

NOTES OF THE CIA CAREER COUNCIL

48th Meeting, Thursday, 20 February 1958, 3:30 P. M.
DCI Conference Room

Present: Gordon M. Stewart, Chairman
Robert Amory, Jr., Member
Matthew Baird, DTR, Member
[REDACTED], Member
Lyman Kirkpatrick, Member
[REDACTED], Member
Lawrence K. White, Member
[REDACTED], Alternate
[REDACTED], Executive Secretary

Guests: [REDACTED] OP
[REDACTED] P
[REDACTED] OP

1. TRANSCRIPT

Mr. Stewart -- with the approval of the Council transcripts of the Council meeting will not be made -- expense involved is not justified.

[REDACTED] will attend meetings and take notes from which the minutes will be prepared. No objection.

2. OUTPLACEMENT PROGRAM

Mr. Stewart -- program is getting underway. Introduced [REDACTED] and [REDACTED] working on program. [REDACTED] serves as contact with employers within the Government, Mr. [REDACTED] with employees outside Government. Report and discussions had been held with Mr. Rocco Siciliano [special assistant to President for Personnel Management] concerning possibility of placing CIA employees elsewhere in Government. Requested any suggestions for employment leads. Mr. [REDACTED] will coordinate with Contacts and Cover Divisions.

Mr. Kirkpatrick -- recommended Contacts get out of the placement picture.

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25X1A9a [REDACTED] -- Contacts has very little to do regarding outplacement and would be glad to be relieved of this responsibility but suggested

25X1A9a that Mr. [REDACTED] go through Contacts to employers with whom Contacts are working.

Mr. Baird -- asked regarding project used in placing retired military men in teaching jobs. Mr. Kirkpatrick said it had been successful to a certain extent.

Mr. Stewart -- contact with [REDACTED] representative, who is a 25X1A5a1 cleared consultant, will pass to us leads regarding openings in schools -- to be done informally.

3. MINUTES -- approved as distributed

4. T/O

Mr. Baird -- raised question re Career Staffing authorization in relation to rotation between DD/P and OTR. Can it be done by negotiation?

25X1A9a [REDACTED] -- proposed system does not change rotation to field or rotation within headquarters. Definitely an advantage for Clandestine Services -- authorizes what DD/P is now doing. Will take months to get all cases untangled.

25X1A9a [REDACTED] -- questions ceiling by Career Service. In DD/I always given by organization -- certain admin jobs SD of the office.

25X1A9a [REDACTED] -- will not be as easy for OP to supply people.

25X1A9a [REDACTED] -- Recognize we give away certain people in lower grades but question arises with senior admin people, who are not distinctly Admin

given as example. Suggest that DD/I work it out with DD/S.

Mr. Kirkpatrick -- time we have one Agency -- not separate parts under a treaty.

Mr. Stewart -- outlined advantages of new system

- (1) Puts competitive promotion on realistic basis
- (2) Better utilization of manpower
- (3) Have people lined up -- selection out purpose

suggest DD/I work it out case by case with DD/S

25X1A9a [REDACTED] -- you can not redistribute ceiling

Mr. Baird -- It is a real problem in OTR but think it can be worked out by negotiation.

Mr. Stewart -- If a member of CSCS, he may stay in CS Career Service during a training or rotation period. Ceiling by Career Service loosens up situations.

25X1A9a [REDACTED] -- worked fine in Commo -- agreement with Mr. Stewart -- Mr. Stewart will staff personnel and admin positions--once this is all assimilated people will be in right place on totem pole.

Mr. Kirkpatrick -- In future will work -- once established so people will have definite place to look forward to. People are fearful -- question of competing with professionals in special areas.

[Mr. Amory came in to Meeting and [REDACTED] left.] 25X1A9a

Col. White -- DD/S now reaching point where they can take over -- magnitude not great. Advantage of system in T/O's in field -- today T/O's in field

mean nothing. Station chief uses people as he wants to -- this will give him legal right to go ahead.

Mr. Amory -- believes SD should be choice by individual -- flexibility of choice-admin type senior DD/I more like executive assistants.

Col. White -- Had no trouble in DD/P so far. No admin problems as difficult as those in Area Divisions.

Mr. Stewart -- suggest proceed setting up CS ceiling -- DD/I having DD/S in your place on ad hoc basis. Main problem trying to manage.

25X1A9a [REDACTED] -- could we lay out time schedule?

Mr. Kirkpatrick -- could we go ahead embark on venture without regulation and spell it out later.

