

DIRECTOR OF CENTRAL INTELLIGENCE  
Intelligence Community Staff  
Washington, D.C. 20505

ICS 88-4429  
23 March 1988

MEMORANDUM FOR: Donald I. Wortman  
Project Director, Intelligence Community Personnel Study  
National Academy of Public Administration

FROM: [Redacted]  
Director, Planning and Policy Office

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SUBJECT: Additional Congressional Guidance for Intelligence Community  
Personnel Study

1. As a follow up to our meeting on Monday, this memorandum provides additional guidance from the staffs of the House Permanent Select Committee on Intelligence (HPSCI) and the Senate Select Committee on Intelligence (SSCI) on issues to be addressed in NAPA's personnel study. [Redacted]

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- o Examination of Equal Employment Opportunity (EEO) implementation. The HPSCI has a particular interest in seeing that the personnel study addresses the manner in which EEO goals and policies are being implemented throughout the Intelligence Community. Towards this end, we are attaching the latest EEO reports for agencies and organizations in the Community for your information.
- o Assessment of compensatory allowances for intelligence civilian personnel posted overseas, including tax treatment. The SSCI would like the report to include a comparison of allowances and special compensations for CIA, NSA, and DIA personnel assigned overseas. In addition, the report should address differences in tax treatment and associated policies as they apply to State Department personnel and members of the Intelligence Community on duty overseas.

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2. If you have any questions on this additional guidance, please call me at [Redacted]

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Attachment:  
a/s

[Redacted]

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DCI/ICS/PPO [redacted] (23 March 1988)

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