

FILE TITLE/NUMBER/VOLUME: Elick, Charles E.

INCLUSIVE DATES: 25 Jan 1951 - 29 June 1973

CUSTODIAL UNIT/LOCATION: OP

ROOM: 5E13

DELETIONS, IF ANY:

[illegible]

NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

SECRET



**SECRET**

21 July 1959

**File: K-6484**

MEMORANDUM FOR: Chief, Records and Services Division  
Office of Personnel

SUBJECT : Charles E. FLICK

1. Cover arrangements ~~are to be proposed for~~ have been completed for the above-named Subject.
2. Effective 1 July 1959, it is requested that your records be properly blocked ~~proposed to deny acknowledgment~~ Subject's current Agency employment to an external inquirer.

[illegible]

/S/ PAUL P. STEWART

HARRY W. LITTLE, JR.  
Chief, Central Cover Division

cc: SSD/OS

**SECRET**

FORM 1-59 1580a

(4-13-40)

SECRET

30 AUG 1963

MEMORANDUM FOR: Secretary, CS/CS Agent Panel

SUBJECT: Recommendation for Promotion to Grade GS-13

~~XXXXXXXXXX~~  
CHARLES E. FLICK

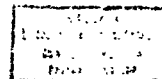
1. ~~XXXXXXXXXX~~ entered on duty with CIA in 1951. After brief service in Tokyo he performed a variety of functions with different staffs and divisions, thus acquiring broad experience. Since June 1960 he has been on assignment in Mexico City.
2. In Mexico, ~~XXXXXXXXXX~~ is still the manager of a large technical installation with over thirty employees. The production of the operation is tremendous and it is generally conceded to be the most successful thing of its kind. He manages its international staff smoothly, and all problems that arise are solved on the local scene. Security has been maintained faultlessly. ~~XXXXXXXXXX~~ is a bluff, hearty, confident man without a worrisome fibre in his make-up. He will undertake anything. He has been in grade for five and a half year.
3. It is recommended that ~~XXXXXXXXXX~~ be promoted to grade GS-13.

*J. C. King*  
J. C. KING

Chief,

Western Hemisphere Division

SECRET





**SECRET**  
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 8 June 1973	
1. SERIAL NUMBER 006830		2. NAME (Last-First-Middle) <i>Flick, Charles E</i>					
3. NATURE OF PERSONNEL ACTION RETIREMENT (VOLUNTARY) <del>UNDER</del> CIARDS				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 29 73		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V C TO V		V TO C X C TO C		7. PAN AND NOCA 3135 0990 0000		8. LEGAL AUTHORITY (Completed by Office of Personnel) Public Law 88-643 Section 233	
9. ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION FOREIGN FIELD BRANCH 1 MEXICO CITY, MEXICO STATION				10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO			
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 0418		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 7		17. SALARY OR RATE 23642 ✓	
18. REMARKS LAST WORKING DAY 29 JUNE 1973.  1 - Security 1 - Finance  <i>[Handwritten signatures and initials]</i>							
18A. SIGNATURE OF REQUESTING OFFICIAL <i>H. R. BERTHOLD</i>				DATE SIGNED 8 JUN 73		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>	
DATE SIGNED 8 JUN 73							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 45	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC		22. STATUS CODE	23. INTEGRATE CODE	24. HQ/IES CODE 3	25. DATE OF BIRTH MO DA YR 04 12 11
26. DATE OF GRAD MO DA YR	27. DATE OF LEI MO DA YR	28. RETIREMENT DATA 1-CC 2-PSA 3-NCA		29. SEPARATION DATA CODE 0, PJ, 00, 4, 0	30. CORRECTION/CANCELLATION DATA TYPE MO DA YR	31. SECURITY REQ NO 34. SLR	
32. VET PREFERENCE CODE 0-None 1-5 Yr 2-10 Yr		33. SERV. COMP DATE MO DA YR	34. LONG COMP. DATE MO DA YR	35. CAREER CATEGORY CODE 1-YES 2-NO	36. FEI/HEALTH INSURANCE CODE 1-YES 2-NO	37. SOCIAL SECURITY NO 550-22-5259	
38. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		39. LEAVE CAT. CODE		40. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1-YES 2-NO		41. STATE TAX DATA FORM EXECUTED CODE NO TAX STATE EXEMPT. CODE 1-YES 2-NO	
42. POSITION CONTROL CERTIFICATION				43. APPROVAL <i>Dow H. Lueticher</i> <i>Winchell Van Dyke</i> DATE APPROVED 11 7/73			

FORM 1152

USE PREVIOUS EDITION

SECRET

CLASSIFIED BY 21-0332

61-2  
APR 68

(4)

SECRET

(When Filled In)

XXB

6751

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1 SERIAL NUMBER 006830										25 April 1967	
2 NAME (Last-First-Middle) <i>Fletcher, Charles E.</i>											
3 NATURE OF PERSONNEL ACTION <b>DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM</b>										4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 07 67	
5 CATEGORY OF EMPLOYMENT <b>REGULAR</b>											
6 FUNDS V TO V CF TO V <input checked="" type="checkbox"/> X CF TO CF										7 FINANCIAL ANALYSIS NO CHARITABLE 7135-0990	
8 LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-643 Sect. 203											
9 ORGANIZATIONAL DESIGNATIONS DDP/WH										10 LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO	
11 POSITION TITLE										12 POSITION NUMBER	
13 CAREER SERVICE DESIGNATION D											
14 CLASSIFICATION SCHEDULE (G.S., E.R., etc.)										15 OCCUPATIONAL SERIES	
16 GRADE AND STEP 13										17 SALARY OR RATE \$	
18 REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.											
18A SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE	25 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC		22 STATION CODE	23 INTEGREE CODE	24 MODERN CODE	25 DATE OF BIRTH MO. DA. YR.		26 DATE OF GRADE MO. DA. YR.		27 DATE OF LIT MO. DA. YR.
28 WTE EXPIRES MO. DA. YR.	29 SPECIAL REFERENCE 1-USA 2-FICA 3-NONE	30 RETIREMENT DATA 1-YES 2-NO		31 SEPARATION DATA CODE	32 CORRECTION, CANCELLATION DATA TYPE MO. DA. YR.		EOD DATA		33 SECURITY REQ NO	34 SEA	
35 VET PREFERENCE CODE 0-NONE 1-5 PT 2-5 PT	36 SERV COMP DATE MO. DA. YR.	37 LONG COMP DATE MO. DA. YR.		38 CAREER CATEGORY CODE 1-YES 2-NO	39 FIGHT HEALTH INSURABLE CODE 1-YES 2-NO		HEALTH INS CODE		40 SOCIAL SECURITY NO		
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1-NO PREVIOUS SERVICE 2-NO SERVICE IN SERVICE 3-REPEAT OF SERVICE (LESS THAN 3 YEARS) 4-REPEAT OF SERVICE (MORE THAN 3 YEARS)				42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		44 STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO		45 STATE TAX CODE CODE 1-YES 2-NO		
46 POSITION CONTROL CERTIFICATION 175 016 1 F				47 OF APPROVAL 175 016 1 F by 175 016 1 F				48 DATE APPROVED			

SECRET

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER 006830										31 MARCH 1966	
2. NAME (Last-First-Middle) <i>Robert D. Cashman</i>											
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>					4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR <i>04 10 66</i>			5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>			
6. FUNDS V TO V CF TO V X					7. COST CENTER NO. CHARGE 6135-0990			8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP WH FOREIGN FIELD BRANCH 1 MEXICO CITY, MEXICO STATION					10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO						
11. POSITION TITLE OPS OFFICER (13)					12. POSITION NUMBER 0418			13. CAREER SERVICE DESIGNATIONS D			
14. CLASSIFICATION SCHEDULE (G.S. L.D. etc.) GS					15. OCCUPATIONAL SERIES 0136.01			16. GRADE AND STEP 13 2			
17. SALARY OR RATE \$ 12,945											
18. REMARKS FROM: Pos. No.: 0853											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> Recorded by CSPD <i>[Signature]</i> </div>											
19A. SIGNATURE OF PROMOTING OFFICIAL ROBERT D. CASHMAN C/WH/PERS					DATE SIGNED 1 April		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>				
DATE SIGNED 1 April											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37 10		20. EMPLOY CODE 51620 WH		21. OFFICE CODING NUMERIC ALPHABETIC 15075		22. STATION CODE		23. INTECH CODE		24. HOOVER CODE 3	
25. DATE OF BIRTH MO. DA. YR. 04/12/19		26. DATE OF GRACE MO. DA. YR.		27. DATE OF LEAVE MO. DA. YR.		28. SECURITY REG. NO.		29. SEX			
30. SPECIAL REFERENCE 1-EM 2-FLA 3-RO-4		31. RETIREMENT DATA CODE		32. SEPARATION DATA CODE		33. CORRECTION CANCELLATION DATA TYPE MO. DA. YR.		34. EOD DATA			
35. VET PREFERENCE CODE 0-NONE 1-5 YR 2-10 YR		36. SERV COMP DATE MO. DA. YR.		37. LONG COMP DATE MO. DA. YR.		38. CAREER CATEGORY CODE 1-RES 2-PROV/TIMP		39. LEGAL HEALTH INSURANCE CODE 0-WAIVER 1-YES		40. SOCIAL SECURITY NO.	
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO SERVICE IN SERVICE 2-2344 IN SERVICE (LESS THAN 3 YEARS) 3-2344 IN SERVICE (MORE THAN 3 YEARS)		42. LEAVE CAT. CODE		43. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		44. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO		45. SOCIAL SECURITY CODE			
46. POSITION CONTROL CERTIFICATION					47. O.P. APPROVAL <i>[Signature]</i>					DATE APPROVED	

