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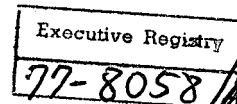
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Washington, D.C. 20505



NIF

27 JUN 1977

Dear Commander Preston,

I enjoyed and understood the motives and reasoning behind your Letter to the Editor in the June 22nd Star. Enclosed is a copy of the directive I put out with regard to hiring annuitants. Please note that the objective of this directive is to permit a reasonable promotion opportunity for the young people in the CIA organization. It, as the military, is a youthful profession. The CIA does not have the same stringent weeding-out procedures that we do in the military and which you detailed in your letter. Therefore, we are in a considerable problem of ensuring a viable and attractive career prospect for our people.

Beyond this, please note that the prohibition applies to annuitants from any form of government, not just from the military. Further, when the requisite skills are not available within our own organization, there is specific provision for hiring annuitants. Finally, there is a provision that the Director may authorize the hiring of annuitants under any circumstance. I intend to utilize that provision when appropriate.

In short, I believe I am making a necessary and appropriate compromise between the utilization of the considerable talent for our country which the retired community represents and the congestion of the CIA structure to the detriment of a reasonable career opportunity for our career people.

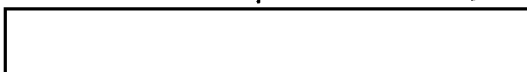
With warm regards.

Yours sincerely,

STANSFIELD TURNER

Enclosure

Commander Joseph M. Preston, USN (Ret.)



EXECUTIVE REGISTRY FILE

OPCT/alpha

STAT

17 May 1977

### HIRING OF ANNUITANTS

I am anxious to ensure that we offer good promotion opportunity for our younger professionals, and a steady accession of new career talent. To ensure that these goals can be achieved I wish to restrict lateral input of outside retirees into positions that could be filled from within our own ranks. Therefore, effective immediately the further hiring of annuitants from any Government service is prohibited unless:

- a. The Deputy Director for Administration certifies that the skills required for the task to be performed by the annuitant are not available from any currently serving employee and, additionally, the Agency would have to undertake specific recruitment to find the particular skill necessary if the annuitant were not hired, and
- b. I personally approve the hiring.

/s/Stansfield Turner

STANSFIELD TURNER  
Director

J. M. PRESTON

Executive Registry

77-8058

June 23, 1977

Dear Admiral Turner,

Upon reading my letter published in the Washington Star of June 22, I realize that I could be judged to be somewhat self-indulgent and unfairly critical of you. Such was not my intention. I intended to comment on a reported policy of the Director of the CIA.

It is the nature of letters-to-the-editor that they are written and mailed in haste--mine, anyway; if I delay for even five minutes I file the letter in my desk and am the better for it. Unfortunately, the letter to which I refer was one for which I had a stamp readily available. I sincerely apologize if the style of my public utterance pained you in any way, and I stand ready to make up for it however you desire.

I remain in disagreement though with your reported policy in regard to retired officers. I feel that this policy seems to imply that retired officers are in some way deficient, and while such a policy is unfair, though perhaps understandable, in a civilian Director, it would appear to be doubly damaging when pursued by a naval officer.

Very Respectfully,

J. M. PRESTON  
CDR USN (Ret.)

## Letters to the editor

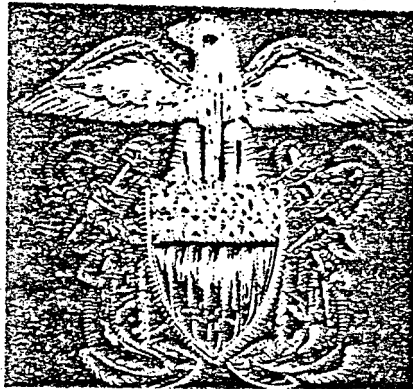
# 'In the Navy it's up or out'

Although as a retired naval officer I am not the most detached of observers on the question of retired officer employment and compensation, I can speak with personal knowledge of some aspects of retired officerhood which seem to have eluded many who speak out on this subject, notably the President and — incredibly — Admiral Stansfield Turner.

First, the term "retired" as applied to such officers is imprecise and misleading. A military officer who finds himself in this status did not, in the majority of cases, arrive there voluntarily.

The military service is, quite rightly, a young man's game, and there are strict limitations imposed by Congress on the number of officers who can be retained on active duty in each grade. From a total of over 60,000 naval officers on active duty, the numbers dwindle in the higher grades to about 50 flag officers. Except for those selected to be one of these 50, everyone else of comparable longevity has to go. In the Navy, it's "up or out" — there are no long-term, paper-pushing jobs wherein one can sit collecting pay (and obstructing progress) until some magical age is attained. A naval officer either gets promoted when he is due, or he goes.

Due to proportionately greater grade restrictions in the grades of captain (bird colonel) and rear admiral (two-star), most compul-



sory severances occur to commanders not selected for captain, and to captains not selected for rear admiral.

Their non-selection is not indicative of egregious incompetence, since no incompetent would have made it to the selection point; it is primarily due to the statutory restrictions on numbers who may be selected. There may, for example, be a group of 400 military and managerial geniuses available for selection; nevertheless, only 50 of them can be selected for flag rank — the rest have to go.

