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Normally,

Only Career Employees will be afforded the opportunity of being assigned or detailed for training at outside institutions with tuition and related expenses ~~being~~ provided by CIA.

(2) Leave etc

in responsibility etc.

1. e. A member of the Career Service can expect a career in the Agency including equitable consideration for advancement. A Career Employee is afforded the opportunity of participating in ^{the} formulation of his Career Development Plan which aims at making him more useful to the Agency and at the same time offers him the opportunity of advancing in responsibility and grade. ~~In order to strengthen the Career system,~~ Career Employees ^{are} must be afforded preferential consideration over other ^{categories} types of employees in connection with assignments to and key jobs, rotation, ^{train} and of course, in the vital matter of reduction in force procedures, should ^{the latter occur} they become necessary.

*First Draft of
Proposed policies*

RIGHTS, BENEFITS, AND OBLIGATIONS OF MEMBERS OF THE CIA CAREER SERVICE

1. The benefits and rights accruing to members of the CIA Career Service include:

a. The opportunity to establish a career in a field of vital importance to the National Security, ~~thus affording~~ each Career Employee the personal satisfaction of contributing to that effort. *This affords to*

b. The opportunity to associate with a highly selected group of ~~an~~ *persons* individuals who are making intelligence their life's work.

c. ~~An~~ *The* opportunity, ~~where~~ *when* determined necessary in the needs of the service, to perform duties in foreign lands.

2. *Reinsert* Specific benefits accruing *to members of the CIA Career Service* are as follows: *current*

b. ~~(1)~~ Leave in accordance with normal Government practices. In addition, employees abroad may be brought home to their places of residence for leave at Government expense at the completion of their tour of duty. (CIA plans to request the Congress for the ~~specific benefit of~~ home leave ~~annual~~ while abroad.) *right for its employees to accrue specified*

c. ~~(2)~~ Retirement in accordance with normal Government practices. (CIA plans to request the Congress for a modification of existing legislation to permit more liberal retirement ~~benefits~~ *standards and schedules*.)

d. ~~(3)~~ Death and disability benefits in accordance with normal Government practices. In addition, for those people stationed abroad, medical care and hospitalization is provided on a more liberal basis than in other civilian Government agencies generally. This more liberal policy is similar to that of the State Department.

e. ~~(4)~~ Eligibility to secure hospitalization under either of two plans, ~~GI~~ or Mutual Benefit of Omaha. *Group Hospitalization, Inc. War Agency, Etc.*

f. ~~(5)~~ Eligibility to secure term insurance through WAEPA. *Appeal out*

g. ~~(6)~~ While serving abroad, a member of the Career Service ~~will be~~ *is* entitled to receive appropriate post differential, cost of living allowance, and quarters allowance in accordance with normal Government practices.

3. A member of the Career Service can expect a career in the Agency including equitable consideration for advancement in responsibility and grade in accordance with his demonstrated capabilities. *A Career Employee is afforded*

4. f. A member of the Career Service can expect equitable procedures to be applied in the event it is necessary to consider him for separation from the Service. He has the right to appeal such a determination through appropriate channels and have his appeal finally heard by the Director. *Reinsert*

5. 2. Certain of the principal obligations assumed by CIA Career Employees include:

a. A Career Employee accepts the obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of CIA. This policy will be applied with full consideration ~~being given~~ to each individual's capabilities, interests, and personal circumstances.

b. It is the obligation of each Career Employee to apply himself to his daily tasks with his full capabilities.

c. By the very nature of the mission of the Agency, Career Employees must assume a degree of anonymity which is not normally found elsewhere in Government. There will be additional security restrictions on personal lives of Career Employees which will vary in many individual cases *according to circumstances*

RTE

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