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DD/S

58-3443

4 SEP 1958

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25 YEAR RE-REVIEW

MEMORANDUM FOR: Acting Director of Central Intelligence

SUBJECT : [redacted]

1. The attached staff study, with recommendations for approval, covers the results of our exploration on project [redacted]. Paragraph 2b of this memorandum also contains a recommendation for your approval.

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2. In addition, I should like to point out that:

a. Two matters which you specifically mentioned to me as needing attention were: 1) the need for better and faster information on the whereabouts and availability of [redacted] and 2) control over [redacted] maintenance in current [redacted].

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These points are not covered in the body of the attached study, but are listed for prompt attention by the recommended new supervisor in paragraph 2 of Tab B of the attached paper, where I have also commented on them on the basis of my initial findings.

b. The study contains no recommendation for provision of overtime compensation to [redacted] except in the negative sense that the contract not include such provision. This is because overtime compensation to an employee at the salary recommended for [redacted] is in conflict with Agency Regulations. However, to preserve the safety of [redacted] operations, it is recommended that you give the Chief, [redacted] discretionary authority to grant or to require [redacted] to take such time off as may, in the judgment of the Chief, Commercial Staff, be indicated.

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c. The Director of Training, the Acting Director of Logistics, and the Chief, [redacted] Operational Services (DD/P), with whom the location of organizational responsibility for [redacted] was discussed, endorse the recommended transfer of the project.

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(EXECUTIVE [redacted])

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d. All the recommendations in the study (paragraph 6) are acceptable to the Chief, [redacted]

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Signed

[redacted]
Chief, Management Staff

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1 Attach.
Stf.Sty. w. Tabs A thru G.

The recommendation contained in paragraph 2b of this memorandum is approved.

Date _____

C. P. CASHILL
General, USAF
Acting Director

Distribution

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- 1 - Management comeback
- 1 - Management Chrono

[redacted]

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1515 [redacted] (September 4, 1958)

* DD/S copy rec'd w/ General Cashell's note:
"Please commend [redacted] for a fine study. 1st C.P.C."

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4 September 1958

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MEMORANDUM FOR: Acting Director of Central Intelligence 58-3442
 TO: Acting Deputy Director (Support) 121 H.G.L. SEP 4 1958
 SUBJECT: [redacted]

This memorandum contains recommendations submitted for your approval. Such recommendations are contained in Paragraph 6.

1. PROBLEM:

- a. Where in the Agency should supervision and support for Project [redacted] be placed? 25X1
- b. What compensation arrangements are appropriate for [redacted] [redacted] 25X1

2. ASSUMPTION:

That the Director desires to retain the services of [redacted] 25X1

3. FACTS BEARING ON THE PROBLEM:

Organization and Staffing

- (1) [redacted] was established on [redacted] under the administrative direction of the Office of Training. 25X1
- (2) [redacted] was transferred to [redacted] [redacted] DD/P, where it has since remained. 25X1

1/ The former [redacted] is component of Operational Services, DD/P. 25X1

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(3)

(4)

b. Highlights of the Problem (as related by [redacted])

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(1) [redacted] reports that he has been offered a job outside the Agency at substantially more money.

(2) [redacted] has expressed dissatisfaction with his present situation on three principal counts:

(a) What he considers unsatisfactory support from [redacted]

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(b) Uncertain career prospects with the Agency, should [redacted] be discontinued.

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(c) Inadequate compensation.

(3) [redacted] indicated several other matters on which he is dissatisfied, all of which fall within the province of project administration. These are listed in Tab B.

4. DISCUSSION:

a. Administrative Aspects of the Problem: Organization

[redacted]'s dissatisfaction with present support for [redacted] automatically raises the question of assignment of responsibility for the project organizationally. Four locations for the administration of this project suggest themselves for consideration from a management point of view. These are: 1) [redacted] within Operational Services, DD/P (the present location of the project); 2) [redacted] Support Division, Office of Logistics; 3) [redacted] Office of Logistics; and 4) the Commercial Staff. Possibilities 2, 3, and 4 are all under the DD/S.

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The advantages and disadvantages of each of these locations have

1/ In particular, their seeming inability to give him prompt, unambiguous, and adequate answers to his questions. In this connection, [redacted] states that he was eminently satisfied with the supervision and support received when the project was under OTR administration.

