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29 August 1977

MEMORANDUM FOR: Chairman, DCI/MAG
 Chairman, ADMAG
 Chairman, DDO MAG
 Chairman, MAGID
 Chairman, DDS&T MAP

FROM: John F. Blake
 Acting Deputy Director of
 Central Intelligence

SUBJECT: Feasibility of Two-Grade Promotion Policy

REFERENCE: Memo dtd 18 Aug 77 to ADDCI via Compt fr D/Pers,
 - same subj (ER 77-5578)

1. MAG groups historically have shown a lively and proper interest in the personnel management policies of the Agency. One of the problems of Agency management has been how best to interface with the MAG groups so that management can capitalize on their feedback when major personnel policy changes are under consideration.

2. There is at hand an instant case where I believe Agency management and the MAG groups can have a dialogue on a proposed personnel policy change. The issue involves the Agency changing its promotional policies up to the grade of GS-11. The attached paper states the issue and develops the considerations. I am somewhat concerned over two aspects of this policy and it is those aspects primarily to which I invite your attention:

a. I am as equally concerned with those who currently hold the even-numbered grades as opposed to those in the future who would be promoted, under this policy, on the two-grade basis. My question therefore is whether we are being fair, in recommendation 4.B., to those individuals currently holding the even-numbered grades. (2)

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b. The recommended policy change is for professionals only. This raises the question as to whether we are being equitable to those who are either para-professional or technicians and, secondly, to those in the secretarial ranks.

3. It would be appreciated if you would discuss this matter with your colleagues and submit your views to me by 12 September 1977.

25X1A

John F. Blake

Att

Ref memo

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