bill. A very careful study would be required to identify the positions where duties could be effectively performed by two different persons without loss of momentum, effectiveness, promptness, even accuracy, given the differing approaches any two persons have to the same function or problem.

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: [redacted]
Acting Director of Personnel
5E 58 Hqs.

STAT

EXTENSION [redacted]

NO.

DATE 9 MAR 1978

STAT

TO: (Officer designation, room number, and building)	DATE RECEIVED	DATE FORWARDED	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
1. Office of Legislative Counsel 6D 15 Hqs.				
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