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Military Assignment Policies Pertaining to NSA Move.

Chief, Personnel
Division

S/ASST (Mr. Friedman)

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1. The smoothness if not the success of the NSA move to Fort Meade will depend largely upon the extent to which our key and supervisory personnel will be available to plan and program their roles in the move so as to cause minimum loss of operational efficiency. The critical period extends from a short time before the actual move is commenced until after the post-move "shakedown" is completed.
2. It is undeniable that the need for, and the urge to do, good planning and programming will be much more compelling on the part of persons who will be with NSA during the whole of that period and thereafter. The number of key and supervisory people who will be retainable, and the amount of time they will be available before and after the move is going to be sharply reduced by two factors:
 - a. The number of civilian employees who will resign before the move.
 - b. The number of military personnel who, because of the three-year (or less) tours, will be replaced between now and sometime after the move.
3. It is realized that the number of civilians who will make the move is unpredictable and that PERS is going to great lengths to keep the losses at a minimum.
4. It seems pertinent and imperative to begin now to take what steps we can to keep to a minimum the turn-over of military personnel during the extremely critical period.
5. It is recommended that serious consideration be given to sending a letter to the Army, Navy, and Air Force embodying the following proposal and requesting comment thereon:
 - a. That personnel movements be planned so that all military personnel on board at NSA on 1 September 1955 will remain on duty at NSA at least until 31 December 1957. It might be desirable to limit this category to: (1) all officers and enlisted men above some specific grade, or (2) all officers and enlisted men named on a key list which would be furnished. This key list would name each individual whose assignment on 1 September 1955 would be considered vital to any planning or operational phase of NSA's mission or vital to the move itself.

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b. That personnel in this category who, on 1 September 1955, would have less than twenty-seven (27) months remaining on their "normal" tour either be replaced prior to that date (1 September 1955) by personnel who can be retained, or have their tours extended at least until 31 December 1957.

6. Your comments on the foregoing recommendation would be appreciated.

WILLIAM F. FRIEDMAN
Special Assistant

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