1152

USE PREVIOUS EDITION

SECRET

EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

(U) (S) (C) (E) (F) (G) (H) (I) (J) (K) (L) (M) (N) (O) (P) (Q) (R) (S) (T) (U) (V) (W) (X) (Y) (Z) (AA) (AB) (AC) (AD) (AE) (AF) (AG) (AH) (AI) (AJ) (AK) (AL) (AM) (AN) (AO) (AP) (AQ) (AR) (AS) (AT) (AU) (AV) (AW) (AX) (AY) (AZ) (BA) (BB) (BC) (BD) (BE) (BF) (BG) (BH) (BI) (BJ) (BK) (BL) (BM) (BN) (BO) (BP) (BQ) (BR) (BS) (BT) (BU) (BV) (BW) (BX) (BY) (BZ) (CA) (CB) (CC) (CD) (CE) (CF) (CG) (CH) (CI) (CJ) (CK) (CL) (CM) (CN) (CO) (CP) (CQ) (CR) (CS) (CT) (CU) (CV) (CW) (CX) (CY) (CZ) (DA) (DB) (DC) (DD) (DE) (DF) (DG) (DH) (DI) (DJ) (DK) (DL) (DM) (DN) (DO) (DP) (DQ) (DR) (DS) (DT) (DU) (DV) (DW) (DX) (DY) (DZ) (EA) (EB) (EC) (ED) (EE) (EF) (EG) (EH) (EI) (EJ) (EK) (EL) (EM) (EN) (EO) (EP) (EQ) (ER) (ES) (ET) (EU) (EV) (EW) (EX) (EY) (EZ) (FA) (FB) (FC) (FD) (FE) (FF) (FG) (FH) (FI) (FJ) (FK) (FL) (FM) (FN) (FO) (FP) (FQ) (FR) (FS) (FT) (FU) (FV) (FW) (FX) (FY) (FZ) (GA) (GB) (GC) (GD) (GE) (GF) (GG) (GH) (GI) (GJ) (GK) (GL) (GM) (GN) (GO) (GP) (GQ) (GR) (GS) (GT) (GU) (GV) (GW) (GX) (GY) (GZ) (HA) (HB) (HC) (HD) (HE) (HF) (HG) (HH) (HI) (HJ) (HK) (HL) (HM) (HN) (HO) (HP) (HQ) (HR) (HS) (HT) (HU) (HV) (HW) (HX) (HY) (HZ) (IA) (IB) (IC) (ID) (IE) (IF) (IG) (IH) (II) (IJ) (IK) (IL) (IM) (IN) (IO) (IP) (IQ) (IR) (IS) (IT) (IU) (IV) (IW) (IX) (IY) (IZ) (JA) (JB) (JC) (JD) (JE) (JF) (JG) (JH) (JI) (JJ) (JK) (JL) (JM) (JN) (JO) (JP) (JQ) (JR) (JS) (JT) (JU) (JV) (JW) (JX) (JY) (JZ) (KA) (KB) (KC) (KD) (KE) (KF) (KG) (KH) (KI) (KJ) (KK) (KL) (KM) (KN) (KO) (KP) (KQ) (KR) (KS) (KT) (KU) (KV) (KW) (KX) (KY) (KZ) (LA) (LB) (LC) (LD) (LE) (LF) (LG) (LH) (LI) (LJ) (LK) (LL) (LM) (LN) (LO) (LP) (LQ) (LR) (LS) (LT) (LU) (LV) (LW) (LX) (LY) (LZ) (MA) (MB) (MC) (MD) (ME) (MF) (MG) (MH) (MI) (MJ) (MK) (ML) (MM) (MN) (MO) (MP) (MQ) (MR) (MS) (MT) (MU) (MV) (MW) (MX) (MY) (MZ) (NA) (NB) (NC) (ND) (NE) (NF) (NG) (NH) (NI) (NJ) (NK) (NL) (NM) (NN) (NO) (NP) (NQ) (NR) (NS) (NT) (NU) (NV) (NW) (NX) (NY) (NZ) (OA) (OB) (OC) (OD) (OE) (OF) (OG) (OH) (OI) (OJ) (OK) (OL) (OM) (ON) (OO) (OP) (OQ) (OR) (OS) (OT) (OU) (OV) (OW) (OX) (OY) (OZ) (PA) (PB) (PC) (PD) (PE) (PF) (PG) (PH) (PI) (PJ) (PK) (PL) (PM) (PN) (PO) (PP) (PQ) (PR) (PS) (PT) (PU) (PV) (PW) (PX) (PY) (PZ) (QA) (QB) (QC) (QD) (QE) (QF) (QG) (QH) (QI) (QJ) (QK) (QL) (QM) (QN) (QO) (QP) (QQ) (QR) (QS) (QT) (QU) (QV) (QW) (QX) (QY) (QZ) (RA) (RB) (RC) (RD) (RE) (RF) (RG) (RH) (RI) (RJ) (RK) (RL) (RM) (RN) (RO) (RP) (RQ) (RR) (RS) (RT) (RU) (RV) (RW) (RX) (RY) (RZ) (SA) (SB) (SC) (SD) (SE) (SF) (SG) (SH) (SI) (SJ) (SK) (SL) (SM) (SN) (SO) (SP) (SQ) (SR) (SS) (ST) (SU) (SV) (SW) (SX) (SY) (SZ) (TA) (TB) (TC) (TD) (TE) (TF) (TG) (TH) (TI) (TJ) (TK) (TL) (TM) (TN) (TO) (TP) (TQ) (TR) (TS) (TT) (TU) (TV) (TW) (TX) (TY) (TZ) (UA) (UB) (UC) (UD) (UE) (UF) (UG) (UH) (UI) (UJ) (UK) (UL) (UM) (UN) (UO) (UP) (UQ) (UR) (US) (UT) (UU) (UV) (UW) (UX) (UY) (UZ) (VA) (VB) (VC) (VD) (VE) (VF) (VG) (VH) (VI) (VJ) (VK) (VL) (VM) (VN) (VO) (VP) (VQ) (VR) (VS) (VT) (VU) (VV) (VW) (VX) (VY) (VZ) (WA) (WB) (WC) (WD) (WE) (WF) (WG) (WH) (WI) (WJ) (WK) (WL) (WM) (WN) (WO) (WP) (WQ) (WR) (WS) (WT) (WU) (WV) (WW) (WX) (WY) (WZ) (XA) (XB) (XC) (XD) (XE) (XF) (XG) (XH) (XI) (XJ) (XK) (XL) (XM) (XN) (XO) (XP) (XQ) (XR) (XS) (XT) (XU) (XV) (XW) (XX) (XY) (XZ) (YA) (YB) (YC) (YD) (YE) (YF) (YG) (YH) (YI) (YJ) (YK) (YL) (YM) (YN) (YO) (YP) (YQ) (YR) (YS) (YT) (YU) (YV) (YW) (YX) (YZ) (ZA) (ZB) (ZC) (ZD) (ZE) (ZF) (ZG) (ZH) (ZI) (ZJ) (ZK) (ZL) (ZM) (ZN) (ZO) (ZP) (ZQ) (ZR) (ZS) (ZT) (ZU) (ZV) (ZW) (ZX) (ZY) (ZZ)

<b>REQUEST FOR PERSONNEL ACTION</b>						DATE PREPARED <b>21 MAY 1965</b>	
1. SPECIAL NUMBER 006830		2. NAME (Last-First-Middle) <b>F. L. C. Chabre</b>					
3. NATURE OF PERSONNEL ACTION <b>PROMOTION</b>				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR <b>MAY 23 65</b>		5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>	
6. FUNDS V TO V C TO V		7. COST CENTER NO. CHARGE ANF <b>5135 0990</b>		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS <b>DDP/WH FOREIGN FIELD BRANCH III MEXICO CITY, MEXICO STATION</b>				10. LOCATION OF OFFICIAL STATION <b>MEXICO CITY, MEXICO</b>			
11. POSITION TITLE <b>OPS OFFICER</b>		12. POSITION NUMBER <b>0853</b>		13. CAREER SERVICE DESIGNATION <b>D</b>			
14. CLASSIFICATION SCHEDULE (GS, FS, etc.) <b>GS</b>		15. OCCUPATIONAL SERIES <b>0136.01</b>		16. GRADE AND STEP <b>13 2</b>		17. SALARY OR RATE <b>\$ 12,495</b>	
18. REMARKS <b>FROM: SAME/GS 12.5/\$31,670.</b> <b>TO BE EFFECTIVE 23 MAY 1965</b>							
<div style="float: right; width: 50%;"> <p>FOR IN ACCORDANCE WITH HCSO-210 PART 1 (REV. 2 YRS)</p> </div> <div style="clear: both;"></div>							
<div style="float: left; width: 40%; border: 1px solid black; padding: 5px;"> <p>I certify that this promotion is absolutely essential to meet service needs. Action being taken, dated 21 May 1965.</p> </div> <div style="float: right; width: 50%; border: 1px solid black; padding: 5px;"> <p>Processed by GDPD 7</p> </div> <div style="clear: both;"></div>							
19. ACTION CODE <b>22 10</b>		20. EMPLOY CODE <b>5136</b>		21. OFFICE CODING NUMERIC ALPHABETICAL <b>W.H. 45075</b>		22. STATION CODE <b>45075</b>	
23. INTENT CODE <b>3</b>		24. MODIFIERS MO. DA. YR. <b>04 12 19 05 25 65</b>		25. DATE OF BIRTH MO. DA. YR. <b>05 25 65</b>		26. DATE OF EXPIRY MO. DA. YR. <b>05 25 65</b>	
27. DATE OF LEI MO. DA. YR. <b>05 25 65</b>		28. SPECIAL REFERENCE <b>181</b>		29. PAYMENT DATA 1-VSC 2-FICA 3-NONE CODE		30. SEPARATION DATA CODE TYPE MO. DA. YR. <b>EOD DATA</b>	
31. NET PREFERENCE CODE 0-NONE 1-5 PT. 2-10 PT.		32. SERV COMP DATE MO. DA. YR.		33. LONG COMP DATE MO. DA. YR.		34. CARRIER CATEGORY CAR TEST PRY YEAR	
35. FEDERAL HEALTH INSURANCE CODE 0-NONE 1-HAVER 2-NONE		36. SOCIAL SECURITY NO.		37. FEDERAL TAX DATA FORM EXECUTED CODE THE TAX EXEMPTIONS FORM EXECUTED CODE		38. STATE TAX DATA STATE TAX DATA FORM EXECUTED CODE	
39. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NONE 1-NO PREVIOUS SERVICE 2-NO BREAK IN SERVICE 3-BREAK IN SERVICE (LESS THAN 3 YEARS) 4-BREAK IN SERVICE (MORE THAN 3 YEARS)		40. LEAVE CAT CODE		41. FEDERAL TAX DATA FORM EXECUTED CODE THE TAX EXEMPTIONS FORM EXECUTED CODE		42. STATE TAX DATA STATE TAX DATA FORM EXECUTED CODE	
43. POSITION CONTROL CERTIFICATION		44. DPA APPROVAL <b>Joseph A. Magellan</b>		45. DATE APPROVED <b>21 MAY 1965</b>			

SECRET

7 NOV 1965

MEMORANDUM FOR: Chief, Western Hemisphere Division

SUBJECT: Notification of Approval of Quality Step Increase  
*Charles S. F. Lick*

1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.

2. The salary increase accomplished by the award of a Quality Step Increase is important and tangible evidence of the esteem in which the employee so recognized is held. However, I believe the commendatory and incentive benefits of this award will be partially lost unless it is presented in an appropriate ceremony which will afford the individual recognition among co-workers and supervisory officials. Also, I believe such recognition serves to inspire other employees to aspire to earning such recognition.

3. Acknowledging that cover problems may severely limit the manner in which this notice is presented to the employee concerned, may I ask that you arrange to have it presented with such ceremony as is appropriate to his status and assignment.

Robert S. Wattles  
Director of Personnel

SECRET

14-00000

EYES ONLY  
SECRET

16 MAR 1965

MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT : Recommendation for Promotion to Grade GS-13  
~~\_\_\_\_\_~~

*Charles S. Flick*

1. WH Division fully endorses the strong recommendation made by Chief of Station, Mexico, for the promotion of Arnold F. ~~\_\_\_\_\_~~ from GS-12 to GS-13.

2. The project supported by ~~\_\_\_\_\_~~ during the last five years is considered a model in the Agency and a good deal of the credit for such excellence is due to this officer, whose management of the project for a prolonged period of time has been well in excess of that required of a GS-13.

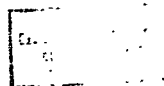
3. Subject is 46 years old and has been in grade as a GS-12 for the past seven years.

*Desmond Fitzgerald*  
Desmond Fitzgerald  
Chief

Western Hemisphere Division

*Approved - May 1965*

EYES ONLY  
SECRET



# DISPATCH

CLASSIFICATION		PROCESSING ACTION
SECRET/RYBAT		MARKED FOR INDEXING
TO: Chief, MI Division		NO INDEXING REQUIRED
INFO:		ONLY QUALIFIED DESK CAN JUDGE INDEXING
FROM: Chief of Station, Mexico City		MICROFILM
SUBJECT: Annual Fitness Report <del>██████████</del> (S. P.)		

## ACTION REQUIRED - REFERENCES

ACTION: See Below

*Charles E. Felt*

1. Attached are copies of an Annual Fitness Report on ~~██████████~~, who is outside case officer and technician for Project LIMPY.

2. Chief of Station again strongly urges that this officer be promoted to GS-13 immediately. It is not just, in the opinion of Chief of Station, Mexico City, to penalize an officer who is given an assignment as a "specialist" (in this case a "technician") and not promote him as would be the case of a regular case officer.

3. Chief of Station, Mexico City, has repeatedly recommended and urged the promotion of ~~██████████~~ see his Annual Fitness Report and letter of transmittal of 16 January 1964 (2001-4299). This request for promotion is repeated.

