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11 June 1954

MEMORANDUM FOR THE DIRECTOR, NATIONAL SECURITY AGENCY

SUBJECT: Comparison of NSA Civilian Grade Structure with Officer Grade Limitation Act of 1954

1. As of 30 May 1954, NSA civilian grades commensurate with military grades were as follows:

<u>Military Equivalent</u>	<u>Civilian Grade</u>	<u>No.</u>	<u>% of Total</u>
Gen Off	GS-16, 17, 18	5	.3
Col (Capt)	GS-15	89	1.6
Lt Col (Cdr)	GS-14	99	3.2
Maj (Lcdr)	GS-13	132	7.3
Capt (Lt)	GS-12	274	15.1
1st Lt (Ltjg)	GS-11, 10	504	27.7
2nd Lt (Ens)	GS-9, 8	814	44.8
	TOTAL	1817	100.0

2. From the Officer Grade Limitation Act of 1954, assuming a total commissioned strength in each Service of 50,000, the authorized numbers of senior officers translate into these percentages:

	<u>ARMY</u>	<u>NAVY</u>	<u>AF</u>
Gen (Adm)	.70	.46	.62
Col (Capt)	6.7	5.5	6.3
Lt Col (Cdr)	13.9	10.5	12.1
Maj (Lcdr)	18.7	17.3	18.9

3. Selecting the most favorable of the previous percentages and applying them to the 1817 total in paragraph 1, NSA top civilian grades appear in these numbers:

	<u>% of Total</u>	<u>No.</u>	<u>(Actual)</u>
GS-16, 17, 18 (Gen)	.70	13	5
GS-15 (Col)	6.7	122	89
GS-14 (Lt Col)	13.9	253	99
GS-13 (Maj)	18.9	344	132


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4. However, the authorizations in the Officer Grade Limitation Act are dependent in part on the ratio of officer to enlisted (including warrant officers): Army 1 to 10.8, Navy 1 to 9.2, and Air Force 1 to 6.8, or an average of 1 officer to 8.9 enlisted. Applying this ratio to NSA's civilian strength of 6237, we should see only 630 civilian "officers" (GS-8 and above) instead of the 1817 which we now have (see paragraph 1).

5. Applying the percentages from paragraph 2 to the "officer" strength arrived at in paragraph 4 (630), comparable numbers of senior civilian positions would be as follows:

	<u>% of Total</u>	<u>No.</u>	<u>(Actual)</u>
GS-16, 17, 18 (Gen)	.70	4	5
GS-15 (Col)	6.7	42	29
GS-14 (Lt Col)	13.9	88	59
GS-13 (Maj)	18.9	119	132


DOREEN SINCLAIR
Colonel, USA

Chief, Personnel Division

cc: to:

Mr. Friedman ←
Capt Frost
Col. Herranko
Capt. Holtwick
Dr. Kullback
Col. Marcy
Br. Sinkov

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