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## CIVILIAN EMPLOYMENT BOARD

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Minutes of Meeting Held 1300 hours, 8 June 1948, Room 117, Headquarters

## PRESENT:

Lt. Colonel Paul E. Neff  
 Lt. Colonel John M. Libby  
 Lt. Colonel R. D. Barros  
 Major Hamill D. Jones  
 Major Maurice H. Klein  
 1st Lt. H. S. Buchanan

1st Lt. Cyrus B. Will  
 Mr. William F. Friedman  
 Mr. Harry L. Clark  
 Mr. Alfred W. Rose  
 Mr. John L. Sullivan

## 1. DISCUSSION OF SECURITY INVESTIGATION AND CLEARANCE:

Mr. Sullivan briefly reviewed the discussion held on this subject at the previous meeting of the Civilian Employment Board on 11 May 1948, at which time Major Jones was appointed as a committee of one to discuss the subject with Colonel Hayes and secure the desired clarification.

Major Jones said that after further consideration of the problem he had decided Colonel Hayes or Colonel Neff should discuss the subject with the Board. Major Jones went on to say that when he had talked with Colonel Hayes regarding the establishment of a policy on clearances and asked that the Board be advised of the policy, he found that the policy of the Agency is set by Intelligence Division. Exceptions to the policy are made occasionally, but are on an individual basis and cannot be put down in writing. Major Jones said he had also mentioned the possibility of a committee of three people to review individual cases with AS-27.

Colonel Neff said he had viewed with some concern and alarm the discussions at the last meeting of the Board. Clearance of personnel is one of the most difficult of security problems. AS-27 is the Security Control Section of Staff and its decisions are based on command decisions. Details of clearances are guarded more closely than classified material. He continued to say that he was even more concerned over the extreme and intense interest in what and why certain actions were recommended by AS-27. This is purely a matter between the Chief and Assistant Chief of the Agency and Lt. Lowry, Chief of AS-27, and not within the cognizance of the Board. Colonel Neff said he had come to the meeting to answer any questions he thought appropriate. He added that he felt the proposed committee of three was out of order.

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In reply to a question raised by Mr. Clark, Colonel Neff stated that the clearance standards at the Army Security Agency were identical to those established in the AG letter on cryptographic clearances. In addition, the Army Security Agency published a memorandum on the evaluation of reports of investigation to aid commanders in the field in interpreting the AG letter. The AG letter may be interpreted but waivers to the letter cannot be made. Mr. Clark said there was presently a proposal in the Joint Communications Board for a joint agreement on standards for cryptographic clearances and that the standards were going to be stated much more specifically.

The problems of interpretation of the directives of Intelligence Division were briefly discussed and Colonel Neff said that he had been stressing security more than operations.

Mr. Clark pointed out that if everyone at the Agency were re-considered, the percentage of people unclearable would be very high because practically everyone has relatives of some sort in a foreign country. Colonel Neff said that was true, but that nothing could be done about the people who have already been hired and cleared. Mr. Clark contrasted the case of an officer who is cleared and working at the Agency and then marries a foreign-born girl to the case of an officer who marries a foreign-born girl and is then assigned to the Agency. Colonel Neff said fundamentally both officers would be unclearable. Mr. Friedman said he felt in cases where a person had relatives in a foreign country, and had had no contact with them for a long period of time, a little discretion was worth considering. Colonel Neff said that certain latitude and discretion were being used and have been extended recently due to discussions between Colonel Hayes and Mr. Sullivan.

Major Klein pointed out the extreme difficulty in obtaining people in any of the exotic languages who were critically needed by AS-90. In practically all cases these people have relatives in foreign countries. He also brought up the fact that AS-90 was unable to interview any of these people until a clearance decision had been rendered. He went on to say that AS-90 would like to interview people in certain special categories even after they have been turned down by AS-27, so that AS-90 might be able to request certain exceptions. Colonel Neff said he was afraid there would be too many requests for exceptions. After further discussion, it was decided that AS-90, after discussion with Mr. Sullivan, will submit a list of certain types of specific jobs for which Personnel and Training Branch is unable to recruit personnel. When any of these people are turned down, AS-90 will be permitted to interview them. If it is felt that a person has exceptional qualifications for a particular job, AS-27 may be requested to make a special reconsideration of the individual.