*William C. Curtis*  
WILLIAM C. CURTIS

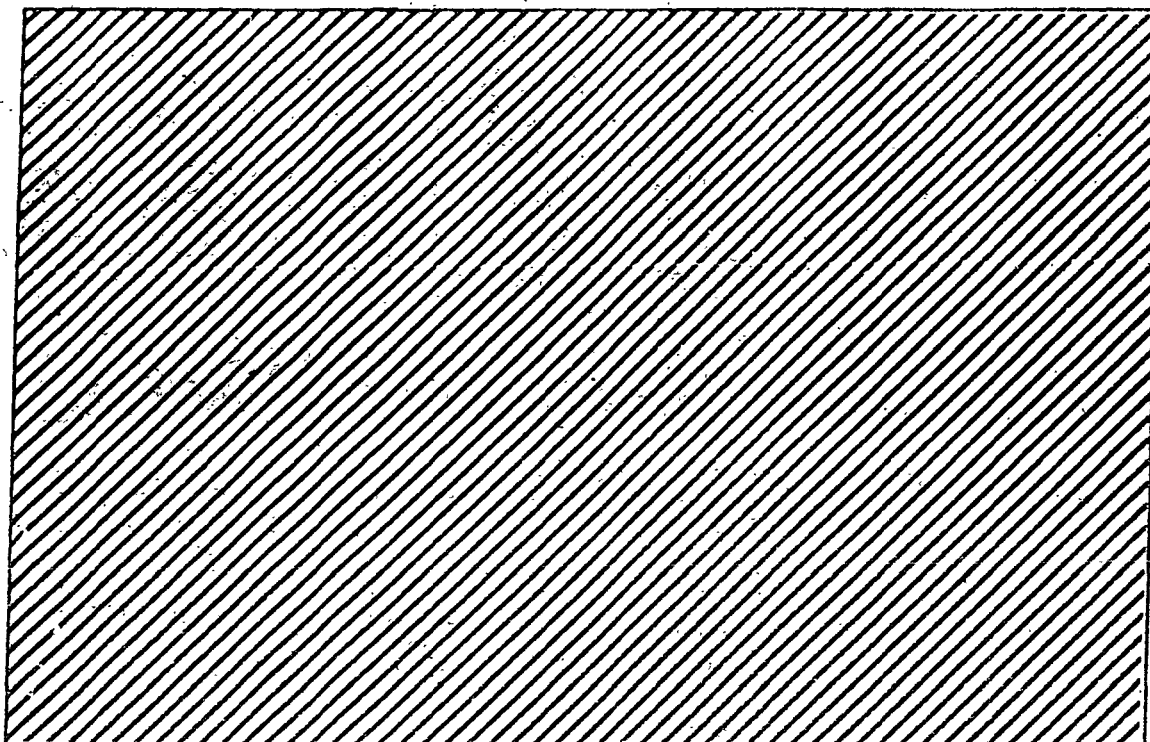
Attachment:  
As stated above (h/w)


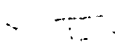
Distribution:  
3 - MI, S/acts

*7/5*  
*communicated to [unclear]*  
*17 Jan 1965*  
*W.C. Curtis*

CROSS REFERENCE TO	DISPATCH SYMBOL AND NUMBER	DATE
<div style="border: 1px solid black; padding: 2px;">           100-111111-1111            1111-1111         </div>	100-1111 CLASSIFICATION SECRET/RYBAT	13 January 1965 HQS FILE NUMBER

**SECRET**  
(When Filled In)



NAME OF EMPLOYEE (Last-First-Middle) 	NAME AND RELATIONSHIP OF DEPENDENT* Self	CLAIM NUMBER 65-280
<p><i>Charles E. Flick</i></p> <p>There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on <u>24 April 1964</u>.</p> <p>This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.</p>		
DATE OF NOTICE 1 OCT 1964	SIGNATURE OF BDO REPRESENTATIVE 	
NOTICE OF OFFICIAL DISABILITY CLAIM FILE		



EYES ONLY

8 November 1963

MEMORANDUM FOR: Secretary, Agent Panel

SUBJECT:

Promotion of ~~Charles G. Flick~~

REFERENCE:

Memorandum for: Secy, Agent Panel, dated 30 Aug. '63,  
Subject: Nominations of Staff Agents for Promotion to  
Grade GS-13

1. On 30 August 1963 a memorandum recommending the promotion of ~~Charles G. Flick~~ was submitted to the Staff Agent Panel supporting the WH Division semi-annual ranking of GS-12 Staff Agents. In view of recently received information, I feel even stronger now that this employee is deserving of recognition by promotion at this time.

2. A representative of the FI Staff has just returned from a visit to the Mexico City Station and reports that ~~Charles G. Flick~~ is performing exceedingly well on the duties and responsibilities assigned to him. I am very gratified to hear this news and believe that it should be considered significantly by the Staff Agent Panel.

J. C. King  
J. C. King  
Chief,

Western Hemisphere Division

*Not Approved*  
*Jan 1964*

EYES ONLY

**SECRET**  
(When Filled In)

*dal*

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER <b>CCF830</b>		2. NAME (Last-First-Middle) <b>Flick, Charles E</b>		31 JANUARY 1962	
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR <b>02 24 62</b>		5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>
6. FUNDS	V TO V	V TO CP	7. COST CENTER NO. CHARGEABLE	8. LEGAL AUTHORITY (Completed by Office of Personnel)	
<input checked="" type="checkbox"/>	CF TO V	<input checked="" type="checkbox"/> CF TO CP	<b>2135-5700-1000</b>		
9. ORGANIZATIONAL DESIGNATIONS <b>DDP WH BRANCH 3 MEXICO CITY, MEXICO STATION</b>			10. LOCATION OF OFFICIAL STATION <b>MEXICO CITY, MEXICO</b>		
11. POSITION TITLE <b>OPS OFFICER (D)</b>			12. POSITION NUMBER <b>853</b>	13. CAREER SERVICE DESIGNATION <b>D</b>	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) <b>GS (12)</b>		15. OCCUPATIONAL SERIES <b>0136.01</b>	16. GRADE AND STEP <b>12 3</b>	17. SALARY OR RATE <b>9475</b>	
18. REMARKS  FROM: DDP/WH/3/PROJECT LIENVOY/BAP-6120/MEXICO, <i>and as</i>  STAFFING COMPLEMENT CHANGE.					
10A. SIGNATURE OF REQUESTING OFFICIAL <i>Henry O. Roberts</i> H. O. ROBERTS, CAPT/PERSONNEL			DATE SIGNED	10B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Louis W. Armstrong</i> LOUIS W. ARMSTRONG	
				DATE SIGNED <b>1 Feb 62</b>	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE <b>37 10</b>	20. OFFICE SYMBOL <b>64700 WH</b>	21. STATION CODE <b>45075</b>	22. DATE OF BIRTH <b>3 04 12 19</b>	23. DATE OF GRADE	24. DATE OF LEAVE
25. NIE CAP RES	26. SPECIAL REFERENCE <b>1 - CDD 3 - JICA 5 - WMAE</b>	27. RETIREMENT DATA	28. DEPARTMENT DATA CODE	29. CORRECTION/CANCELLATION DATA	30. DATA CODE
31. VET. PREFERENCE	32. SERV. COMP. DATE	33. LONG. COMP. DATE	34. MIL SERV. PREFERENCE	35. SOCIAL SECURITY NO.	36. HEALTH INSURANCE
37. PREVIOUS EMPLOYMENT SERVICE DATA	38. STATE OF ORIGIN	39. FEDERAL ID DATA	40. STATE OF ORIGIN	41. STATE OF ORIGIN	42. STATE OF ORIGIN
43. POSITION CONTROL CERTIFICATION <i>3/ Kearney 02/14/62</i>	44. C.P. APPROVAL <i>Joseph B. Rogan</i>		DATE APPROVED <b>1 Feb 62</b>		

**SECRET**  
REQUEST FOR PERSONNEL ACTION

1. Serial No.		2. Name (Last-First-Middle) <b>FLICK, CHARLES E.</b>		3. Date Of Birth Mo. Da. Yr. <b>04 12 19</b>		4. Vol. Prod. Non-0 Code 5 Pt-1 10 Pt-2 <b>1 1</b>		5. Sex <b>M 1</b>		6. CS - FOD Mo. Da. Yr. <b>04 16 51</b>	
7. SCB Mo. Da. Yr. <b>03 16 41</b>		8. CSC Reint. Yes-1 Code No-2 <b>1</b>		9. CSC Or Other Legal Authority		10. Agent Affidavit Mo. Da. Yr. <b>04 16 51</b>		11. REGIT Yes-1 Code No-2		12. LCD Mo. Da. Yr. <b>04 16 51</b>	
13. <b>03</b>		14. <b>16</b>		15. <b>41</b>		16. <b>03</b>		17. <b>16</b>		18. <b>51</b>	

## PREVIOUS ASSIGNMENT

14. Organizational Designations		Code		15. Location Of Official Station		Station Code	
16. Dept. - Field Dept. Code Field Code 17. Position Title		18. Position No.		19. Serv.		20. Occup. Series	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Data Of Grade Mo. Da. Yr.	
25. PSI Due Mo. Da. Yr.		26. Appropriation Number					

## ACTION

27. Nature Of Action <b>EXCEPTED APPOINTMENT</b>		Code		28. Eff. Date Mo. Da. Yr. <b>6 12 60</b>		29. Type Of Employee <b>STAFF AGENT</b>		Code		30. Separation Data	
---	--	------	--	--	--	--	--	------	--	---------------------	--

## PRESENT ASSIGNMENT

31. Organizational Designations <b>DDP WH BRANCH 3 MEXICO CITY, MEXICO STATION PROJECT LIAISON</b>		Code		32. Location Of Official Station <b>MEXICO CITY, MEXICO</b>		Station Code	
33. Dept. - Field Dept. Code Field Code 34. Position Title <b>OPS OFCR</b>		35. Position No. <b>2120</b>		36. Serv. <b>03</b>		37. Occup. Series <b>0136,01</b>	
38. Grade & Step <b>12 2</b>		39. Salary Or Rate <b>8570</b>		40. SD <b>D</b>		41. Data Of Grade Mo. Da. Yr. <b>03 12 58</b>	
42. PSI Due Mo. Da. Yr. <b>03 12 58</b>		43. Appropriation Number <b>0135 5701 5170</b>					

## SOURCE OF REQUEST

A. Requested By (Name And Title) <b>P. C. BOWERS WH/PERSONNEL OFFICER</b>		C. Request Approved By (Signature And Title) <i>[Signature]</i>	
B. For Additional Information Call (Name & Telephone Ext.) <b>JOHN WASHINYO X8242</b>			

## CLEARANCES

A. Clearance <i>[Signature]</i>		B. Clearance <i>[Signature]</i>		C. Clearance <i>[Signature]</i>	
D. Clearance <i>[Signature]</i>		E. Clearance <i>[Signature]</i>		F. Clearance <i>[Signature]</i>	
G. Clearance <i>[Signature]</i>		H. Clearance <i>[Signature]</i>		I. Clearance <i>[Signature]</i>	
J. Clearance <i>[Signature]</i>		K. Clearance <i>[Signature]</i>		L. Clearance <i>[Signature]</i>	

Remarks:  
 1. **03/16/58**  
 2. **03/16/51**  
 3. **03/16/41**

L. 1

Personnel Actions Covered  
Period Prior to Mexico  
Assessment

ORIGINAL Biographic Profile

(sanitized version in sketch)

SECRET

REPRODUCTION MASTERS

BIOGRAF

BIOGRAPHIC PROFILE

H a n d l e   W i t h   C a r e

SECRET

"PAY ADJUSTMENT IN ACCORDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

NAME

SERIAL ORGN. FUNDS GR-STEP

NEW  
SALARY

006830 51 620 CF GS 13 7

\$23,642

*Fletcher, Charles*

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
006830		<i>Fletcher, Charles</i>		51 620		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Ftd. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 13	6	\$20,721	05/18/69	GS 13	7	\$21,913	05/16/71		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>Charles Fletcher</i>						DATE <i>1/17/73</i>			
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CERAS INITIALS						AUDITED BY <i>James H. Buckner</i>			
FORM 550 E Use previous editions PAY CHANGE NOTIFICATION (4-51)									

*4/29/71*

UUUU

L 3

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
<del>██████████</del> <i>Flick. Charles E</i>	006830	31	620	CF GS 13 6	\$20,721

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-291 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
<del>██████████</del> <i>Flick. Charles E</i>	006830	31	620	CF GS 13 6	\$19,555



1. Serial No.		2. Name		3. Civil Service Number		4. LADP Hours	
006830		F. L. Charles E.		51 620 CF			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date
GS 13	5	\$17,920	05/18/69	GS 13	6	\$18,447	11/18/69
7. TYPE ACTION							
8. Remarks and Authority Quality Step Increase S/R.S. Matties PAY CHANGE NOTIFICATION							

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1967"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME

SERIAL ORGN. FUNDS GR-STEP

SALARY

006830 51 620 CF GS 13 5

\$17,920

F. L. Charles E.

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP NO./YR	
006830		F. L. Charles E.		51 620		CF			
A. OLD SALARY RATE				B. NEW SALARY RATE				C. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ
GS 13	4	\$15,849	05/21/67	GS 13	5	\$16,329	05/18/69		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EE PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD						Daw H Lutescher 108			
CLEANED INITIALS						ALLOTTED BY			

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME

SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
006830	51	620	CF GS 13 4	\$14,857	\$15,849

*Flake, Charles E*

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206, PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME

SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
006830	51	620	CF GS 13 4	\$14,217	\$14,857

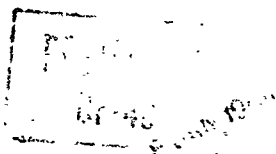
*Flake, Charles E*

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME

SERIAL	ORGN.	FUNDS	GR-ST	OLD SALARY	NEW SALARY
006830	51	700	CF GS 12 4	\$10,420	\$10,970

*Flake, Charles E*



IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 77-793 AND  
 DCI MEMORANDUM DATED 1 AUGUST 1944, SALARY IS ADJUSTED AS FOLLOWS:  
 EFFECTIVE 14 OCTOBER 1942