By this point in their lives, these gents have spent over 20 years in the Navy and are in their mid-40s. They are energetic and accomplishment-oriented, and they are on the street, many without a marketable skill other than a knowl-

edge of military affairs and the ability to manage and make decisions. Their general competence is indicated by the large numbers who are successful in second careers, even in the face of economic and social prejudice.

It is, I assume, in recognition of the possibility of early and involuntary career termination that Congress saw fit to provide a guaranteed income to severed officers. Partly, this income is designed to offset relatively low active-duty pay over the years and partly as a retainer, because the officer is subject to immediate recall to active duty if he is needed.

Whether military officers' services are worth such pay is, of course, for Congress to decide — as well as for the officer. If he perceives it as a ripoff, he will from economic necessity forego the service early on and won't stay around to be possibly non-selected at age 45.

Or, as now seems likely, the military officer will emulate his fellow citizens, form a political power bloc, and simply demand the wages he feels he deserves. If either of these eventualities come to pass, the service, and the country, will be the worse for it.

Second, in the present context, the important thing about so-called "retired pay" is that it has been earned fairly and squarely. The amount and the terms were part of the deal between the officer and the government from the outset — a deal made with full public knowledge and a deal in which the severed officer fulfilled his part under constant scrutiny and examination. Entitlement to this pay should in justice have absolutely no effect on an officer's subsequent employment, whether with the government or in the private sector. His fitness for a job is in no way affected by his financial status, whether it is based on previously invested income or its equivalent. To characterize such earned pay as vaguely dishonest and somehow a clever fleecing of the public is manifestly unjust.

Yet the President himself unfairly stigmatizes retired officers by implying that they are somehow hoodwinking the good people of America by "double-dipping, triple-dipping, sometimes quadruple-dipping" — into the public till, one is encouraged to assume. This interpretation of the President's attitude is no fantasy, for many years retired officers, regardless of their skills and energy, have been discouraged from accepting federal employment by mandatory, legislated salary penalties based not on the abilities of the applicant but on something else.

Worse, Admiral Stansfield Turner, himself an active-duty naval officer who certainly understands better than I the issues involved, has reportedly announced that in the future he will allow no retired military officer to be hired by the CIA. Not even, one must suppose, if it turns out that the only living expert on a certain facet of intelligence information happens to be a retired officer.

Hoist then by his own petard, Admiral Turner would be forced to acquire the services of the retiree-expert not by normal means, but by recalling him to active duty and ordering him to work at CIA. Very clever, and very economical.

Speaking only for myself, I resent having my honestly earned retired pay referred to by anybody — and especially by the Commander-in-Chief — as "dipping." It ill-becomes the members of Congress and the Executive to disparage the earnings of anyone whose salary is a result of their own lawmaking. In a society where competence is penalized, whether for reasons of race or sex or former occupation, the drones will inevitably rise to the top.

P. M. Preston,  
Commander, USN (Ret.)  
Springfield, Va.

<b>TRANSMITTAL SLIP</b>		DATE
TO: Executive Secretariat/Shirley		
ROOM NO.	BUILDING	
REMARKS: The attached letter from Mr. Preston that you just sent down to us we think Admiral Turner should see. Admiral Turner wrote Mr. Preston a letter (which O/DCI said went out this morning) in response to Preston's letter in the Star.*What we think prompted this letter before he received Admiral Turner's, was that Debbie called Preston late last week (stating that she was the DCI's secretary) to get his address. You should have a copy of Admiral Turner's outgoing somewhere.		
A/DCI/PAO/Karen		
*attached		
FROM:		
ROOM NO.	BUILDING	EXTENSION

FORM NO. 241  
1 FEB 55REPLACES FORM 36-6  
WHICH MAY BE USED.

(47)

1201

# EXECUTIVE SECRETARIAT

## Routing Slip

TO:

		ACTION	INFO	DATE	INITIAL
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2	DDCI				
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5	DDI				
6	DDA				
7	DDO				
8	D/DCI/NI				
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11	IG				
12	Compt				
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14	D/S				
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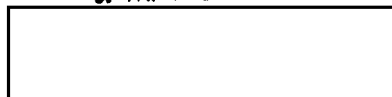
Remarks:



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J. M. PRESTON



STAT

June 23, 1977

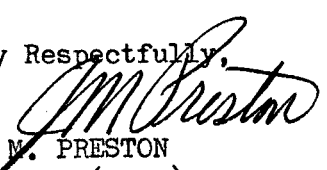
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Very Respectfully,

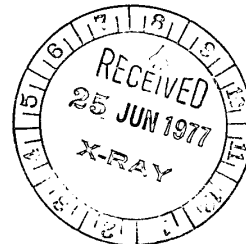
  
J. M. PRESTON  
CDR USN (Ret.)

J. M. PRESTON



Director, Central Intelligence Agency  
McLean, VA 22101

Personal for  
Admiral Turner



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**EXECUTIVE SECRETARIAT**  
Routing Slip

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18	C/IPS				
19	DCI/SS				
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Remarks:

Executive Secretary