

71-209011

DD/S 71-1510

22 APR 1971

**\*OGC Has Reviewed\***

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Retiree Travel

Attached is a proposal to adopt an administrative authority under the Foreign Service Act to provide death and retirement travel benefits to employees who retire under the Civil Service Retirement System. Larry Houston and I believe the rationale offered is a legitimate one and that there is no need to coordinate further with the other Deputies. We would like to urge both early and speedy consideration since its adoption prior to the end of May could benefit that large number of our people who are leaving in order to be in an annuity status by 1 June 1971.



John W. Conley  
Deputy Director  
for Support

25X1A

Att

Memo for ExDir-Compt frm DD/S subj:  
Administrative Authorities (DD/S 71-1407)  
dtd 21 April 1971

SECRET

SECRET

71-9090

21 APR 1971

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Administrative Authorities

REFERENCE : (a) Memo dtd 30 April 68 for Ex. Dir.-Compt.  
fr DD/S, Same Subject

(b) Memo dtd 21 May 68 for Ex. Dir.-Compt.  
fr DD/S, Same Subject

(c) Memo dtd 23 June 70 for DD/S fr General Counsel,  
Subj: Administrative Adoption of Statutory Benefits

1. This memorandum contains a recommendation for your approval; such recommendation is contained in paragraph 6.

2. Reference (a) recommended the adoption of the administrative authority of the Foreign Service Act, as amended, to permit the payment of travel and transportation expenses for employees retiring under the Central Intelligence Agency Retirement and Disability System (CIARDS) to a place designated in the United States, its territories or possessions. This recommendation, which you approved on 30 April 1968, followed an extensive review made of existing Agency authorities in the fields of travel expenses, allowances and other fringe benefits provided to Agency employees to insure that these are as favorable as those provided by existing laws enacted for other government employees in similar circumstances. On 23 May 1968 you approved the recommendation in reference (b) to adopt another administrative authority of the Foreign Service Act to permit reimbursement of travel and transportation expenses of the dependents of a deceased CIARDS participant to a designated place of residence regardless of the participant's PCS point, U. S. or abroad. We believe it is now appropriate to reconsider the basis for limiting these death and retiree travel benefits to participants in CIARDS.

3. Key to our reconsideration of present authority is the Agency's retirement policy which applies equally to employees in CIARDS or the Civil Service Retirement System (CSRS). As early as 1959 the retirement policy was that employees would be expected to retire at age 60 with 30 years of service, or at age 62 with at least five years of service under the then existing optional retirement provisions of the CSRS. On 3 May 1968, after an in-depth review by the Agency's senior echelon, the Director of Central Intelligence decreed that it would continue to be Agency policy that employees under the CSRS be required to retire at age 60 or as soon

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

thereafter as they are eligible for optional retirement under the law. Paragraph 12 of the rationale for the age 60 retirement policy (attached to the memorandum approved by the Director on 3 May 1968) is pertinent to this memorandum.

"12. In summary, the age 60 retirement policy is a key element of the Agency's efforts to attain excellence in its staffing. Without the policy the entire personnel program of the Agency would be impaired. The most vigorous and productive individuals, finding themselves stymied, will leave the service or will never be persuaded to enter in the first place. By shortening the career span of all employees, service in intelligence will continue to be highly attractive to outstanding young men and women. In the end, our national intelligence objectives will be best served."

4. The Agency's early retirement policy for employees under either CIARDS or CSRS is ample evidence that the conditions of employment for our personnel are such as to set them apart from other Federal employees. Having established a requirement for retirement at age 60 under both systems, based on the premise that such action was deemed necessary for the proper administration of all employees, it would appear logical and equitable that similar retiree and death travel benefits should flow from this policy. It would also appear logical and equitable to provide these benefits only to those employees under CSRS who in fact retire at age 60 or as soon thereafter as they are eligible for optional retirement, unless the employee's retirement is extended by the Agency but in no event should the benefit be available after age 62.

5. In reference (c) the General Counsel noted that the discussion of the merits of extending retiree and death travel benefits to participants in CIARDS and not to employees covered by the CSRS placed great weight on the fact that CIARDS participants had met measurable standards which distinguished them from normal CSRS participants. He went on to say that this may not be a valid distinction inasmuch as such benefits had previously been granted to participants under both systems who were stationed abroad and, therefore, there is an apparent inequity for employees who are stationed PCS in the United States. The General Counsel concluded that he would offer no legal objection to an extension of death and retiree travel benefits to employees covered by CSRS if such action is deemed necessary for the proper administration of employees of the Agency.