NAME Flick, Charles E SERIAL 006830 ORGN 433026 FUNDS 64700 OLD SALARY CF 12 4 8 9735 NEW SALARY 12 4 210420

POSTED ON

WN

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
006830		Flick, Charles E		64 700 CF			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date
GS 12	3	9,475	03/05/61	GS 12	4	9,735	09/02/62
7. TIME ACTION							
PSI ISI ADI							
8. Remarks and Authorization							
<p style="text-align: right;"><i>Joseph B. Ragan</i></p> <p>/ / NO EXCESS LWOP / / EXCESS LWOP</p> <p>/ / IN PAY STATUS AT END OF WAITING PERIOD</p> <p>/ / IN LWOP STATUS AT END OF WAITING PERIOD</p> <p>CLERKS INITIALS      AUDITED BY</p>							
PAY CHANGE NOTIFICATION							

Form 941 560

Obsolete Previous Edition

C/10/1/1

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
006830		Flick, Charles E		51 620 CF			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date
GS 13	3	13,759	09/22/65	GS 13	4	14,217	05/21/67
7. TIME ACTION							
PSI ISI ADI							
8. Remarks and Authorization							
<p>/ / NO EXCESS LWOP</p> <p>/ / IN PAY STATUS AT END OF WAITING PERIOD</p> <p>/ / LWOP STATUS AT END OF WAITING PERIOD</p> <p>CLERKS INITIALS      AUDITED BY <i>John R. [Signature]</i></p>							
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.							
SIGNATURE <i>[Signature]</i>				DATE <i>10/1/67</i>			
PAY CHANGE NOTIFICATION							

1. LAST NAME <b>FLICK</b>		FIRST NAME <b>CHARLES</b>		INITIAL(S) <b>E</b>		2. APPOINTMENT DATA Entered on duty <b>4/16/51</b> <input checked="" type="checkbox"/> P <input type="checkbox"/> F Subject to Sec. 203(d), 1951 Leave Act Yes <input type="checkbox"/> No <input type="checkbox"/> Ceased to be subject to Sec. 203(d) on _____ Annual Leave Bill		3. TOTAL SERVICE FOR LEAVE (as of date of separation) Years <b>32</b> Months <b>3</b> Days <b>14</b> <input checked="" type="checkbox"/> More than 15 years		
4. DATE AND NATURE OF SEPARATION <b>RETIREMENT 6/29/73</b>										
SUMMARY OF ANNUAL AND SICK LEAVE (HOURS)						SUMMARY OF HOME LEAVE (DAYS)				REMARKS  <b>SCD: 3/16/41</b>  <b>* sick lv. sent to COM</b>
5. Balance from prior leave year ended <b>1/6</b> <b>1973</b> <b>360</b> <b>2248</b>						14. Date arrival abroad for HL purposes _____				
6. Current leave year accrued through <b>6/23</b> <b>1973</b> <b>96</b> <b>48</b>						15. Current balance as of _____ 19 _____				
7. Total <b>456</b> <b>2296</b>						16. 12-month accrual rate _____				
8. Reduction in credits, if any (current year) <b>0</b> <b>0</b>						17. Dates leave used, prior 24 months _____				
9. Total leave taken <b>30</b> <b>0</b>						18. Monthly accrual date _____				
10. Balance <b>426</b> <b>2296</b>						19. Calendar days credit for next accrual date _____				
11. Total hours paid in lump sum <b>360 + 2 hols.</b>						20. Date basic service period completed _____				
12. Salary rate: <b>23642.00</b>						MILITARY LEAVE				
13. Lump sum leave dates: From <b>0830 7/2/73</b> to <b>9/1/73</b> <b>1700</b> (Hours)						21. Dates during current calendar yr _____ to _____				
20. Certified correct by <i>[Signature]</i> <b>6/6/73</b> (Signature) (Date) <b>for Chief Payroll</b> <b>143-2213</b> (Title) (Telephone)						22. Dates during preceding calendar yr _____ to _____				
						ABSENCE WITHOUT PAY				
						23. During leave year in which separated _____				
						24. During step increase waiting period which began on <b>5/16/71</b>				
						25. During 12 month HL accrual period (dates): _____				

Standard Form 1140  
November 1964  
1140-108

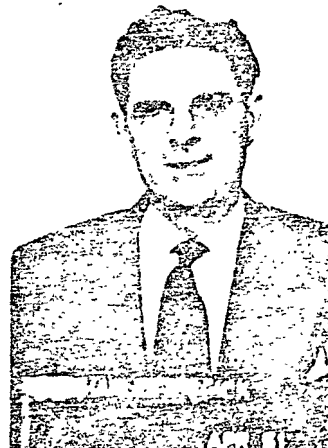
### RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION  
FPM SUPPLEMENTS 296-31 AND 990-2

**SECRET**  
(When Filled In)

LML: 03 JUL 73

NOTIFICATION OF PERSONNEL ACTION									
OEB									
1. SERIAL NUMBER <b>006830</b>		2. NAME (LAST FIRST MIDDLE) <b>Flick, Charles E.</b>							
3. NATURE OF PERSONNEL ACTION <b>RETIREMENT (VOLUNTARY) UNDER CIA RETIREMENT AND DISABILITY SYSTEM</b>						4. EFFECTIVE DATE MO DA YR <b>06 29 73</b>		5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>	
6. FUNDS <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> CF TO V		<input type="checkbox"/> V TO CF <input checked="" type="checkbox"/> CF TO CF		7. Financial Analysis No Chargeable <b>3135 0990 0000</b>			8. CSC OR OTHER LEGAL AUTHORITY <b>PL 88-643 SECT 233</b>		
9. ORGANIZATIONAL DESIGNATIONS <b>DDO/WH DIVISION FOREIGN FIELD BRANCH 1-MEXICO CITY, MEXICO STATION</b>						10. LOCATION OF OFFICIAL STATION <b>MEXICO CITY, MEXICO</b>			
11. POSITION TITLE <b>OPS OFFICER</b>						12. POSITION NUMBER <b>0418</b>		13. SERVICE DESIGNATION <b>D</b>	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) <b>GS</b>			15. OCCUPATIONAL SERIES <b>0136.01</b>		16. GRADE AND STEP <b>13 7</b>		17. SALARY OR RATE <b>23642</b>		
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PI									
19. ACTION CODE <b>45</b>	20. EMPLOY CODE <b>10</b>	21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE	25. DATE OF BIRTH MO DA YR <b>04 12</b>		
26. NTE EMP YES		27. SPECIAL REFERENCE		28. RESIDENCE DATA 1. CSC 2. CIA 3. FICA 4. NONE		29. SEPARATION DATA CODE <b>08J0000</b>		30. Correction / Cancellation Dg TYPE MO DA YR	
31. VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT		32. SERV COMP DATE MO DA YR		33. LONG COMP DATE MO DA YR		34. CAREER CATEGORY CODE 1 YES 2 NO		35. FEGLI / HI CODE 0 WAIVE 1 YES	
36. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE (LESS THAN 3 YRS) 3 BREAK IN SERVICE (MORE THAN 3 YRS)				37. LEAVE CAT. CODE		38. FEDERAL TAX DATA FORM EXECUTED 1 YES 2 NO		39. NO TAX EXEMPTION	
SIGNATURE OR OTHER AUTHENTICATION									



FORM 550 1150 Use Previous Edition  
Mfg 11/71

**SECRET**

**SECRET**

Excluded from automatic  
downgrading and  
declassification

(When Filled In)

BJT: 17 MAY 67

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
XXB											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
000830		Frick, Charles E.									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM						05 07 67		REGULAR			
6. FUNDS		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY							
<input type="checkbox"/> V TO V <input type="checkbox"/> CF TO V <input checked="" type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		7135 0990 (XXXX)		PL 88-643 SECT. 203							
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP/WH						MEXICO CITY, MEXICO					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
								D			
14. CLASSIFICATION SCHEDULE (GS, LO, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY RATE			
						13					
18. REMARKS											
EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.											
23 MAY 1967											
<div style="border: 1px solid black; padding: 5px; display: inline-block;">             POSTED ON 07-40           </div>											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRAL CODE		24. BIRTH DATE OF BIRTH	
25. RET EXPIRES		26. SPECIAL REFERENCE		27. RETIREMENT DATA		28. SEPARATION DATA CODE		29. CANCELLATION CANCELLATION DATA		30. SECURITY REG NO	
				2						<div style="border: 1px solid black; padding: 5px; display: inline-block;">             EOD DATA           </div>	
31. VET PREFERENCE		32. SERV COMP DATE		33. LONG COMP DATE		34. CAREER CATEGORY		35. FIGHT/HEALTH INSURANCE		36. SOCIAL SECURITY NO	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE LVL				43. FEDERAL TAX DATA			
CODE 1. NO PREVIOUS SERVICE 2. BREAK IN SERVICE LESS THAN 1 YEAR 3. BREAK IN SERVICE MORE THAN 1 YEAR				CODE 1. YES 2. NO				CODE 1. YES 2. NO			
SIGNATURE OR OTHER AUTHENTICATION											

FORM 1150

Use previous Edition

SECRET

BJT



(When Filled In)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF FL 89-504  
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,  
AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDUS	GR-STEP	OLD SALARY	NEW SALARY
<del>██████████</del> Fitch, Charles	006830	51	620	CF GS 13 3	\$13,380	\$13,769

1 Serial No. 2 Name 3 Cost Center Number 4 LWOP Status

006830 Fitch, Charles 51 620 CF

5 OLD SALARY RATE 6 NEW SALARY RATE 7. TIME ACTION

Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LS	ADJ
GS 13	2	\$12,943	05/23/65	GS 13	3	\$13,380	05/22/66			

8 Remarks and Authorization

/ / NO EXCESS LWOP  
/ / IN PAY STATUS AT END OF WAITING PERIOD  
/ / LWOP STATUS AT END OF WAITING PERIOD  
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS  
OF AN ACCEPTABLE LEVEL OF COMPETENCE

SIGNATURE DATE

PAY CHANGE NOTIFICATION

APRIL 66

SECRET  
(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

1. NAME (Last, First, Middle) <i>Frank Charles</i>																																																																																																																																																																							
2. NUMBER 006830																																																																																																																																																																							
3. NATURE OF PERSONNEL ACTION REASSIGNMENT						4. EFFECTIVE DATE MO DA YR 04 10 66			5. CATEGORY OF EMPLOYMENT REGULAR																																																																																																																																																														
6. FUNDS V TO V CF TO V X CF TO CF						7. COST CENTER NO. CHARGEABLE 6135 0990 0000			8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J																																																																																																																																																														
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH I MEXICO CITY, MEXICO STATION						10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO																																																																																																																																																																	
11. POSITION TITLE OPS OFFICER						12. POSITION NUMBER 0418			13. SERVICE DESIGNATION D																																																																																																																																																														
14. CLASSIFICATION SCHEDULE (GS, LR, etc.) GS				15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 2			17. SALARY OR RATE 12945																																																																																																																																																														
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FORM 1150  
11-42

Use Previous Edition

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(When Filled In)



"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301  
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,  
AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME

