

Serial: *N 0908*

15 MAR 1961

~~CONFIDENTIAL~~

## MEMORANDUM FOR THE ASSISTANT SECRETARY OF DEFENSE (MANPOWER)

SUBJECT: Requirements for Additional Supergrade and Public Law 313 Positions (U)

1. Reference is made to your memorandum of 8 March 1961 requesting the submission of requirements for additional top-level positions.

2. The National Security Agency needs 25 additional supergrade-type and 25 additional Public Law 313-type positions. Inclosed is a list of the 50 positions by title, area of investment, and salary level. This requirement represents the minimum number of additional positions needed to attract and maintain adequate manpower resources to provide for United States supremacy in signals intelligence and signals security. The utilization of these positions falls into three major program areas. One group will reinforce the cryptanalytic effort in support of the National Intelligence Program. Another group will be concerned with expanding and directing our electronic intelligence effort. The third group of positions will be utilized to direct and guide research, design and development of equipment and methods to meet the requirements of the United States cryptologic effort.

3. These positions represent the highest level of competence essential to maintaining the lead in these unique fields for which NSA has national responsibility. The level of skill, the proficiency in at least two scientific fields, the degree of imagination, the demonstrated ability and the caliber of people within the Agency who are capable of contributing to the success of these efforts are far above that required of Grade GS-15. The relatively few similarly qualified who may be recruited from other sources cannot be attracted at salary levels lower than GS-16.

4. I consider the requirement of 50 additional positions in these categories to be conservative. It represents the number of additional positions this Agency could afford to pay for at this time.

5. It appears that the Memorandum to the Secretary of Defense from the Chairman, United States Civil Service Commission, requests submission of requirements only for top-level positions under the Classification Act.

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The National Security Agency has been exempted from the Classification Act by Public Law 86-36, and 100 top-level positions have been authorized for the Agency by this statute. Additional positions for NSA at these rates of compensation would not normally be requested from the Congress by the Civil Service Commission. If action is not to be taken by the Commission, it is requested that consideration be given by the Secretary of Defense to recommending that the Congress amend Public Law 86-36 so as to authorize 25 additional supergrade-type positions and 25 additional Public Law 313-type positions for this Agency.

o. I would appreciate the opportunity to appear before the Congress in support of this requirement.

L. H. FROST  
Vice Admiral, USN  
Director

Incl:  
a/s

Copy Furnished:  
General G. B. Erskine, USMC-Ret,  
Asst to SecDef, Sp Opns

cc: DIR  
AG  
Reading File  
PERS

M/R ATTACHED

~~CONFIDENTIAL~~

Serial: 40906

M/R: The US Civil Service Commission has a responsibility for the review and allocation of all Classification Act civilian positions above the GS-15 grade level. In carrying out this responsibility the Commission requires submission of detailed position descriptions which in the case of NSA would include highly classified duties. In 1959 the US Civil Service Commission and the House Manpower Utilization Sub-Committee recognized the security implications and Public Law 86-36, 86th Congress was enacted to exempt NSA from the provisions of the Classification Act. This same law authorized NSA fifty supergrade positions and fifty research and development positions above the GS-15 level. Any increase in the number of these positions would be accomplished by an amendment to Public Law 86-36.

JOHN L. SULLIVAN, PERS, 3755, 14 Mar 61, ac

REQUIREMENTSA. Professional and Scientific Positions:

<u>Title</u>	<u>Investment</u>	<u>Level</u>			<u>Total</u>
		<u>18</u>	<u>17</u>	<u>16</u>	
(1) Cryptologists	Signals Analysis	2	2	1	5
(2) Cryptologists	Operational Services	2	3	5	10
(3) Cryptologists	Techniques Research	1	2	2	5
(4) Electronic Engineer	Applied Research	1	2	2	5
		<u>6</u>	<u>9</u>	<u>10</u>	<u>25</u>

B. Research and Development:

<u>Title</u>	<u>Investment</u>	<u>Level</u>			<u>Total</u>
		<u>18</u>	<u>17</u>	<u>16</u>	
(1) Mathematician	Basic Research	1	2	7	10
(2) Electronic Engineer	Development Engineering	1	2	7	10
(3) Electronic Scientist	Operational Services	2	2	1	5
		<u>4</u>	<u>6</u>	<u>15</u>	<u>25</u>

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ASSISTANT SECRETARY OF DEFENSE  
WASHINGTON 25, D. C.

