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19 April 1971

MEMORANDUM FOR: Chief, Administrative Support Staff, DD/S&T

SUBJECT: FMSAC's Situation Report Concerning Professional Personnel in the 1970's

1. Attached are three grids and a summary chart which reflects the projected headroom situation for FMSAC professionals in the 1970's. The grids are as follows:

a. Projected Professional Losses During FY 1971-1980

b. Projected Cumulative Promotional Headroom During FY 1971-1980

c. Promotional Readiness of Professionals During FY 1971-1980

2. For your information, the FMSAC Career Panel followed the procedures outlined below to arrive at the results reflected in the attachments:

a. All FMSAC professionals were listed in one of seven groups for purposes of competitive ranking. Generally speaking, each group corresponded to a professional grade level from GS-08 through GS-14.

b. All personnel in a group were ranked using the "paired comparison" method, that is, each person in a group was compared with each other person in the same group.

c. Each professional was identified as a "comer", "average", "below average", or "goer". The top grade potential of each professional was also estimated.

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d. Average times-in-grade were decided for "comers", "average", and "below average" at each grade level.

3. Over the next couple of months the FMSAC Career Panel will consider the actions needed to resolve the identifiable problem areas. Actions to be considered will include, but not be limited to, the following:

a. reconsideration of the time-in-grade periods previously established;

b. the adoption of a truly competitive evaluation system for the promotion of all professionals GS-09 and above;

c. consideration of the yearly input level of junior officers to offset the anticipated gap at the GS-11 level during the period FY 1976-1980;

d. consideration of job rotation and training needs of junior personnel to prepare them for middle and senior level management positions;

e. consider what action must be taken or recommended in those cases where employees have been identified as "goers", e.g., downgrading, initiation of selection out procedures, etc.

S/

[redacted] 25X1A

Administrative Officer
Foreign Missile and Space Analysis Center

Attachments:
a/s

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