SERIAL OPGN. FUNDS GR=STEP

OLD  
SALARY

NEW  
SALARY

006830 51 620 CF GS 13 2 \$12,495 \$12,945

*Flick, Charles E*

PJH: 21 MAY 65

SECRET  
(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

OCB

1. SERIAL NUMBER <b>006830</b>		2. NAME (LAST FIRST MIDDLE) <b>Frank Charles E</b>	
3. NATURE OF PERSONNEL ACTION <b>PROMOTION</b>		4. EFFECTIVE DATE MO DA YR <b>05 23 65</b>	
5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>		6. COST CENTER NO. CHARGEABLE <b>5135 0990 0000</b>	
7. CSC OR OTHER LEGAL AUTHORITY <b>50 USC 403 J</b>		8. FUND V TO V CF TO V <b>X</b> V TO CF CF TO CF	
9. ORGANIZATIONAL DESIGNATIONS <b>DOP/WH FOREIGN FIELD BRANCH III MEXICO CITY, MEXICO STATION</b>		10. LOCATION OF OFFICIAL STATION <b>MEXICO CITY, MEXICO</b>	
11. POSITION TITLE <b>OPS OFFICER</b>		12. POSITION NUMBER <b>0853</b>	
13. SERVICE DESIGNATION <b>D</b>		14. CLASSIFICATION SCHEDULE (GS, LO, etc.) <b>GS</b>	
15. OCCUPATIONAL SERIES <b>0136.01</b>		16. GRADE AND STEP <b>13 2</b>	
17. SALARY OR RATE <b>12495</b>		18. REMARKS	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE <b>22</b>	20. EMPLOY CODE <b>10</b>	21. OFFICE CODING ALPHABETIC <b>51700 WH</b>	22. STATION CODE <b>45075</b>
23. INTRINSIC CODE <b>3</b>	24. DATE OF BIRTH MO DA YR <b>04 12 19</b>	25. DATE OF GRADE MO DA YR <b>05 23 65</b>	26. DATE OF LEI MO DA YR <b>05 23 65</b>
27. HIRE EXPIRES MO DA YR <b>05 22 67</b>	28. SPECIAL REFERENCE <b>81</b>	29. RETIREMENT DATA 1. CODE 2. PICA 3. NONE	30. SEPARATION DATA CODE TYPE MO DA YR <b>EOD DATA</b>
31. VET PREFERENCE CODE 0. NONE 1. 5 PT 2. 10 PT	32. SERV COMP DATE MO DA YR	33. LONG COMP DATE MO DA YR	34. CAREER CATEGORY CODE CAREER PROV TEMP
35. FEGLI / HEALTH INSURANCE CODE 0. WAIVER 1. YES	36. SOCIAL SECURITY NO.	37. PREVIOUS GOVERNMENT SERVICE DATA CODE 0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 3 YRS) 3. BREAK IN SERVICE (MORE THAN 3 YRS)	38. LEAVE CAT. CODE
39. FEDERAL TAX DATA FORM EXECUTED 1. YES 2. NO	40. STATE TAX DATA CODE 1. YES 2. NO	41. NO TAX EXEMPTIONS CODE 1. YES 2. NO	42. STATE CODE
SIGNATURE OR OTHER AUTHENTICATION			

FORM 11-62 1150

Use Previous Edition

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(When Filled In)

WAF

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
006A30		Flick, Charles E		51 700 CF			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date
GS 12	4	11,315	09/02/62	GS 12	5	11,670	08/30/64
7. TYPE ACTION							
PSI LM ADJ.							
8. Remarks and Authorization							
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY							
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.							
SIGNATURE: <i>[Signature]</i> DATE: <i>June 64</i>							
PAY CHANGE NOTIFICATION							

24 AUG 1964

Form 9-61 560

Obsolete Previous Edition

(4-51)

**SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.**

[illegible]

PAYROLL CHANGE DATA										
7. Previous amount	BASE PAY	OVERTIME	GROSS PAY	RET.	FEDERAL TAX	BOND	F.I.C.A.	STATE TAX	GROUP LIFE INS.	NET PAY
8. New amount										
9. Pay this period										
10. Remarks										11. Appropriation(s)
<div style="text-align: center;"> <b>POSTED ON</b>  <b>05-10</b>  <i>John S. Marshall</i> </div>										12. Prepared by <b>Jlv 24 Feb 1961</b>
										13. Audited by
<input checked="" type="checkbox"/> Partials step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase										
14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better						
<b>02 MAR 62</b>	<b>05 SEP 57</b>	<b>\$7213</b>	<b>\$9475</b>	<i>Joseph L. Bagan</i> (Signature or other authentication)						
19. LWOP data (fill in appropriate space covering LWOP during following period(s))				<input type="checkbox"/> (Check applicable box in case of excess LWOP) <input type="checkbox"/> In pay status at end of waiting period. <input type="checkbox"/> In LWOP status at end of waiting period.						
20. No excess LWOP. Total excess LWOP				STANDARD FORM NO. 1126d—Revised Form prescribed by Comp. Gen. U. S. October 26, 1954, General Regulations No. 102						
<b>CONFIDENTIAL</b> <b>PAYROLL CHANGE SLIP — PERSONNEL COPY</b>										

PSC: 16 FEB 62

 SECRET  
 (When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
<b>OCB</b>									
1. SERIAL NUMBER <b>000-830</b>		2. NAME (LAST-FIRST MIDDLE) <b>Flick, Charles E</b>							
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>				4. EFFECTIVE DATE MO DA YR <b>02 04 62</b>		5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>			
6. FUNDS		V TO V CF TO V		V TO CF CF TO CF		7. COST CENTER NO. CHARGEABLE <b>2135 5700 1000</b>		8. CSC OR OTHER LEGAL AUTHORITY <b>50 USC 403 J</b>	
9. ORGANIZATIONAL DESIGNATIONS <b>DDP WH BRANCH 3 MEXICO CITY, MEXICO STATION</b>						10. LOCATION OF OFFICIAL STATION <b>MEXICO CITY, MEXICO</b>			
11. POSITION TITLE <b>OPS OFFICER</b>						12. POSITION NUMBER <b>0853</b>		13. CAREER SERVICE DESIGNATION <b>D</b>	
14. CLASSIFICATION SCHEDULE (GS, LG, etc.) <b>GS</b>		15. OCCUPATIONAL SERIES <b>0136.01</b>		16. GRADE AND STEP <b>12 3</b>		17. SALARY OR RATE <b>9475</b>			
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE <b>37</b>		20. EMPLOY CODE <b>10</b>		21. OFFICE CODING NUMERIC ALPHABETIC <b>64700 WH</b>		22. STATION CODE <b>45075</b>		23. INTEGRAL CODE	
24. Entry Code <b>3</b>		25. DATE OF BIRTH MO DA YR <b>04 12 19</b>		26. DATE OF GRADE MO DA YR		27. DATE OF LEI MO DA YR			
28. NTE EXPIRES MO DA YR		29. SPECIAL REFERENCE		30. RETIREMENT DATA 1. SSC 2. REGA 3. NONE		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA	
33. NET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT		34. SERV COMP DATE MO DA YR		35. LONG COMP DATE MO DA YR		36. MIL SERV CREDIT/100 CODE 1 YES 2 NO		37. REGULAR HEALTH INSURANCE CODE 1 YES 2 NO	
38. SOCIAL SECURITY NO.				39. SECURITY REG NO.					
40. SOCIAL SECURITY NO.				41. SECURITY REG NO.					
42. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE (LESS THAN 12 MOS) 3 BREAK IN SERVICE (MORE THAN 12 MOS)				43. LEAVE CAT CODE 1 YES 2 NO		44. FEDERAL TAX DATA CODE 1 YES 2 NO		45. STATE TAX DATA CODE 1 YES 2 NO	
SIGNATURE OR OTHER AUTHENTICATION									
<div style="border: 1px solid black; padding: 10px; display: inline-block;"> <b>POSTED</b>  <i>John S. Marshall</i> </div>									

SECRET  
(WHEN FILLED IN)

### NOTIFICATION OF PERSONNEL ACTION

1. NAME (LAST, FIRST-MIDDLE, ONE CIVIL NAME INITIAL(S) AND SURNAME) <i>Black, Gordon R.</i>		2. DATE OF BIRTH <i>04/12/19</i>	3. JOURNAL OR ACTION NO.	4. DATE <i>17 June 1960</i>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>EXCEPTED APPOINTMENT(STAFF AGENT)</b>		6. EFFECTIVE DATE <i>12 June 1960</i>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <i>50 USCA 4031</i>	
FROM		TO		
		8. POSITION TITLE <b>Ops Officer 8120</b>		
		9. SERVICE SERIES, GRADE, SALARY <b>GS-0136.01-12 \$8570.00 p/a</b>		
		10. ORGANIZATIONAL DESIGNATIONS <b>DDP/WH Branch 3 Mexico City, Mexico Station Project: LIENVOY</b>		
		11. HEADQUARTERS <b>Mexico City, Mexico</b>		
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE WWII OTHER S-PT 10-POINT <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW VICE I. A. REAC <b>SD:D</b>		
15. SEX <b>M</b>	16. APPROPRIATION FROM <b>0135-5701-5170</b>	17. SUBJECT TO U. S. RETIREMENT ACT (YES/NO) <b>YES</b>	18. DATE OF APPOINTMENT AFFIDAVITS (EXCEPTIONS ONLY)	19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> WAIVED STATE:
20. REMARKS  DOG: 03/09/58 CSEOD: 04/16/51 LDD: 04/16/51 SCD: 03/16/41  <div style="border: 1px solid black; padding: 5px; display: inline-block;">1000 60 1000 60</div> <div style="border: 1px solid black; padding: 5px; display: inline-block;">TO 571 DISCONE 1000 13 JULY 1960 WART AGENTS FOR 49,215</div> FRANCE PERFORMANCE RATING:  FOR DIRECTOR OF PERSONNEL <i>Joseph B. Pagan</i> 21. SIGNATURE OR OTHER AUTHENTICATION				

1. ~~EXCEPTED~~ COPY  
*file*

Personnel Actions -- period  
covered prior to Mexico City  
Assessment

**SECRET**

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006830	
<b>SECTION A</b>		<b>GENERAL</b>			
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. DD
████████████████████		12 Apr 19	M	GS-13	D
6. OFFICIAL POSITION TITLE		7. OFFICE OR OF ASSIGNMENT		8. CURRENT STATION	
Operations Officer		DDP/WII/1		Mexico City	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C) SPECIAL (Specify):		<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)			
		1 February 1971 - 31 October 1971			
<b>SECTION B</b>		<b>PERFORMANCE EVALUATION</b>			
<u>U-Unsatisfactory</u>		Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.			
<u>M-Marginal</u>		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.			
<u>P-Proficient</u>		Performance is satisfactory. Desired results are being produced in the manner expected.			
<u>S-Strong</u>		Performance is characterized by exceptional proficiency.			
<u>O-Outstanding</u>		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.			
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Maintenance and repair of all equipment used in the Joint JKLANCE/GOM telephone tap operation.					RATING LETTER  S
SPECIFIC DUTY NO. 2 Responsible for the efficient and secure delivery of materials on a daily basis as well as administration of project monies totalling over \$1,000.00 per month.					RATING LETTER  S
SPECIFIC DUTY NO. 3 Protection of our equity in this important operation by performing his duties in a manner which the GOM could not duplicate.					RATING LETTER  S
SPECIFIC DUTY NO. 4 Maintaining good personal relationships with the GOM personnel involved in this operation so as to enhance the overall effectiveness of the operation.					RATING LETTER  S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER  S



## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Mention of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be mentioned, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

The ratings given in this report are not meant to indicate a change in Subject's overall fitness and effectiveness in this operation, but rather, a reflection of the reporting officer's interpretation of the letter grades themselves. Subject continues to do an impressive job in a task that to himost would be far from personally rewarding and often very frustrating.

The equipment which he maintains is for the most part at least ten years old and requires constant maintenance and the use of improvised parts. Subject has used his ingenuity and sense of responsibility to improvise and keep the operation going. There has yet to be, to our knowledge, a moment when operations have been suspended due to his inability to keep the equipment going. This in itself is an act worthy of recognition.

Subject has never missed a meeting nor has he ever complained about special meetings or special assignments due to operational necessity. He is often the first to call the attention of the Station to matters of operational interest which occur outside the normal working day.

Subject has always been aware of the Station's equities in this operation which transcend the operational and technical aspects. He has always demonstrated this awareness in his dealings with his local counterparts. They have personal respect for Subject and count him as one of themselves in all respects.

## SECTION D

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 7 December 1971	SIGNATURE OF EMPLOYEE <i>[Signature]</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 7 December 1971	OFFICIAL TITLE OF SUPERVISOR Operations Officer	TYPED OR PRINTED NAME AND SIGNATURE <i>[Signature]</i>
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE 7 December 1971	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE <i>[Signature]</i>

SECRET

(continued)

He has frequently been made privy to matters which would not normally be revealed to the Station or come to the Station's attention in the routine way. This is due to his closeness to the indigenous personnel connected with the operation and their acceptance of his "in" with the powers that be.

Overall, Subject contributes in a very strong way to the operation. Without him the operation and the resulting relationships may well have been lost some years ago. It is hoped that his personal desires will lead him to remain with the project for some years to come.

Reviewing Comments:

'I agree to all of the above. Those who are unaware of it should know that subject spent many years, until last January, having to work with an unpleasant, venal, untruthful, and lazy supervisor of the operation. (The new president fired him.) Subject went through those years of unpleasantness without ever losing sight of the agency's needs. Now, circumstances are more pleasant but subject is as keen as ever to be sure that the work is done in a way responsive to our requirements. He has done fine work over the years and he maintains the same high standards for his own performance and this influence carries over to his Mexican opposite number. I am convinced as ever that he deserves a promotion as he has in the past. He has been six-and-a-half years in grade since 23 May 1965, to be exact. We are putting such a recommendation forward. (Please note that he is being given an overall S. In past years he was given "O's". The change is not in his performance, which is as fine as ever. We simply are not throwing O's around.)