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been weighed in turn. The net of this deliberation is that the Commercial Staff emerges as the most likely choice. Succinctly, in support of this choice, it may be stated that:

- (1) The primary mission [redacted] DE/P projects. [redacted] is in support of DE/S and DCI activity. Additionally, [redacted] project administered by [redacted]
- (2) Neither [redacted] Support Division nor the [redacted] of the Office of Logistics at the present time offers a comfortable "fit" for [redacted]. (This is the joint view of Management Staff and the Acting Director of Logistics.)
- (3) Administrative responsibility for [redacted] is compatible with the mission and functions of the [redacted]. Further, the [redacted] is currently administering other similar projects, has been providing staff guidance to the [redacted] on [redacted] and has within it the general competence, expertise, and mental flexibility to deal with the problems set forth in this paper.

b. Personnel Aspects of the Problem

- (1) Career Prospects for [redacted] with CIA
The Office of Personnel has made a quick review of [redacted] qualifications from the point of view of possible future utilization elsewhere in the Agency, should he become physically disqualified for his present assignment (or should the project be discontinued). The findings of the Acting Director of Personnel are attached, in Tab C. In essence, the consensus is that: a) the most practical alternative assignment for [redacted] would be an administrative-technical job. (not necessarily

The only caveat offered by the Office of Security/ at the present time with the respect to the possible future conversion of [redacted] to staff employee status is that he would, of course, have to survive the polygraph screening, to which, as a staff

I/ [redacted] Deputy Director of Security

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agent, he has not been subjected.

(2) Compensation

[redacted] is in the second step of GS-15, at a base salary of \$13,070 per annum. His maximum annual earning potential (salary plus overtime), in his present status is \$13,970.1/ [redacted] told me that he would not stay with the Agency for the top of GS-15 (\$13,970); that he wants \$15,000.

A check on the going rates discloses that compensation to

[redacted]

In government, the grade range [redacted] is from GS-11 to GS-17 (\$7,030-\$16,335). The preponderance of [redacted] appears to be in GS-13--14 (\$9,890-\$12,555), [redacted], in particular, in GS-14. Station chiefs carry GS-15. More senior administrative positions carry the supergrades.3/

c. Overall

[redacted]

1/ Excepting supergrades, which are excluded from overtime compensation, by Agency Regulation the earning rate for staff employees and staff agents (salary plus overtime) may not exceed the earning rate for the top of GS-15 (\$13,970 per annum) in any one pay period. (See Tab H, Footnote 2.)

2/ [redacted]
3/ [redacted]

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5. **CONCLUSION:**

A general rehabilitation of [redacted] expressed in the following recommendations, is in order.

6. **RECOMMENDATIONS:**

(1) That project [redacted] be transferred from [redacted] Operational Services, DD/P to the [redacted] DD/S.

(2) That the Agency offer [redacted] a contract at a flat salary of \$15,000 per annum, without additional compensation for overtime, with benefit provisions to be negotiated by the Chief, [redacted] with [redacted] and that the Chief, Commercial Staff be granted liberal authority with respect to the determination of benefits, for purposes of this negotiation.

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(3) That the Chief, Management Staff:

25X1 (a) Inform [] of 1 and 2 above.

25X1 (b) If [] accepts the Agency offer, introduce him to the Chief, []

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(h) That the Chief, [] immediately:

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25X1 (a) Negotiate with [] under staff guidance from the Director of Personnel, the benefit provisions of the contract, including the provision for re-employment and/or rehabilitation.

25X1 (b) Have a thorough discussion of the [] operation with [] spelling out the [] support relationship to and responsibility for [] and the channel of communication between the two.

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25X1 (c) Work out with the Director of Personnel the details of [] contract.

(d) Work out with the Comptroller the location for the [] budget.

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(e) Examine the administrative problems raised by [] and by the DECI (Tab B) and correct and/or clarify with [] the issues and/or policy involved.

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(f) Make a thorough review of employment arrangements (including compensation) for the entire [] staff, from the points of view of both the Agency and the cover company, with respect to appropriateness and adequacy of coverage, and consistency (insofar as desirable) between the individual arrangements.

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(g) Inventory, with the objective of prompt clean-up any administrative backlog concerned with the project (vouchers, overtime accounting, etc.).

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(h) Revise the Administrative Plan for [redacted] to reflect the results of the foregoing recommendations.

Signed

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[redacted]
Chief, Management Staff

7 Attachments
Tabs A thru G

Recommendations in Paragraph 6 are approved, *in addition, Chief*

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[redacted] shall maintain - Date _____

tain adequate check on

physical condition [redacted]

of [redacted] 1st Lt. P. G.

C. F. CABELL
General, USAF
Acting Director

Distribution:

- Orig & 1 - [redacted] (w/attachs)
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MgtStf [redacted] (September 4, 1958)

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TABS

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TAB A Salaries and Status of [redacted] Staff.

TAB B Administrative Problems on [redacted]

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TAB C Long Range Assignment Possibilities for [redacted]

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TAB D Commercial Salary Scale for [redacted]

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TAB E [redacted] May 1957-July 1958.

TAB F Contract Provisions.

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TAB G [redacted] Overtime Record, 1 January 1957-12 July 1958.

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