

CONFIDENTIALOFFICE OF PERSONNEL*OK RB
25 May*III. MAJOR OBJECTIVES1966-1970a. AUTOMATION

Automate entire personnel records system (including applicant files) so that personnel actions, biographic profiles, qualifications information, and other related records can be machine produced, and necessary data and reports extrapolated by automatic processes.

b. MANPOWER PLANNING

Develop a manpower planning system capable of forecasting overall Agency personnel requirements (based on Agency ceiling projections) and then translating these requirements into specific recruitment objectives that reflect the numbers, occupational specialties, and other characteristics of the individuals to be hired during each forecast period.

c. RECRUITMENT

Extend and strengthen our present recruiting capability to enable it to perform an increasingly sophisticated and responsive mission. Objectives include better communications arrangements with field recruiters; greater use of retired or other ex-Agency personnel in screening candidates; and wider use of advertising and other public relations media to broaden the geographic reach of our recruitment effort and improve its access to key sources of specialized personnel.

d. SELECTION

Improve present personnel selection methods by: developing sharper definitions of personnel requirements; establishing more meaningful qualifications standards; taking full advantage of advancements in intelligence, aptitude and other screening tests and devices; and making greater use of central panels and other methods, including on-the-spot field selection, to speed final decisions in the selection process.

e. RETIREMENT PLANNING

Develop our present retirement planning activities into a comprehensive program of advance planning, counseling, external training, job placement assistance, and perhaps even "gradual retirement," for prospective retirees.

CONFIDENTIAL

CONFIDENTIAL

Approved For Release 2005/02/17 : CIA-RDP76B00952R000100060027-4

25X1

f. LEGISLATIVE OBJECTIVES

<div data-bbox="1094 354 1159 388" data-label="Form"><input type="checkbox"/></div> <div data-bbox="1386 388 1468 436" data-label="Form"><input type="checkbox"/></div>

(2) Obtain by Executive Order authority under which certain present and former employees of CIA may be appointed in the competitive service if they seek employment in other Federal agencies.

g. PLACEMENT

Simplify and improve the processes through which Career Services interchange personnel, and also through which individual employees are reassigned, retrained, and redirected in terms of career interests when such adjustments become desirable or necessary.

h. EMPLOYEE RELATIONS

Work toward greater sensitivity to employee needs and an increasingly constructive climate of employee relations. Specific objectives include a more professional counseling service, more scientific analysis of employee motivation and causes of attrition, and a streamlined 1-step arrangement for exit processing.

i. EMPLOYEE SERVICES

Convert the Credit Union to a completely automated operation. Arrange for the collection of all insurance premiums through payroll deductions or other automatic processes. Improve the self-supporting capability of all employee services.

1971-1980

- a. A very sophisticated records and reports system can be expected to match personnel requirements against available skills of employees (and applicants), to give greatly improved support to day-to-day personnel operations, and to yield data that can be manipulated in an almost infinite variety of ways for review and analysis.
- b. Manpower planning can be expected to produce more precise results with greater accuracy as a result of the increased flow of data from automated sources.
- c. "Phonavision", controlled TV circuits, and other advanced methods of communication will be used to expedite recruitment and to reduce the need for travel in connection with interviews.

CONFIDENTIAL

Approved For Release 2005/02/17 : CIA-RDP76B00952R000100060027-4

CONFIDENTIAL

Approved For Release 2005/02/17 : CIA-RDP76B00952R000100060027-4

- d. More precise statements of personnel requirements and better validated methods of testing and selection will make it possible to hire almost all new employees through a central induction system instead of referring them to components for final selection.
- e. Because a higher proportion of Agency employees will be taking advantage of "early" retirement, increased emphasis will be placed on advanced planning for retirement and assistance to prospective retirees.
- f. A shorter work week will place increased demands on the employee relations program, particularly those aspects concerned with recreation, off-duty training, welfare activities and counseling. And a new building at Langley, bringing all Headquarters employees into one location, will bring a greatly expanded employee activity program including the facilities that will accompany such a program -- i.e., swimming pool, tennis courts, recreation hall, etc.
- g. Techniques will be developed, using automated equipment, to analyze insurance claims and to carry out most of the routine transactions involved in the operation and management of the Credit Union and insurance activities.