SECRET

(When Filled In)

FITNESS REPORT		EMPLOYEE SERIAL NUMBER
		006830
<b>SECTION A GENERAL</b>		
1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH (M) (D) (YR)	3. GRADE (S) (D)
[REDACTED]	12 Apr 19 M	GS-13E D
4. OFFICIAL POSITION/TITLE	5. OFF DIV OR OF ASSIGNMENT	6. CURRENT STATION
Operations Officer	DDP, WH/1	Mexico City
7. CHECK (X) TYPE OF APPOINTMENT	8. CHECK (X) TYPE OF REPORT	
CAREER RESERVE TEMPORARY	INITIAL ANNUAL	
CAREER-PROVISIONAL (See instructions - Section C)	REASSIGNMENT SUPERVISOR REASSIGNMENT EMPLOYEE	
X SPECIAL (Specify) Staff Agent	X SPECIAL (Specify)	
9. DATE REPORT DUE (M) (D) (YR)	10. REPORTING PERIOD (From - To)	
30 November 1972	1 November 1971 - 30 September 72	
<b>SECTION B PERFORMANCE EVALUATION</b>		
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Profluent</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>		
<b>SPECIFIC DUTIES</b>		
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).		
SPECIFIC DUTY NO. 1		RATING LETTER
Staff Agent physically located within a BKCROWN [REDACTED] technical operation responsible for the day-to-day protection of our equities in this operation		S
SPECIFIC DUTY NO. 2		RATING LETTER
Responsible for the complete maintenance of all technical equipment used in this joint operation		O
SPECIFIC DUTY NO. 3		RATING LETTER
Technical supervision and training of fourteen [REDACTED] agents		S
SPECIFIC DUTY NO. 4		RATING LETTER
Maintaining good personal and managerial relationships with the personnel involved in this operation for the purpose of enhancing its overall effectiveness		S
SPECIFIC DUTY NO. 5		RATING LETTER
Responsible for the secure and efficient delivery of all materials on a daily basis		S
SPECIFIC DUTY NO. 6		RATING LETTER
Responsible for the accounting and administrative functions involved in this operation which includes funds totaling over \$3,000 US dollars monthly.		S
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>		
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.		RATING LETTER
		S

SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position bearing in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in use of personnel, space, equipment and funds must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

For the record, it must be stated that the rating officer has only worked with Subject since 26 July 1972 and the ratings listed in Section B are intended to cover the period of 26 July through 30 October 1972. However, it is also stated at this time, after having reviewed Subject's last two fitness reports, that Subject's former rating officer who departed PCS in July 1972 would probably concur in the ratings for the entire time span of this report.

Subject has been running the same delicate operation for the past twelve years and his performance then and now continues at the strong to outstanding level. Subject is constantly on the alert to protect our equities in this operation and this alertness is clearly demonstrated in the way he handles his relations with his Mexican counterparts. While they treat him as "one of them", they do not overlook the fact that he is BKCROWN and the inside supervisor of the operation.

Subject's ability to maintain the outdated and overused equipment in this operation is outstanding. His high degree of capability in equipment maintenance is definitely a money saving factor to the operation. Subject maintains a first echelon maintenance program and has a fixed schedule for dismantling, examining and repairing worn parts before the equipment actually breaks down. His perseverance in the maintenance program has saved the operation from ever experiencing a complete loss of

## SECTION D

## CERTIFICATION AND COMMENTS

(Cont'd)

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

6 Nov 1972

SIGNATURE OF EMPLOYEE

/s/ [Signature]

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO SUPERVISOR, GIVE EXPLANATION

DATE

6 Nov 1972

OFFICIAL TITLE OF SUPERVISOR

Operations Officer

SIGNATURE OF SUPERVISOR

/s/ [Signature]

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The comments and ratings above are an accurate description of Subject's performance. I have been in a position to review his activities over the past three years and I have found his work to be consistently high. Of particular note I find his concentration on details in reporting and accounting, his availability for emergencies, cooperation and ability in his technical specialty to be commendable. Subject has been in grade since May 1965 and is deserving of a promotion. We will continue to make such recommendations.

DATE

6 Nov 1972

OFFICIAL TITLE OF REVIEWING OFFICIAL

Deputy Chief of Station

SIGNATURE OF REVIEWING OFFICIAL

/s/ [Signature]

SECRET

14-00000

**FITNESS REPORT -**

**SECTION C (CONTINUED)**

coverage due to an overall technical breakdown of the equipment.

Subject has a promptness and security consciousness about the entire operation and making clandestine meetings with his inside case officer that manifests a high degree of professionalism in his character. His dedication to getting the job done rapidly, efficiently and securely is yet another example of his professionalism. He works long and often extra hours without hesitation and is always available when called upon to perform special tasks.

Subject handles the black bagging of funds and the administrative functions of this operation in an excellent manner. His accountings are well prepared, detailed and always submitted on time. The accountings always reflect Subject's cost consciousness.

In summation, Subject executes all six of the specific duties listed under Section B of this report in a very strong professional manner. Subject is a definite asset to the success that this operation has enjoyed over the years and his absence from the scene for any prolonged time would have adversely affected the operation.

Fitness Reports for  
periods -

A. 1 FEB 71 - 31 Oct 71

B. 1 NOV 71 - 30 Sept 72

Sanitized copies in file

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION <b>GENERAL</b>				006830	
1. NAME (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SO
Flick, Charles		12 Apr 19	M	GS-13E	D
6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION	
Operations Officer		DDP/WH/1		Mexico City	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input checked="" type="checkbox"/> SPECIAL (Specify): Staff Agent			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
30 November 1972			1 November 1971 - 30 September 72		
SECTION B PERFORMANCE EVALUATION					
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Staff Agent physically located within a BECROWN technical operation responsible for the day-to-day protection of our equities in this operation					S
SPECIFIC DUTY NO. 2					RATING LETTER
Responsible for the complete maintenance of all technical equipment used in this joint operation					O
SPECIFIC DUTY NO. 3					RATING LETTER
Technical supervision and training of fourteen Mexican agents					S
SPECIFIC DUTY NO. 4					RATING LETTER
Maintaining good personal and managerial relationships with the personnel involved in this operation for the purpose of enhancing its overall effectiveness					S
SPECIFIC DUTY NO. 5					RATING LETTER
Responsible for the secure and efficient delivery of all materials on a daily basis					S
SPECIFIC DUTY NO. 6					RATING LETTER
Responsible for the accounting and administrative functions involved in this operation which includes funds totaling over \$3,000 US dollars monthly					S
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S

SECRET

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

For the record, it must be stated that the rating officer has only worked with Subject since 26 July 1972 and the ratings listed in Section B are intended to cover the period of 26 July through 30 October 1972. However, it is also stated at this time, after having reviewed Subject's last two fitness reports, that Subject's former rating officer who departed PCS in July 1972 would probably concur in the ratings for the entire time span of this report.

Subject has been running the same delicate operation for the past twelve years and his performance then and now continues at the strong to outstanding level. Subject is constantly on the alert to protect our equities in this operation and this alertness is clearly demonstrated in the way he handles his relations with his Mexican counterparts. While they treat him as "one of them", they do not overlook the fact that he is BKCROWN and the inside supervisor of the operation.

Subject's ability to maintain the outdated and overused equipment in this operation is outstanding. His high degree of capability in equipment maintenance is definitely a money saving factor to the operation. Subject maintains a first echelon maintenance program and has a fixed schedule for dismantling, examining and repairing worn parts before the equipment actually breaks down. His perseverance in the maintenance program has saved the operation from ever experiencing a complete loss of

SECTION D

CERTIFICATION AND COMMENTS

(cont'd)

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 6 Nov 1972	SIGNATURE OF EMPLOYEE <i>Felix Chale</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 6 Nov 1972	OFFICIAL TITLE OF SUPERVISOR Operations Officer	TYPED OR PRINTED NAME AND SIGNATURE /s/ [ ]
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL The comments and ratings above are an accurate description of Subject's performance. I have been in a position to review his activities over the past three years and I have found his work to be consistently high. Of particular note I find his concentration on details in reporting and accounting, his availability for emergencies, cooperation and ability in his technical specialty to be commendable. Subject has been in grade since May 1965 and is deserving of a promotion. We will continue to make such recommendations.		
DATE 6 Nov 1972	OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE /s/ George A. Fill

SECRET



14-00000

**FITNESS REPORT - [REDACTED]**

**SECTION C (CONTINUED)**

coverage due to an overall technical breakdown of the equipment.

Subject has a promptness and security consciousness about the entire operation and making clandestine meetings with his inside case officer that manifests a high degree of professionalism in his character. His dedication to getting the job done rapidly, efficiently and securely is yet another example of his professionalism. He works long and often extra hours without hesitation and is always available when called upon to perform special tasks.

Subject handles the black bagging of funds and the administrative functions of this operation in an excellent manner. His accountings are well prepared, detailed and always submitted on time. The accountings always reflect Subject's cost consciousness.

In summation, Subject executes all six of the specific duties listed under Section B of this report in a very strong professional manner. Subject is a definite asset to the success that this operation has enjoyed over the years and his absence from the scene for any prolonged time would have adversely affected the operation.

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006830	
<b>SECTION A</b> <i>Flick, Charles</i> <b>GENERAL</b>					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE
			12 Apr. 19	M	GS-13
5. OFFICIAL POSITION TITLE			7. OFF/DIV. BR OF ASSIGNMENT	8. CURRENT STATION	
Operations Officer			DDP/WH/Br 1	Mexico City	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
			1 January 1970 - 31 January 1971		
<b>SECTION B</b> <b>PERFORMANCE EVALUATION</b>					
<b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.					
<b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.					
<b>P-Profluent</b> Performance is satisfactory. Desired results are being produced in the manner expected.					
<b>S-Strong</b> Performance is characterized by exceptional proficiency.					
<b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Maintenance and repair of all equipment used in the joint JKLANCE/GOM telephone tap operation.					RATING LETTER O
SPECIFIC DUTY NO. 2 Responsible for the efficient and secure delivery of materials on a daily basis as well as administration of project monies totaling some \$3,500 per month.					RATING LETTER O
SPECIFIC DUTY NO. 3 Protection of our equity in this important operation by performing his duties in a manner which the GOM could not replace.					RATING LETTER S
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER O
Reviewed by OP/SPD,FPB					

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current assignment. Amplify, or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

It would be natural to expect that the rating officer after an additional year of working on a daily basis with Subject, would cease to be so completely impressed with the performance of this individual; in the normal course of events we all tend to slip here and there and on occasion do less than our best. However, reflecting back over these past thirteen months I can honestly state that Subject has continued to do an exceptional job of near perfection. He has not missed or been late for a meeting; he in each instance brought to us the materials we have needed; the basehouse has continued to run like clockwork; he has, in sum, met each and every requirement expected of him.

In his day-to-day performance Subject continues to save us a great deal of money not only by being economical in the way he purchases and uses supplies but additionally by keeping equipment in operation which is not used any longer in any JKLANCE operations. (Visiting technicians are always amazed to find the equipment both in use and functioning substantially as it was on the day it was installed).

In a less tangible way we are in debt to Subject for the invaluable contribution which we believe he made in maintaining our equities  
-continued

## SECTION D

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 24 February 1971	SIGNATURE OF EMPLOYEE <i>Charles E. Fill</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 24 February 1971	OFFICIAL TITLE OF SUPERVISOR Operations Officer	TYPED OR PRINTED NAME AND SIGNATURE /s/ [ ] Jr.
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
At first glance I find the ratings in Section B high and wonder how he would compare with other technicians doing the same work even though he is performing in a very professional manner. From the technical standpoint he has kept the operation alive through perseverance, hard work and a high degree of technical proficiency. His ability to get along with his Mexican contacts and the degree of respect they have for him is very commendable. Not having the opportunity to compare him with other technicians, doing the same job under identical circumstances, it is difficult to find a fair rating. -continued		
DATE 24 February 1971	OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE /s/ George A. Fill

SECRET

## SECTION C

## NARRATIVE COMMENTS

-continued

in this basic and important activity through the recent change of government. There is little doubt in our minds that the new principals of the GOM appreciated in a very genuine way the professional standards which Subject alone was responsible for in this operation (their own representatives had been less than effective) and opted without hesitation to continue with us in the operation and to retain Subject in his position as the individual technically responsible.