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Mr. Rose said that of the eight engineers recently recruited from Penn State only two were considered clearable. Colonel Neff replied that that was an area problem.

Mr. Friedman said he thought the members of the Board felt there had been too inflexible an interpretation of the standards. Colonel Neff said he did not think the interpretations were too rigid. He went on to say that the AG letter on cryptographic clearances is presently being rewritten. If the Agency cannot operate under the existent standards, then the standards must be changed and the AG letter rewritten. Mr. Glark suggested that the latitude be expanded rather than rewriting the letter. Colonel Neff said there had been cases where one Army Area would accept an individual, but another would not and that he felt that a sign of too much latitude.

Mr. Friedman said there was no standard Army list of subversive organizations which made a person unacceptable. Colonel Neff replied that Lt. Lowry had a complete list of such organizations and that the Agency had not arbitrarily made up its own list.

The problem of the long delay in the clearance of personnel was discussed. Mr. Friedman suggested that the Agency establish its own investigating staff or that the Agency temporarily assign some of its personnel to aid the investigating agencies. Colonel Neff said he did not think either of these suggestions practicable because of decisions made by higher authority on manpower and the agencies to do the investigating. Colonel Neff added that the Agency was doing all it could to get clearances in the proper channels as soon as possible.

Mr. Rose said Dr. Kullback wished to know the criteria for granting temporary clearances. Colonel Neff stated that such clearances were based on a critical need for the personnel and consideration of the type of work they are to do. If the people were going to be handling cryptographic systems of the Army or any other essential material they would not be granted a temporary clearance. Temporary clearances are also based on careful review of the personal history statements and the likelihood that nothing derogatory will be uncovered in the investigation. Colonel Neff added that he hoped the Divisions would not make a practice of requesting temporary clearances just because the people were to work on unclassified material.

Mr. Sullivan said there was a possibility that the Civil Service Commission in the near future will authorize the Agency to hire people on a six months temporary appointment basis. If the people are cleared they can then be given a regular appointment under Schedule "B". If they are not clearable, then appointment can be terminated at the end of the six months period.

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## 2. REQUESTS FOR L.WOP FOR EDUCATIONAL PURPOSES:

Mr. Sullivan presented the two following requests for L.WOP for educational purposes:

Florence G. Kuipers (AS-93-B-6), Research Analytic Specialist, P-2, from 13 July 1948 through 13 August 1948, to attend the summer session at the University of Michigan.

James M. Bunting (AS-93-B-5), Research Analyst (Cryptanalytic), P-3, from 19 July 1948 through 27 August 1948, to attend the summer session of the Middlebury Language School at Middlebury, Vermont.

Major Klein assured the Board that both applications had been very carefully considered in AS-90. The Board unanimously approved both requests.

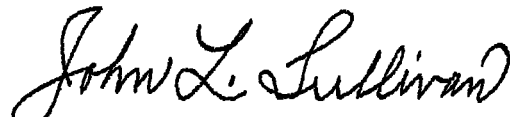
## 3. APPOINTMENT REQUEST:

Mr. Sullivan presented the following appointment request:

1st Lt. Cyrus B. Will (AS-80)  
Administrative Officer, CAF-10  
(Position Number C-6-246)

Mr. Rose presented the names of Jessica S. Hunter and John W. Russell for consideration. With the approval of the Board, Mr. Sullivan appointed a subcommittee of Mr. Clark, AS-80, and Mr. Rose, AS-70, and himself, to meet after the regular meeting and review the qualifications of these three people to determine which candidate had the best qualifications and was available for the position under consideration.

After review of the records it was determined that Lt. Will was the best qualified and the recommendation was forwarded to the Chief, Army Security Agency, for his action.



JOHN L. SULLIVAN  
Chairman,  
Civilian Employment Board

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