IV. The various programs of the Office of Personnel can, for the purposes of this planning exercise, be grouped under the following headings:

Manpower Planning
Recruitment
Selection
Placement
General Administration
Employee Services

CONFIDENTIAL

Approved For Release 2005/02/17 : CIA-RDP76B00952R000100060027-4

DDI:PAB
27 May 1965

[The text below is to follow at end
of ASSUMPTIONS without heading.]

The statement of assumptions above points the way to certain substantive intelligence objectives which must be given a ~~very~~ priority effort in both collection and analysis. To do no more than illustrate the point by a few more or less random examples, consider how these activities would be effected by the assumption that: "Communist China acquires both increased stature and influence in Asia and the world, and a modest nuclear missile capability."

From this would flow intelligence production goals of probing the impact of China's growth on Sino-Soviet relations as these would effect U.S. political, economic and military interests. This in turn would give rise to collection goals for information shedding light on this facet of the analytical problem.

The assumption that the "USSR remains the principal threat to U.S. national interests," would lead to the production goal of analyzing the scope and nature of Soviet political and economic activity in the developing nations, and would support as well, for example, programs designed to improve the Community's early warning and quick-response capabilities.

CONFIDENTIAL

The China and USSR assumptions, together with others noted above (space, wars of liberation, international problems), as another example, all reflect a continuing (and expanding) dependence of the Community on timely, high quality photographic intelligence. The perfection of [REDACTED]

25X

25X

[REDACTED] which, with automatic

read-out would present the processors with a handling objective. Once managed by the processor the increased flow of intelligence from this source would confront analytical components with the problem of its digestion. Thus the inter-relationship of programs which owe their origin to common assumptions.

CONFIDENTIAL

SECRET

DDI-BOREL
DRAFT
27 May 1965

25X1A

INTELLIGENCE PRODUCTION

<u>Sub-Category</u>	<u>Goals</u>	<u>Sponsor</u>
---------------------	--------------	----------------

I. IMAGERY EXPLOITATION

- | | | |
|------------------|---|--|
| A. System wide | To enlarge the scope and expand the responsibilities and capabilities of the National Photographic Interpretation Center so that it may provide integrated, timely exploitation of all nationally significant photographic and other image producing systems. | |
| B. Photography | To provide a national effort capable of handling the steadily increasing volumes of higher resolution photography and to prepare for the real-time readout of remote "dumping" systems for use in fast developing situations. | |
| C. Other imagery | To establish a capability for the simultaneous exploitation of images from a variety of sensors other than photography including [redacted] thereby giving the community [redacted] [redacted] all time watch over significant areas. | |

X1

X1

25X
25X

SECRET

SECRET

DDI-BOREL
DRAFT
27 May 1965

INTELLIGENCE PRODUCTION

Sub-Category	Program	Total Money	Requirements		Capital Investment	R&D	Sponsor
			Personnel	Hardware			
I. IMAGERY EXPLOITATION							
A. System wide	To enlarge the scope and expand the responsibilities and capabilities of the National Photographic Interpretation Center so that it may provide integrated, timely exploitation of all nationally significant photographic and other image producing systems.						25X1A
B. Photography	To provide a national effort capable of handling the steadily increasing volumes of higher resolution photography and to prepare for the real-time read-out of remote "dumping" systems for use in fast developing situations.						
C. Other imagery	To establish a capability for the simultaneous exploitation of images from a variety of sensors other than photography including [redacted] thereby giving the community [redacted] all time watch over significant areas.						

SECRET