6. In line with the above, and pursuant to the authority delegated to you by the Director of Central Intelligence on 5 October 1967, it is recommended that effective with the date of your approval you determine it to be necessary for the

proper administration of all employees of the Agency to adopt the administrative authority of the Foreign Service Act, as amended, to provide to participants in the CSRS the same death and retirement travel benefits now approved for CIARDS participants, provided the employee:

(a) is a staff employee, a staff agent, a career agent, or a contract employee converted from staff status without a break in service;

25X1A (b) retires on or before his scheduled retirement date as determined by [redacted]

(c) retires on or before his 62nd birthday when his extension beyond a date of his eligibility for optional retirement was approved by the Director.

25X1A [redacted]

John W. Coffey  
Deputy Director  
for Support

CONCUR:

25X1A [redacted]

General Counsel

22 April 71  
Date

The recommendation contained in paragraph 6 is approved.

25X1A [redacted]

Executive Director-Comptroller

26 Apr. 71  
Date

3 - OASD  
1 - OCS  
1 - DDVE  
1 - OS  
1 - [unclear]  
1 - [unclear]  
1 - [unclear]

SECRET

Executive Registry  
68-274/1  
DD/S 68-2015

30 APR 1968

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Administrative Authorities

REFERENCE : Memo dtd 10 Oct 67 for DD/S fr Ex. Dir.-Compt.,  
same subj

1. This memorandum contains a recommendation for your approval; such recommendation is contained in paragraph 4.
2. In referent memorandum, you asked for a review to be made of existing Agency authorities in the fields of travel expenses, allowances, and other fringe benefits provided to Agency employees to ensure that they are as favorable as those provided by existing laws enacted for other Government employees in similar circumstances and that I recommend to you what changes, if any, would be appropriate in the light of this principle. Subsequently, a committee, which I had constituted for this purpose, reviewed CIA authorities and the administrative authorities of other agencies and has recommended the adoption of a number of proposals currently authorized under the Foreign Service Act, as amended.
3. The first authority proposed for adoption by the Agency is the payment of travel and transportation expenses to employees retiring under the Central Intelligence Retirement Act regardless of his PCS point (U.S. or abroad) to a place he designates in the U.S., its territories or possessions. It is described in detail in Attachment A which has been taken from the committee report.
4. It is recommended that you approve the adoption of the administrative authority of the Foreign Service Act, as amended, pertaining to this proposal, with an effective date of 30 April 1968. Following your approval, this authority will be incorporated into Agency regulations.

25X1A

SECRET

SUBJECT: Administrative Authorities

Att

Proposal I of Administrative Authorities Committee  
Report, March 1968

CONCUR:

25X1A

[Redacted Signature]

30 Apr 68  
Date

General Counsel

25X1A

[Redacted Signature]

30 Apr 68  
Date

*J*

25X1A

The recommendation contained in paragraph 4 is approved.

[Redacted Signature]

30 Apr 68  
Date

L. K. White  
Executive Director-Comptroller

*with the understanding that a time limit not inconsistent with the Foreign Service Act will be fixed within which the employee must perform the travel and since the transportation expense*

Distribution:

- Orig - Adse (return to DD/S - Subject), w/Att
- 1 - ER, w/Att
- 1 - General Counsel, w/Att
- 1 - Legislative Counsel, w/Att
- 1 - SSA-DD/S, w/Att
- 1 - DD/S Chrono, w/o Att
- 1 - [Redacted] (3 May 68)
- SSA&SPA-DD/S:HM/klm (25 April 68)
- Rewritten:ADD/S:JWC/ms (30 April 68)
- 1 - C/Support/AF on 8 May 68

25X1A

Executive Registry  
68-2742

7125.687

21 MAY 1968

MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Administrative Authorities

REFERENCE : Memo dtd 30 Apr 68 to Ex. Dir. - Compt.  
fr DD/S, same subj.

1. This memorandum contains a recommendation for your approval; such recommendation is contained in paragraph 4.

2. On 30 April 1968, you approved the recommendation in referent memorandum (Attachment "A") that the Agency adopt the administrative authority of the Foreign Service Act, as amended, which provides for payment of travel and transportation expenses of retirees regardless of their PCS point (U.S. or abroad) to a designated place in the U.S., its territories or possessions.