25X1A9a [REDACTED] -- Required complete survey of office in Commo.

Mr. Amory -- Let us go ahead -- shoot for 1 July -- have a regulation -- refine or clean it up later. Work out cases with DD/S.

25X1A9a [REDACTED] -- The Handbook is needed for educational purposes and to ensure all work on same basis.

Mr. Stewart -- Suggest go ahead -- try to effect by 1 July -- will not change budget.

25X1A9a [REDACTED] -- Talked with [REDACTED] -- All T/O recast by 1 July ad hoc basis.

Mr. Baird -- asked Mr. Stewart to give him man from [REDACTED] shop to help in 25X1A9a OTR.

25X1A9a [REDACTED] -- has specific comments on wording of regulation -- would like to discuss it with writers of regulation and thus not write all comments.

25X1A9a [REDACTED] stated we would welcome comments.

Mr. Kirkpatrick -- week from Tuesday his staff will have comments on regulation -- suggest Sheay come up and listen in.

Mr. Amory -- question of working out limited positions with EE.

5. CIVIL SERVICE LEAGUE AWARD CANDIDATE

25X1A9a Col. White -- only one candidate named from DDS components suggested name of [REDACTED] if Agency wishes to participate this year.

Mr. Kirkpatrick -- aren't we premature in consideration of 15 year service requirement? This year a little early and only one candidate to consider.

Mr. Amory -- raised question will this recommending candidate indicate non-interest and "we don't want to play" "above and beyond" attitude.

25X1A9a [REDACTED] -- discussed Arthur Fleming Awards luncheon and presentation of award to Ed Saunder's son.

Basic question -- can we participate because of security -- to get selected for one of these awards -- full details of accomplishments are given. Whole purpose -- incentives for work in Federal Government -- public recognition.

Mr. Kirkpatrick -- Disagreed. Security no problem -- we can underwrite the best citation writer we can get -- easy to write citations without revealing security info.

25X1A9a [REDACTED] -- Select right man for right award -- [REDACTED] more appropriate 25X1A9a

as candidate for Arthur Fleming Award than Civil Service League because of age factor.

Mr. Stewart -- This bears out former discussion and plan to consider candidates for these awards and quota schools at same time -- we are not bound to nominate someone for each award.

Mr. Amory -- agree no candidate to be recommended. Send a letter not close down on program.

6. DIRECTORY OF FORMER EMPLOYEES

/Notice as such not discussed but handed out/

Mr. Stewart -- explained he was going to ask officials to give list of names and addresses of former employees for emergency manpower roster.

Mr. Baird -- question re Reserve program

25X1A9a [REDACTED] -- NDER -- 22 members, Specialist Reserve approved

25X1A9a Mr. Kirkpatrick -- let us establish control system -- keep out certain names. Limit request since OSS. He will get OSS list from [REDACTED]

25X1A9a [REDACTED] -- as by product -- have a black list

Mr. Baird -- raised question of remembering names

25X1A9a [REDACTED] -- OP can furnish list of exemployees, you check them off.

Mr. Amory -- Good - suggest we indicate (1) Highly Desirable (2) Desirable or (3) Don't Touch.

Mr. Kirkpatrick -- write paragraph on each one -- agreed.

Question from floor -- who contacts them, [REDACTED] OP

25X1A9a

Mr. Amory -- Include GS-7 and above up to age 60.

Decision -- all agreed -- want the list.

NOTES FOR THE CHAIRMAN

1. From now on there will be no transcript of the Council meetings in order to save manpower and to relieve the pressure on [REDACTED] 25X1A9a whose services are in great demand. *✓ Action taken - approved.*

25X1A9a

2. Introduce Messrs. [REDACTED] and brief discussion of out placement. *✓*

3. Approval of minutes *✓ - Approved as distributed*

4. T/O presentation - discuss planned attrition and selection out paper when Career Service Staffing Authorization is being discussed - major discussion on shift of ceiling - overall statistics are available. *✓*

25X1A9a

5. [REDACTED] candidacy for National Civil Service League Award - Decision - *no candidates to be recommended to Director*
POSSIBLE DISCUSSION

6. Giving information to prospective employers on former CIA employees - *Not discussed*

7. Directory of former employees informal reserve, notice available.-

In this connection, the relationship of this informal program to the National Defense Executive Reserve and the CIA Civilian Specialist Reserve which was approved on 26 January 1958. - *Discussed -*

Directory approved to include SS-7 & above.

Proposed Notice not presented to Council, except by Roster to be sent by CP to Operating Officer