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## CIVILIAN EMPLOYMENT BOARD

Minutes of Meeting Held  
13 December 1946. Room 117 Ho.

## Present:

1st. Colonel James H. Libby  
Lt. Colonel James H. Frier  
Major Russell L. Jones  
Captain W. Coombs  
Lt. Lucille J. Alwood  
Mr. E. Kullback

Mr. Alfred T. Foss  
Mr. A. Sinyov  
Mr. John L. Sullivan  
Mr. F. I. Rowlett  
Mr. L. G. Starlin, Chairman

## 1. MINUTES

Mr. Starlin advised that the minutes of the meeting 15 November are being held pending repair of the ditto machine. The minutes of the meeting 1 November were not approved and will be revised.

## 2. FLETCHER CASE

Mr. Starlin advised that he had looked around Mr. Fletcher's answers to the letters of 15 November and 4 December 1946, the latter being the charges with reference to two specific drafts, and asked whether Board members considered his refutation of the charges as sufficient to drop the case and whether an oral hearing would be required. Mr. Starlin explained that Mr. Fletcher had indicated to him that it was difficult for him to answer the charges because he had not seen the specification drafts. Asked whether he had requested to see the drafts, Mr. Fletcher replied that he had not. Mr. Starlin advised Mr. Fletcher to ask for the drafts which were given to him immediately; he could have had them the same day he received the letter had he asked for them at that time. In the discussion which followed, Board members indicated that Mr. Fletcher's reply was very confusing and incoherent and not considered sufficient answer to the charges, therefore an oral hearing would be necessary. Mr. Starlin will inform Mr. Fletcher that there will be an oral hearing on Monday, 16 December 1946 at 1300 hours. Mr. Fletcher will be represented by counsel of his own choice and the Board requests that Mr. Lester, Mr. Stauffer and an engineer for which Mr. Fletcher wrote the specifications should be present at the hearing. Mr. Rowlett suggested that photostatic copies of Mr. Fletcher's reply be made for Board members. Col. Frier asked whether the Veterans Bureau, American Legion, Civil Service Commission, etc. would conduct a further investigation if the Board sustains the charges and Mr. Starlin replied that they will first review the case records and if on the basis of the evidence they feel our decision is unjustified they will make further investigation. Mr. Starlin advised that Mr. Rhodes will act as voting member at the oral hearing on Monday in place of Mr. Kullback in that the latter is Chief of the Division to which Mr. Fletcher is assigned. Mr. Rhodes is familiar with the details of the case.

Declassified and approved for release by NSA on 06-30-2014 pursuant to E.O. 13526

## 3. QUALIFICATION STANDARDS FOR APPOINTMENT UNDER SCHEDULE B

In reply to Mr. Sinyov's inquiry regarding the case re expect to receive Schedule B, Mr. Starlin indicated that he had talked to a member of the Civil Service Commission who said that, though the Civil Service Rules are awaiting the President's signature, per the Rules we require Congressional approval which will mean further delay. If

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this is the case, Mr. Starlin will attempt to obtain approval of Schedule B authority for all positions assigned exclusively to Army Communications Intelligence activities prior to the President's approval of the complete Civil Service Rules. Mr. Sinkov pointed out that in the meetings held in his Division in connection with special qualification standards to study positions and try to decide which ones should be included under special considerations for certain kinds of experience, they had found it difficult to know where to draw a hard and fast line as to which jobs are of the type for which special cryptographic training would be of particular value. In many administrative positions, for example, or even typing jobs, a knowledge of the work of the Agency is very important for efficiency. In view of this situation, Mr. Sinkov thinks that the simplest solution to the problem might be to suggest that double time for experience within the Agency (or equivalent crypt work as suggested by Captain George) should be granted for all positions within the Agency, rather than try to list certain specific ones. Mr. Starlin indicated, however, that he did not think the Commission would go along with us in granting double time for experience in jobs which are common throughout the government, so typists and administrative assistants, but rather that we will have to stick to jobs in a specialized category. Mr. Sinkov further stated that it seemed to him that the history of special qualification standards is a war time history, and he wondered whether all these standards would die as soon as the emergency is declared at an end if all our qualifications would have to be rewritten anyway. Mr. Starlin said that all indications point to the fact that we cannot continue under Schedule A much longer, and, though we will continue to use it until instructions are received to discontinue, we will have to decide on the qualification standards to be used thereafter. Mr. Starlin further explained, in reply to Mr. Kullback's inquiry relative to the methods of setting up qualifications, that under Schedule E we can hire anyone who is qualified. As to what qualification standards will be used, that must be an arrangement worked out between the Agency and the Civil Service Commission. If we want to continue to use the present Schedule A standards under Schedule E we will have to make an agreement with the Commission to do so. If we decide upon new standards, we will likewise have to work out an arrangement to the mutual satisfaction of the Agency and the Commission, then we can hire anyone who satisfies those qualification standards. Mr. Kullback wished to know who is the judge of whether a person qualifies. Mr. Starlin replied that the appointing officer decides, but he feels that for the higher grade positions a panel of technicians should be appointed who could judge on the qualifications of applicants for particular jobs. Mr. Kullback asked whether people already incumbent on jobs would have to have their qualifications reconsidered if we submit a new set of standards to the Commission, and Mr. Starlin replied that they would unless the Commission gives us blanket authority to transfer everyone to Schedule E. Mr. Rowlett indicated that he feels we should continue to go along counting crypt experience double as we have in the past. It was agreed that if, in setting up new standards, we will disqualify half the people we already have, it would be better to continue with present standards. Mr. Sinkov was excused from the meeting to keep an appointment and the matter of qualification standards was tabled until the next meeting.

#### 4. APTITUDE TESTING PROGRAM

It was indicated that the material on the aptitude testing program has been backed to all members of the Board and is now in the hands of Col. Frier. Mr. Starlin asked for discussion of the subject and Mr. Rowlett recommended that we forget the program completely. This topic was also tabled until the next meeting.

*[Handwritten signatures]*  
 Starlin  
 Sinkov

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