Therefore, we look forward to having the services of Subject indefinitely and so long as it is in his own interest to remain here; we know it has been, is now and will continue to be in the best interest of JKLANCE.

## COMMENTS OF REVIEWING OFFICIAL

The Station needs him, cannot do without him and cannot find any fault in his performance. Perhaps from his limited technical standpoint he is outstanding.

Reviewed by CP, TD/PPB

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006830	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>[REDACTED] [REDACTED] [REDACTED]</b>			2. DATE OF BIRTH <b>12 April 1919</b>	3. SEX <b>M</b>	4. GRADE <b>GS-13</b>
5. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH/Branch 1</b>	6. CURRENT STATION <b>Mexico City</b>	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>1 July - 31 December 1969</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 <b>Maintenance and repair of all equipment used in the joint RVROCK/GOM telephone tap operation.</b>					RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 2 <b>Responsible for the efficient and secure delivery of large quantities of tapes, transcripts and equipment on a daily basis.</b>					RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 3 <b>Responsible for the control, expenditure and accounting of about \$4,000 per month for salaries and equipment of this project.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 <b>Protection of our equity in this important operation by performing his duties in a manner which the GOM could not replace.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>O</b>

**SECRET**  
(When Filled In)

**SECTION C****NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Managerial performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

During this reporting period the Station recommended (HMMT-9895 of 4 September 1969) that Staff Agent [REDACTED] be granted a Quality Step Increase in recognition of the outstanding performance of this individual in the LIENVOY operation. The QSI was recently approved.

As noted in our dispatch, and in previous Fitness Reports, the original equipment installed in 1959 is still in excellent condition after 10 years and more than 50,000 hours of use for each machine. This is due, exclusively, to the conscientious and skilled maintenance of this equipment by [REDACTED] and has resulted in a substantial saving of funds for RVROCK.

[REDACTED] is exceptionally responsive to Station requirements (his accountings are flawless; his work day begins before dawn to permit early pick-up of materials; his maturity and flexibility have permitted him to work a decade with liaison types who are not "finest") and we are looking forward to his remaining here indefinitely. Practically speaking, he is irreplaceable. This, we feel, is a uniquely productive and successful "deep cover" case.

**SECTION D****CERTIFICATION AND COMMENTS****1.****BY EMPLOYEE**

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

6 January 1970

SIGNATURE OF EMPLOYEE

[REDACTED]

**2.****BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

6 January 1970

OFFICIAL TITLE OF SUPERVISOR

Ops Officer

TYPED OR PRINTED NAME AND SIGNATURE

/s/ [REDACTED] Jr.

**3.****BY REVIEWING OFFICIAL****COMMENTS OF REVIEWING OFFICIAL**

While [REDACTED] performance in his rather unique capacity has indeed been exceptional, it should be clearly noted that these ratings reflect, more than anything else, a measure of his performance in that unique (but highly circumscribed) capacity, a performance which would be hard to match. They should not be interpreted however as a relative grading of [REDACTED] as compared with other more "broad guage" personnel at the same grade level. It is for that reason that the Station did not recommend [REDACTED] for promotion, but rather for a quality step increase which was approved.

DATE

6 January 1970

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

/s/ James B. Noland

**SECRET**

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYER SERIAL NUMBER	
SECTION A <b>FLICK, Charles E. GENERAL</b>				006830	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
[REDACTED] [REDACTED] [REDACTED]		12 Apr 19	M	GS-13	D
6. OFFICIAL POSITION-TITLE		7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION	
Ops Officer		DDP/WH/1		Mexico City	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
XX CAREER    RESERVE    TEMPORARY			XX INITIAL    REASSIGNMENT SUPERVISOR		
CAREER-PROVISIONAL (See Instructions - Section C)			ANNUAL    REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
			1 January 1969 - 30 June 1969		
SECTION B <b>PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Staff Agent responsible for the day-to-day protection of WOFIRM equities in the supervision of a joint WOFIRM technical operation.					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2 Technical supervision of eleven (11) [REDACTED] agents.					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 Maintenance of the technical equipment used in the joint operation.					RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 4 Responsible for the accounting and administrative functions involved in the joint operation.					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>S</b>

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Subject Staff Agent continues to be the outside Case Officer for the LIENVOY Project, a position he has held for the last 9 1/2 years. This assignment requires that Subject work full-time in relatively close quarters with Mexican assets. He has adapted well to such a working arrangement and has developed a smooth and efficient working relationship with the assets involved in the day-to-day LIENVOY activities.

He and his family also have adapted well to living conditions demanded by his non-official cover and have caused no security or administrative problems for the Station during the tenure of the present supervisor.

As the primary technician for repair and maintenance of the LIENVOY equipment, this officer has been outstanding. The equipment has operated more than 50,000 hours since its installation and remains in good working condition. His ability to instruct the Mexican personnel in equipment use and operation is attested by the hours-run and present condition.

This officer's tasks require that he be on the job by 0700 hours each morning in order to arrange, log and deliver the product to a  
-continued-

## SECTION D

## CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

30 June 69

SIGNATURE OF EMPLOYEE

/s/ Charles S. Fleck

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

9

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

30 June 69

OFFICIAL TITLE OF SUPERVISOR

Ops Officer

TYPED OR PRINTED NAME AND SIGNATURE

James E. Anderson /s/

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Because of this Staff Agent's fine performance and the contribution he makes to the smooth-functioning of the LIENVOY Project, the Reviewing Officer concurs fully in this report and recommends that Subject be considered for promotion to GS-14.

DATE

30 June 69

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

Winston Scott /s/

SECRET



SECTION C

NARRATIVE COMMENTS - continued

Station Officer by 0800. He has not been known to complain about such early working hours or the long hours involved.

Subject also is responsible for paying the salaries of the assets and accounting for operational expenses and local procurement. As mentioned in previous Fitness Reports, he is very cost-conscious and diligent in carrying out his administrative responsibilities.

This Fitness Report should be considered in conjunction with the last Annual Report which was forwarded in January 1969 and which is still valid as far as ratings and narrative comment are concerned.

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006830	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. ID
			12 Nov 1919	M	09-13 D
6. OFFICIAL POSITION TITLE			7. OFFICER OF ASSIGNMENT 8. CURRENT STATION		
ODR Officer			Mexico City		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> SPECIAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
28 February 1967			1 January 1966 - 31 December 1966		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Staff Agent responsible for WOPACT interests in supervision of a complex technical operation.					RATING LETTER 8
SPECIFIC DUTY NO. 2 Supervision of eleven Mexican agents					RATING LETTER 8
SPECIFIC DUTY NO. 3 Maintenance of technical equipment					RATING LETTER O
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<div style="border: 1px solid black; padding: 5px; display: inline-block;">             21 MAR 1967           </div>					
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER 8

**SECRET**

(When Filled In)

**SECTION C**

**NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Consider on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and best consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

For the past seven years, this officer has been <sup>MAN 31 out 111 PH 57</sup> officer for the LIENVOY listening post. He was promoted to GS-13 on 23 May 1965 and he continues to perform his duties with exceptional proficiency particularly in the care and maintenance of the technical equipment. This equipment has run for over 35,000 hours without a major breakdown.


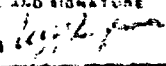
In addition to maintenance of the equipment, this officer dispenses funds for payment of agent salaries and operating expenses.

This officer works continuously with indigenous personnel and has maintained a smooth working relationship. He has adapted well to living outside and to the life of a Staff Agent.

During 1966 this project produced 8,644 reels of raw take and 18,766 pages of transcripts which accounted for a considerable volume of positive intelligence. This project has been cited by Headquarters as outstanding for its production of positive intelligence and for the procedure used in processing the raw take. This officer's performance has made a major contribution to the effectiveness of this project.

**SECTION D**

**CERTIFICATION AND COMMENTS**

<b>1. BY EMPLOYEE</b>		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 1-14-67	SIGNATURE 	
<b>2. BY SUPERVISOR</b>		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN GIVEN TO EMPLOYEE, GIVE EXPLANATION	
DATE 17 Jan 1967	OFFICIAL TITLE OF SUPERVISOR CHIEF OF STATION	TYPED OR PRINTED NAME AND SIGNATURE Winston M. Scott
<b>3. BY REVIEWING OFFICIAL</b>		
COMMENTS OF REVIEWING OFFICIAL		
This officer has performed excellently in the running of the LIENVOY plant and in this regard I concur with the above. It is my impression, however, that Arehart could improve effectiveness of the unit by better acquainting himself with station objectives and relating this to day to day ops. I have discussed this with him and COS.		
DATE 13 March 1967	OFFICIAL TITLE OF REVIEWING OFFICIAL C/WH/1	TYPED OR PRINTED NAME AND SIGNATURE W.J. Kaufman 

**SECRET**

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006830	
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle) <i>F. L. S. Chilton E.</i>		2. DATE OF BIRTH 12 Apr 1919	3. SEX M	4. GRADE GS-13	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/1		8. CURRENT STATION Mexico City	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input checked="" type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):		<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN D.P. 28 February 1968		12. REPORTING PERIOD (From- to) 1 January-31 December 1967			
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1 Staff Agent responsible for WOFIRM interests in supervision of a complex technical operation.					S
SPECIFIC DUTY NO. 2 Supervision of eleven Mexican agents.					S
SPECIFIC DUTY NO. 3 Maintenance of technical equipment.					O
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S

SECRET  
(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

JAN 31 3 13 PM '68

This officer has been the outside case officer for the LIENVOY Project for the past eight years. He was promoted to GS-13 on 23 May 1965. His outstanding contribution to this project is the maintenance of the equipment. He also protects WOFIRM's interest inside the LP and provides the Station with all copies of the take on a daily basis.

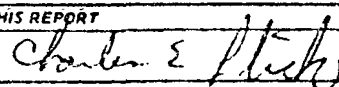
Supervision duties of this officer are limited to handling the machinery, advice on handling records, and dispensing funds. He pays the salaries of eleven local agents, purchases spare parts, office supplies and pays other expenses such as utilities and rent. Most of these are fixed amounts but subject is prudent in the use of funds for operational purposes.

Subject has developed a working knowledge of the language sufficient for routine communication with the local agents. He has also adjusted well to the life of a Staff Agent.

The only weakness in this officer's assignment is a lack of real cover and administrative handling. He is dependent on the Station for all funds, including salary and allowances as well as an operational revolving fund. During subject's assignment of eight years there has been no security problem as far as his lack of cover is concerned and no funds have been lost. This officer is a very conscientious worker who puts in long hours (beginning before seven a.m.) in the fulfillment of his various tasks. His performance makes a major contribution to the effectiveness of this project.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
16 Jan. 1968		
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
16 Jan. 1968	Ops. Officer	Ann L. Goodpasture
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
The Reviewing Officer concurs completely with this report.		
This officer is a vital part of a proven operation of great value to this Station and to WOFIRM.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
16 January 1968	Chief of Station	Winston D. Scott

SECRET

**S E C R E T****SECTION C****NARRATIVE COMMENTS****(CONTINUED)**

his requests. His ability to supervise the proper handling of the equipment is again verified by the number of hours each piece of machinery has operated. Subject officer has a working knowledge of the Spanish language which enables him to conduct pertinent conversations with the local agents.

The officer is responsible for paying the salaries of the agents, local procurement and other operational expenses. He has proven to be notably cost-conscious in carrying out this responsibility. His monthly accountings are accurate and submitted in regulation form.

Subject officer's overall performance makes a major contribution to the effectiveness of this complex and valuable technical project.

This Staff Agent was promoted to his present grade on 23 May 1965.

