

Draft.

GMStewart/am (28 Nov 58)

MEMORANDUM FOR: Deputy Director (Coordination)
Deputy Director (Plans)
Deputy Director (Intelligence)
Deputy Director (Support)

SUBJECT: Personnel Selection Out Procedures

REFERENCE: Memo same subject dated 17 Feb 58

1. The procedures established in referenced memorandum will continue in force during ^{calendar year} 1959. However, less emphasis ^{and ranking} ~~will be placed~~ ^{dependent} on the annual review of the potential candidates for selection out. ~~called for in paragraph 2a~~ and more emphasis will be placed on the responsibility of Deputy Directors and ^{1/} Heads of Career Services to take action at the time that a potential candidate ^{first} is identified. ⁷⁷ The reason for the shift in emphasis is that the evidence produced in most of the cases processed during the past year was found to be entirely sufficient to warrant selection out; hence there was no need to establish ^{his} standing relative to ~~other members of the career service.~~

In the coming year, therefore, the annual review will be used as a follow-up ⁱⁿ ~~action~~ rather than as a beginning ⁱⁿ ~~act~~ and only those cases ^{about} ~~in~~ which there is a real doubt in minds of the responsible officials will be held back until the competitive review of personnel at various grade levels is accomplished.

2. ~~In view of this change in emphasis,~~ The Director of Personnel is instructed to schedule ^{the career reviews} annual reviews at various times during the coming year ^{in order to} ~~provide~~



ILLEGIB

of a back log of cases

DEAF/CMStewart/4 Dec 58

OVERTIME COMPENSATION

I move that we re-affirm the decision taken by the Council on 23 July 1958 that intelligence and executive personnel in this Agency not be compensated for overtime work whereas all other employees be so compensated; further, that this general policy be modified to the extent that overtime compensation will be granted to those intelligence and executive-level personnel who would be grossly mistreated were such compensation not to be paid; ^{to them} and, finally, that the Deputy Directors Intelligence, Plans and Support be requested to identify those individuals and categories of individuals to whom overtime compensation will ^{not} be paid, making special reference to cases that may be regarded as exceptional, ~~to the general rule being followed.~~