

74-775

7 FEB 1974

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT: Proposed Office of Political Research and Strategic Evaluation Center

REFERENCE: Memo dated 7 December 1973 to the DCI from D/Pers, Subject: Establishment of Staffing Complements for the Office of Political Research and the Strategic Evaluation Center

1. Our comments have been requested on the staffing complements proposed for the new Office of Political Research (OPR) and the new Strategic Evaluation Center (SEC).

2. We have no basic problem with the organization and staffing structure for either the OPR or the SEC as proposed by the DDI and reviewed by the Office of Personnel in the referent Memorandum (attached). I believe you should approve formal establishment of these two new organizational elements in order that the Intelligence Directorate can get on with the activities concerned in a more orderly manner.

3. Briefly stated, the position and ceiling issues can be summarized as follows. The DDI is requesting  positions for the OPR and  positions for the SEC. Of the  positions required, the DDI has been able to provide ceiling for only  positions from within the Intelligence Directorate. To establish the new OPR and SEC, coupled with other changes in the Office of Strategic Research required to implement Management Committee recommendations regarding military research, the DDI is requesting  new supergrade positions, but has been able to provide ceiling for only

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4. The question of increasing the DDI ceiling by [ ] to accommodate the requested staffing levels for the OPR and the SEC is complicated by the fact that it can be finally resolved only after the ADD Committee returns its recommendations on how the FY 1975 ceiling reduction will be allocated. In order, however, not to prejudice the ultimate structure of these elements, we believe you should approve the requested organization and position structures with zero planned incumbency reflected for those proposed positions which cannot be drawn from within the present Directorate ceiling.

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5. The question of supergrade ceiling is also somewhat complicated and the recommendations in the referent Memorandum have implications which I believe require elaboration. To meet the DDI shortfall in supergrade ceiling of [ ] the D/Pers recommends "that you direct the transfer of the [ ] supergrade ceiling ... resulting from the ONE reorganization to the DDI" and "that you authorize the establishment of the [ ] remaining supergrade positions with zero incumbency...." These recommendations resulted from the elimination of ONE (which had [ ] supergrade positions), the establishment of the NIO (for which only [ ] supergrade positions are required), and the request of the DDI for a net increase of [ ] new supergrade positions for the proposed OPR and SEC staffing complements. The D/Pers recommendations apparently did not address the fact that the number of approved supergrade positions in the DCI area exceeded its supergrade ceiling by [ ] and thus the elimination of ONE with the concurrent establishment of NIO did not make supergrade ceiling available. There would appear to be three basic alternatives to be considered in the face of the present supergrade ceiling dilemma. These alternatives, with brief comments on each, are as follows:

a. Approve the recommendation for transfer of [ ] supergrade ceiling from the DCI area to the DDI.

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As a result of your recent approval of the ICS and NIO supergrade position and ceiling recommendations, the number of supergrade positions in the DCI area is now identical with the supergrade ceiling (i.e., [ ] presently allocated to the DCI area. Therefore, if DCI supergrade ceiling is transferred to the DDI, there will again be an excess of supergrade positions over ceiling in the DCI area. To conform to present policy, your approval of this alternative would require the identification of

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supergrade positions in the DCI area for elimination or reduction to GS-15 to comply with the action you (as Executive Director-Comptroller) directed be taken to eliminate supergrade authorizations in excess of ceiling (Memorandum for the DD's dated 14 December 1972).

b. Direct that the requested increase in DDI supergrade ceiling be offset by ceiling reductions in the other directorates (or in combination with a reduction in the DCI area).

Supergrade ceiling and on-duty figures for the DCI area and the four directorates as of this date are as follows:

	<u>Ceiling</u>	<u>On-Duty</u>	<u>Unused Ceiling</u>
DCI	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DDI			
DDM&S			
DDO			
DDS&T			
TOTAL			

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As with a. above, this alternative would require that the directorates losing ceiling identify supergrade positions to be downgraded to GS-15 in order to conform to present policy.

c. Disapprove, for the present, any increase in supergrade ceiling for the DDI.

The Office of Personnel has underway a survey of supergrade authorizations throughout the Agency. The DDO portion is nearing completion, and the other three directorates will be examined thereafter. The results of this survey may suggest the need for a reallocation of supergrade ceiling which could serve to ameliorate the longer-term implications of the current DCI - DDI supergrade ceiling problem. An additional consideration bearing on the problem is OMB's current interest in our supergrade and executive level allowances. Although

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OMB has not directed a change in our supergrade ceiling at this time, they have indicated that our allowance for supergrade (and executive level) positions will be the subject of further examination and have requested additional information to justify our presently authorized ceiling.

6. For the past several years, the DCI area has had a supergrade underslotting or vacancy rate somewhat higher than that of the four directorates. In part for this reason and in order to provide a reasonable portion of the senior grade structure required to properly staff the new OPR and SEC, it is suggested that you may wish to approve the recommended transfer of [ ] supergrade ceiling to the DDI notwithstanding the implications noted above. We believe that such approval should be accompanied by an admonishment to the DDI that the increase is provisional and that the Directorate supergrade ceiling might later be changed following the Office of Personnel survey or as a result of possible OMB action.

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7. In sum, I believe you should approve the recommendations made by the D/Pers subject to certain modifications suggested by the foregoing comments and discussion. The recommendations are repeated below for your convenience with our suggested deletions in brackets and our suggested additions underscored. Specifically, it is recommended:

a. that you approve the proposed organizations subject to a complete position review at a later date when functional responsibilities become available in sufficient detail to validate proposed position levels;

b. that you direct the transfer on a provisional basis subject to later review and reevaluation of [the] [ ] supergrade ceiling and up to [ ] GS-14/15 ceiling [resulting from the ONE reorganization] from the DCI area to the DDI;

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c. that you authorize the establishment of the [ ] remaining supergrade positions with zero planned incumbency until a subsequent complete supergrade review of the Agency;

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d. [that you authorize an increase in the position ceiling requirements in the Intelligence Directorate if ceiling is available, otherwise] that the  excess positions for which DDI ceiling is not currently available be established at zero planned incumbency;

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e. that you authorize an increase in the Intelligence Directorate average grade [from 10.754 to 10.811, if you approve the  ceiling increase.] with the actual increase to be determined after final ceiling figures are approved and the proposed grades of all positions have been evaluated by the Office of Personnel.

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[Redacted Signature]

Acting Comptroller

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Attachment:  
Referent Memorandum

The D/Pers recommendations modified as indicated in Paragraph 7 above are APPROVED:

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\_\_\_\_\_  
Director of Central Intelligence

\_\_\_\_\_  
Date

Distribution:  
Orig - Addressee (Return to Compt) ✓  
1 - ES/CIA  
1 - ER

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**EXECUTIVE SECRETARIAT**

**Routing Slip**

TO:		ACTION	INFO	DATE	INITIAL
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3	S/MC				
4	DDS&T				
5	DDI				
6	DDM&S				
7	DDO				
8	D/DCI/IC				
9	D/DCI/NIO				
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12	IG				
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SUSPENSE \_\_\_\_\_  
Date

Remarks:  
*Attached is on DCI's desk.*  
*(now signed)*

Executive Secretary

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Date

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