Office Memorandum • UNITED STATES GOVERNMENT

TO   : Executive Director   DATE: 8 April 1948

FROM : Executive for A&M

SUBJECT: Reserve Status of CIA Personnel

1. The following problems directly related to the assignment of reserve personnel to CIA in their reserve status will require solution:

    a. Provision for inactive duty credits.

    b. Provision for attendance at training sessions for which pay has been authorized on the same general basis as for drill nights for the National Guard.

    c. Active duty training.

    d. Promotion in the reserve.

2. Each of the Services presents somewhat of a different problem, the details of which are not yet completely known. However, the overall problem will be generally as indicated below.

    a. Reserve personnel normally are required to obtain a certain number of inactive duty training credits through attendance at reserve schools, taking correspondence courses, etc., during a specific period in order to qualify both for retention of commissions and for promotion. Training is normally provided for them through reserve units to which they are assigned. By assignment to CIA this supervision will not be available.

    b. Congress has recently enacted a law providing payment of 1/30 of one month's pay and allowances for attendance at one training session per month with some reserve unit or activity. Maximum payment can be made for two training sessions per month. Assignment to CIA of our reserve personnel will complicate this problem.

    c. Reserve personnel are normally called to active duty training for two-week periods with units or staff activities to which assigned. Active duty training requirements for retention of reserve status and for promotion will vary between the Services, but all have some requirements. Government civilian employees have the added advantage of being able to draw both military and civilian pay during two-week periods of active duty by taking advantage of military leave authorized by law. Our policy of not permitting CIA civilian employees who have reserve status to take their active duty training with CIA creates a further problem and the possibility of discrimination.

d. Requirements for promotion in the reserve for Army reserve officers include position vacancies in the units to which such individuals are assigned. We have not yet been able to determine what Air Force and Navy requirements will be. Assignment to CIA puts Army reserve officers in the position where they cannot qualify for promotion as no CIA reserve unit exists.

3. Contact is being made with each of the armed services to attempt to work out these problems. Our first approach will be made on the basis indicated below:

a. Civilian employment with CIA to be considered as appropriate to meet all requirements for inactive duty training in view of the fact that mobilization assignments involve the continuation of such duties. No other type of training could be provided to increase efficiency on CIA jobs.

b. Authorization for attendance at military reserve school sessions to qualify for special pay provisions recently authorized.

c. Active duty training for CIA reserve personnel to be performed in the intelligence agencies of the services concerned.

d. The possible creation of a CIA intelligence reserve unit for each of the services for the purpose of establishing grades to meet promotion requirements of individuals who can appropriately qualify therefor. In such cases promotions would be subject to all basic requirements of the services concerned and the recommendation of the Director of Central Intelligence covering the existence of vacancies and qualifications of the individuals recommended insofar as service with CIA is concerned.

4. It may be necessary to change our approach on any one or all of these problems. However, this will give us the basis for initial negotiation. In the meantime, if the Director is not in accord with the approach we have undertaken, information as to his desires is requested.

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