March 8, 1961

MEMORANDUM FOR THE SECRETARY OF THE ARMY  
THE SECRETARY OF THE NAVY  
THE SECRETARY OF THE AIR FORCE  
DIRECTOR, NATIONAL SECURITY AGENCY  
ADMINISTRATIVE ASSISTANT TO THE SECRETARY OF DEFENSE

SUBJECT: Requirements for Additional GS-16, GS-17, GS-18, and  
P. L. 313 Positions

The attached letter from the Chairman of the Civil Service Commission to the Secretary of Defense requests that certain information supporting Department of Defense requirements for additional top level positions be submitted to the Commission not later than 16 March 1961. I understand that your civilian personnel staffs are aware of this request and are preparing the necessary material.

In order that the deadline established by the Commission may be met, it is necessary that appropriate informational material covering the requirements of all components of the Department of Defense be in my office not later than the close of business on 14 March 1961. It should be delivered to Mr. Leon Wheelless in room 3E-963.

Attachment -1

/s/ CARLISLE P. RUNGE

Carlisle P. Runge

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UNITED STATES CIVIL SERVICE COMMISSION  
WASHINGTON 25, D. C.

March 6, 1961

Honorable Robert S. McNamara  
The Secretary of Defense  
Washington 25, D. C.

Dear Secretary McNamara:

The Civil Service Commission is preparing a consolidation of total Executive Branch needs for authority to fill top-level positions under the Classification Act. The demand for allocations of positions to grades GS-16, 17 and 18 under the Classification Act far exceeds the spaces authorized by Congress. In order to assess the number of additional positions needed, we are asking each agency to give us a report on its needs no later than March 16, 1961, so that we can make one consolidated presentation for the Executive Branch.

We are, therefore, asking you for a statement of your total present and projected needs that are fully supportable for the allocation of positions to grades GS-16, 17 and 18 of the Classification Act. This listing should include requests that have previously been submitted to the Civil Service Commission. As of this date, the Commission will take no further action on requests previously submitted by your agency without reaffirmation by you of the continuing need.

If your agency is one which has existing special authority for the allocation of positions to the top grades of the Classification Act, justification for the need to increase the numbers authorized under these or amended authorities should be included in your report. The consolidation which we will make is intended to cover the needs of the Executive Branch regardless of the specific legislative authority that authorizes positions.

For each individual position requested, it will be necessary for you to submit sufficient information to permit us to reach a reasonable conclusion as to whether the grade level requested would be approved for allocation by the Commission. Because of the short time available for submission of the report, we are not asking for the usual type of information on each position, such as position descriptions and related material. Where these are available or can be quickly prepared, we suggest they be submitted. Where this is not possible because of time considerations, or the fact that the position in question is on a projected basis, please give us as much in the way of organization and

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position information as is possible so that we can reach a reasonable conclusion on its grade value. At this time, no priority listing of positions is necessary. Include any positions that are now in grades GS-16 or 17, but which you believe should be in higher grades.

We are also undertaking a similar consolidation for positions needed under special Public Law 313-type authorities. If your agency now has a Public Law 313-type authority, information about additional needs under this authority should also be submitted. Our review of these will concern itself with the general level of position requested and applicability under your present authority. Therefore, no information as to the incumbent or proposed incumbent need be included. The fullest possible information should be submitted so that reasonable judgment can be made by us as to whether this request represents a reasonable need within the Executive Branch.

We are asking that your report reach the Commission no later than close of business March 16, 1961. Our representative will be in touch with your Director of Personnel to assist in any way he can.

Your personal interest in this undertaking and in assisting us in meeting this deadline is sincerely appreciated. Our needs are most important and the time is short for us to take appropriate action in getting the additional authorizations needed for the Executive Branch.

Sincerely yours,

/s/

John W. Macy, Jr.  
Chairman

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