

26 NOV 1980

MEMORANDUM FOR: Director of Security

VIA: Deputy Director of Security

FROM:   
Deputy Director of Security (PTOS)

SUBJECT: HERLIHY, John F.  
(Promotion Recommendation)

1. The purpose of this memorandum is to recommend Mr. Herlihy for promotion from GS-14 to GS-15. The recommendation is predicated on his demonstrated effectiveness as a knowledgeable and personable officer with proven managerial and leadership skills. Furthermore, I believe his upward progression within the Office was slowed because of his unusually long assignment as a journeyman specialist in the physical/safety field from 1955-1974.

2. Mr. Herlihy returned, approximately 6 months ago, to the Safety Group because the Office's Professional Sub-Group Panel determined he was the best candidate to take over the leadership of the Group. The Group was in bad need of leadership, having undergone an organizational change as well as the retirements of two chiefs during the previous 6 months. I have observed Mr. Herlihy patiently and carefully assume control of the Group and provide its members direction. The Group members currently reflect a cohesiveness of purpose and spirit of cooperation; I attribute the improvement solely to Mr. Herlihy's efforts.

3. Regardless of his long tour in Safety, which to his advantage enhanced his knowledge of the Agency and gave him many lasting and valuable contacts, Mr. Herlihy has had a good degree of versatility during his career. As the Office's training officer, he broadened his knowledge by active participation in several courses. As an Area Security Officer in the Office of Technical Service (OTS) from 1978 to 1980, he doubled as Deputy Chief, Support Staff.  Deputy Director of OTS, described Mr. Herlihy as "one of, if not the most effective

security officer ever assigned to OTS." Mr. Herlihy was granted a QSI at OTS which lauded his "initiative, sound judgment and common sense." My point here is that although I believe Mr. Herlihy is in the right position, leading Safety Group, I would not hesitate to recommend him for several other GS-15 positions, including NFAC and DDS&T assignments.

4. Mr. Herlihy is flexible. Indeed he returned to Safety because we needed and wanted him there. He was quite happy at OTS. And indeed the future status/stature of the Safety Group is not finalized. We knew that when Herlihy returned, and we had then and continue to have some optimism that the grades of Safety positions will be increased. We will be requesting a PMCD review towards that end in the near future. Again, I am not adverse to a PRA assignment for Herlihy until the positions are finalized.

5. Finally, I would like to note a characteristic of Mr. John Herlihy which I find refreshing, it is his basic goodness and willingness to help his fellow officers. He repeatedly offers his own expertise and assistance to those who are less experienced or having difficulty, and he does so in his own quiet unobtrusive manner. We need that in our leaders at a time when we are faced with so much inexperience within our ranks.

6. Your favorable consideration of this recommendation will be appreciated.