3. A closely related, but separate, provision of the Foreign Service Act provides for the reimbursement of travel and transportation expenses of the dependents of a deceased employee to a designated place of residence, regardless of the employee's PCS point (U.S. or abroad). At Attachment "B" is a copy of paragraph 126.5-3, Vol. VI, of Foreign Service Travel Regulations containing this authority. The Agency does not now have this authority. It would appear that there is no significant difference between the service requirements of certain employees of this Agency and members of the Foreign Service as regards the requirement to serve tours of duty at any location throughout the world including the U.S. While there may be other instances also, we suggest that this has particular pertinence to employees of the Office of Communications and certain employees assigned to the

25X1A

[redacted] ODP. Both of these components [redacted] at which their respective employees serve tours of duty between PCS overseas assignments.

25X1A

Another example is [redacted] of WH Division where employees serve tours of duty between overseas assignments. It would not appear to be reasonable to expect the dependents of deceased employees stationed on a tour basis [redacted]

25X1A

25X1A

[redacted] or at the [redacted] station to remain in these locations as their "places of residence." Under current Agency Regulations,

25X1A

SECRET

however, such dependents would normally have no travel and transportation entitlements. Should the death of these same employees occur at an overseas installation, while serving a tour of duty, their dependents could be returned at government expense to a designated place of residence in the U.S. Although we mention but these three components as examples, there must be many instances of similar circumstances where, should an employee die while in the U.S. between overseas tours, his dependents must personally bear the travel and transportation expenses to the place where they will permanently reside.

4. Since the administrative authority of the Foreign Service which provides for this benefit was intended to cover members of a government service required to serve tours of duty in both foreign areas and in the U.S., and these requirements parallel those of that group of Agency employees for whom the benefits of the CIA Retirement System are intended to apply, it would be my thought that the Foreign Service authority covering this subject be adopted by the Agency for application to members of the CIA Retirement System. It is recommended, therefore, that you approve the adoption of the administrative authority of the Foreign Service Act, as amended, pertaining to this proposal. Following your approval, this authority will be incorporated into Agency Regulations.



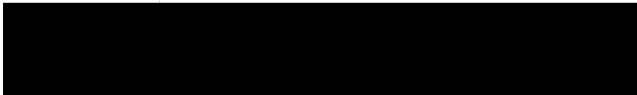
25X1A

H. L. Bannerhaya  
Deputy Director  
for Support

Atts

CONCUR:

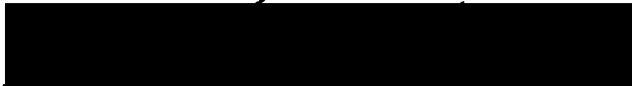
25X1A



General Counsel

May 21, 1968  
Date

25X1A



Deputy Director for Plans

23 May 68  
Date



*SECRET*

SUBJECT: Administrative Authorities

CONCUR (cont.):

25X1A

[Redacted]

*for* Deputy Director for Science & Technology

24 May 1968

Date

25X1A

[Redacted]

Deputy Director for Intelligence

29 May 1968

Date

The recommendation contained  
in paragraph 4 is approved.

25X1A

[Redacted]

L. K. White

Executive Director-Comptroller

29 May 68

Date

Distribution:

Orig - Ex. Dir. - Compt. (for return to DD/S-subj.)

1 - ER

1 - OGC

2 - DD/P

1 - DD/S&T

1 - DD/I

1 - DD/S

1 - SSA-DD/S

**OFFICIAL ROUTING SLIP**

TO	NAME AND ADDRESS	DATE	INITIALS
	[REDACTED]	4/30	FB
	[REDACTED]	5/4	SP
	[REDACTED]	4/29	mcl
	historical background		
5			
6			

25X1A

<input type="checkbox"/> ACTION	<input type="checkbox"/> DIRECT REPLY	<input type="checkbox"/> PREPARE REPLY
<input type="checkbox"/> APPROVAL	<input type="checkbox"/> DISPATCH	<input type="checkbox"/> RECOMMENDATION
<input type="checkbox"/> COMMENT	<input type="checkbox"/> FILE	<input type="checkbox"/> RETURN
<input type="checkbox"/> CONCURRENCE	<input type="checkbox"/> INFORMATION	<input type="checkbox"/> SIGNATURE

**Remarks:**  
 Movement of HME, etc. now authorized for Civil Service retirees, presumably effective 16 April. [REDACTED] is checking exact effective date and questions of procedure. Note well limitations on page 3.  
 RG

25X1A

FOLD HERE TO RETURN TO SENDER

FROM: NAME, ADDRESS AND PHONE NO.	DATE
-----------------------------------	------