**S E C R E T**

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION A <i>Frank Charles</i> GENERAL				006830	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
<i>[REDACTED]</i>		12 Apr 19	M	GS-13	D
6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION	
Ops Officer		DDP/WH/1		Mexico City	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify)			<input type="checkbox"/> SPECIAL (Specify)		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From to)		
28 February 1969			1 January 68 thru 31 December 68		
SECTION B PERFORMANCE EVALUATION					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Staff Agent responsible for day to day protection of WOFIRM equities in the supervision of a joint WOFIRM/Liaison technical operation.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Technical supervision of eleven Mexican agents.					S
SPECIFIC DUTY NO. 3					RATING LETTER
Maintenance of technical equipment used in the joint operation.					O
SPECIFIC DUTY NO. 4					RATING LETTER
Responsible for the accounting and administrative functions involved in the joint operation.					S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S

SECRET

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds must be commented on, if applicable.</u> If extra space is needed to complete Section C, attach a separate sheet of paper.</p> <p>This Staff Agent is the outside case officer for the LIENVOY Project and has had this position for the past nine years. As such, he has shown the ability to fit into the unofficial life required and to work full-time in relatively close quarters with indigenous personnel.</p> <p>Subject officer has shown an outstanding ability to diagnose equipment problems and to resolve same in an expeditious and thorough manner. This is evident by the fact that the equipment has operated almost 50,000 hours without a major breakdown which would cause a closure in the coverage.</p> <p>As the outside case officer, he protects WOFIRM's interest in the basehouse and also logs and delivers the product to the in-Station case officer on a daily basis. Because of the perishable nature of the product, he must report for duty before 0700 hours each work morning in order to log and deliver the production to the Station contact.</p> <p>This officer works continuously with indigenous personnel and supervises their use of the equipment. He has developed a smooth working relationship with these agents and they are responsive to</p> <p style="text-align: right;">(continued)</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
1/22/69	<i>Charles E. Flick</i>		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
22 Jan 69	Ops Officer	James E. Anderson /s/	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>The reviewing officer concurs in the rating given for Specific Duties and in the Narrative Comments in this report.</p> <p>The rated officer fills a very important and difficult job for this Station; he must spend long hours at tedious work, live among middle class natives and protect WOFIRM's interests and yet have the respect of the natives with whom he works.</p> <p>He has done all this well.</p> <p>He should be considered for promotion to GS-14.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
22 Jan 69	COS	Winston M. Scott /s/	

SECRET

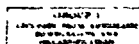


HEALTH BENEFITS REGISTRATION FORM		New Carrier's Control No.																								
FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM		8449187																								
EMPLOYING OFFICE'S USE ONLY. THIS FORM IS TO BE FILLED OUT BY THE EMPLOYEE ONLY IF THE EMPLOYEE IS TO CANCEL HIS OR HER ENROLLMENT IN THE HEALTH BENEFITS PROGRAM.		087002																								
PART A  ALL WHO REGISTER MUST FILL IN THIS PART.	1. NAME (LAST, FIRST, MIDDLE INITIAL)																									
	Flick, Charles E																									
2. DATE OF BIRTH (Month, Day, Year)		3. SEX																								
04 12 19		Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>																								
4. TYPE MAILING ADDRESS (Name, Address, City, State, Zip)		5. SOCIAL SECURITY NUMBER																								
<p>IT IS NECESSARY FOR AN EMPLOYEE OR A MEMBER OF HIS FAMILY TO BE COVERED BY THE PROGRAM IF YOU ARE ALREADY COVERED THROUGH THE PROGRAM OF ANOTHER EMPLOYER OR THROUGH ANOTHER PLAN, YOU MUST REGISTER NOT TO ENROLL OR TO DROP OUT OF THE PROGRAM. IF YOU ARE ALREADY COVERED THROUGH ANOTHER PLAN, YOU MUST REGISTER NOT TO ENROLL OR TO DROP OUT OF THE PROGRAM. IF YOU ARE ALREADY COVERED THROUGH ANOTHER PLAN, YOU MUST REGISTER NOT TO ENROLL OR TO DROP OUT OF THE PROGRAM.</p>																										
PART B  FILL IN THIS PART IF YOU WISH TO ENROLL OR CHANGE YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN.	1. NAME OF PLAN																									
	Association Benefit Plan																									
2. OPTION (HIGH OR LOW)		3. ENROLLMENT CODE NUMBER																								
High		4 2 2																								
<p>4. IF YOU ARE CHANGING YOUR ENROLLMENT, ALSO FILL IN PART D.</p>																										
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>NAME OF FAMILY MEMBER</th> <th>DATE OF BIRTH (Month, Day, Year)</th> <th>NAME OF FAMILY MEMBER</th> <th>DATE OF BIRTH (Month, Day, Year)</th> </tr> </thead> <tbody> <tr> <td>Wife</td> <td>1</td> <td></td> <td>6</td> </tr> <tr> <td></td> <td>2</td> <td></td> <td>7</td> </tr> <tr> <td></td> <td>3</td> <td></td> <td>8</td> </tr> <tr> <td></td> <td>4</td> <td></td> <td>9</td> </tr> <tr> <td></td> <td>5</td> <td></td> <td>10</td> </tr> </tbody> </table>			NAME OF FAMILY MEMBER	DATE OF BIRTH (Month, Day, Year)	NAME OF FAMILY MEMBER	DATE OF BIRTH (Month, Day, Year)	Wife	1		6		2		7		3		8		4		9		5		10
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SECRET

FIELD REASSIGNMENT QUESTIONNAIRE				
DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY		
NAME OF THE DUTY (Last, first, middle initial if SA)		DATE (from item 3-2)	NAME OF SUPERVISOR (True)	DATE (from item 3-2)
<del>Elmer Galt</del>		30 Dec 1965	Winston M. Scott	30 Dec 1965
DATE RECEIVED AT HEADQUARTERS:		DISPATCH NUMBER:	DATE RECEIVED BY CAREER SERVICE:	
		HMMT-6089	3 Feb 66	
TO BE COMPLETED BY EMPLOYEE				
1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRYPT FOR CURRENT COVER
12 Apr 19	D	Staff Agent GS-13	Mexico City	Commercial
6a. DATE OF PCS ARRIVAL IN FIELD	6b. REQUESTED DATE OF DEPARTURE	6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
June 1960	28 Sept 1966		o/a 1 November 1966	
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:				
Wife - Joyce      Son - Michael, Age 20      Son - Christopher, Age 15				
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:				
<p>9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-F 240-8)</p> <p>Staff Agent responsible for supervision of 30 line telephone intercept center, with responsibility for all administrative and financial aspects of the center.</p> <p>Responsible for the supervision of 10 Mexican agent monitors and transcribers, maintenance and service of all technical equipment used in the project, and for the delivery (clandestinely) of this important and sensitive intelligence information to the Mexico City Station.</p>				
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				

SECRET



## SECRET

## 11. PREFERENCE FOR NEXT ASSIGNMENT:

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 8 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

- ☐ EXTEND TOUR \_\_\_\_\_ MONTHS AT CURRENT STATION TO \_\_\_\_\_ (DATE)
- ☐ BE ASSIGNED TO HQ/STAFF FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.  
1ST CHOICE \_\_\_\_\_ 2ND CHOICE \_\_\_\_\_ 3RD CHOICE \_\_\_\_\_
- ☐ BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION  
1ST CHOICE \_\_\_\_\_ 2ND CHOICE \_\_\_\_\_ 3RD CHOICE \_\_\_\_\_
- ☒ RETURN TO MY CURRENT STATION

## TO BE COMPLETED BY FIELD STATION

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

At the end of his present tour on 20 September 1966 it is requested that ARMIANT be allowed to take one month's home leave in the U.S.A. and return for another tour in Mexico City in the same job he presently does as well.

## TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

An Division recommends \_\_\_\_\_ be granted home leave and return to Mexico City as he requests and as COS endorses.

DATE 27 Jan 66 TITLE C/WH/Pers SIGNATURE Robert D. Casman

## FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT:

Approved home leave fall of 66 and return to Mexico City for third tour.

15. EMPLOYEE NOTIFIED BY DISPATCH NO. 12443-4581 DATED 21 Feb. 1966

CABLE NO. \_\_\_\_\_ DATED: \_\_\_\_\_

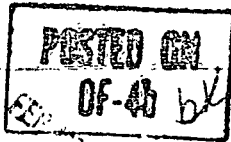
CAREER SERVICE REPRESENTATIVE

SIGNATURE

DATE: 21 Feb. 1966

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 006830	
<b>SECTION A</b> <i>Flick, John C.</i> <b>GENERAL</b>					
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
<i>[Redacted]</i>		12 Apr 1919	M	GS-13	D
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>		7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH/1</b>		8. CURRENT STATION <b>Mexico City</b>	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY (CAREER-PROVISIONAL (See Instructions - Section C))		INITIAL _____ REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL _____ REASSIGNMENT EMPLOYEE SPECIAL (Specify): _____			
11. DATE REPORT DUE IN O.P. <b>28 February 1966</b>		12. REPORTING PERIOD (From - to) <b>1 January 1965 - 31 December 1965</b>			
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1 <b>Staff Agent responsible for KUBARK Interests in supervision of a complex technical operation.</b>					<b>S</b>
SPECIFIC DUTY NO. 2 <b>Supervision of ten Mexican agents.</b>					<b>S</b>
SPECIFIC DUTY NO. 3 <b>Maintenance of technical equipment.</b>					<b>O</b>
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<div align="center">  </div>					
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					<b>S</b>

SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for improvement. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If space is needed to complete Section C, attach a separate sheet of paper.

JAN 28 9 26 AM '66  
This Staff Agent is the outside case officer for the LIENVOY listening post. He was promoted to GS-13 on 23 May 1965 and he continues to perform his work with exceptional proficiency.

For the past six years, this officer has worked continuously with this project under unofficial cover with only indigenous personnel. He has acquired legal working papers in cover arranged by the Station. He has improved his knowledge of the Spanish language to the point that he can communicate with the agent personnel and understand most conversations.

This officer arrives at the LP at seven o'clock each day except Saturday and Sunday and remains there throughout the day except for meetings with his inside case officer. In addition to other management duties, he dispenses funds for payment of the indigenous agents and expenses for operating the equipment and base. He exercises cost consciousness by shopping around for spare parts, persuading firms to give discounts, and by ordering from PBPRIME. The equipment is kept in excellent condition.

There has been no major breakdown in the equipment despite the fact that it has been in continuous use for over seven years. Working relationships inside the LP have been smooth without personality clashes or security problems. Both of these attest to the excellent performance of this officer in the duties assigned to him. During 1965, this project produced 8,541 reels of raw take and 19,960 pages of transcripts which accounted for 27% of the Station's positive intelligence production plus SECTION D an inestimable CERTIFICATION AND COMMENTS amount of CE/CI operational data on Soviet and Soviet orbis EMPLOYEE Intelligence officers stationed in Mexico.

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

12 January 66

SIGNATURE OF EMPLOYEE

*Charles E. F. White*

2.

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

BY SUPERVISOR

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

12 January 66

OFFICIAL TITLE OF SUPERVISOR

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

Winston M. Scott /s/

3.

COMMENTS OF REVIEWING OFFICIAL

BY REVIEWING OFFICIAL

Subject provides a distinct service to the Station, particularly in that his arduous but very repetitive duties confined to a very limited group of indigenous personnel operating in extreme security restrictions, requires personal characteristics not easy to find. I probably would have made the individual ratings in Section B a bit lower but at the same time recognize that this Staff Agent would be extremely difficult to replace by anyone as competent in the maintenance of the equipment. I believe Subject would be even more valuable if he could apply more imagination and initiative in relating the Project take to operational potential.

DATE

26 JAN 30 1966

OFFICIAL TITLE OF REVIEWING OFFICIAL

C/WH/1

TYPED OR PRINTED NAME AND SIGNATURE

W.J. Kaufman

SECRET

SECRET  
(When Filled In)

FITNESS REPORT				EMPLOYEE'S GRADE NUMBER							
SECTION A GENERAL				656830							
1. NAME <i>Edith Chang</i>		2. DATE OF BIRTH 12 April 1919		3. SEX Male	4. GRADE GS-12						
5. SERVICE DESIGNATION EMP		6. OFFICIAL POSITION TITLE Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT WHD							
8. CAREER STAFF STATUS			9. TYPE OF REPORT								
<input type="checkbox"/> NOT ELIGIBLE <input type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE								
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD 1 Feb 1961 to Dec 1961		SPECIAL (Specify)							
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES											
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).											
1 - Unsatisfactory    2 - Barely adequate    3 - Acceptable    4 - Competent    5 - Excellent    6 - Superior    7 - Outstanding											
SPECIFIC DUTY NO. 1 Staff Agent responsible for HIRAK interests in supervision of technical operations.		RATING NO. 5	SPECIFIC DUTY NO. 4		RATING NO.						
SPECIFIC DUTY NO. 2 Supervision of ten Hawaiian agent monitors.		RATING NO. 5	SPECIFIC DUTY NO. 5		RATING NO.						
SPECIFIC DUTY NO. 3 Maintenance of technical equipment for covering over 30 telephone lines on a twenty-four hour schedule.		RATING NO. 6	SPECIFIC DUTY NO. 6		RATING NO.						
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION											
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, grade, facility, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.											
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 5						
SECTION D DESCRIPTION OF THE EMPLOYEE											
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee											
1 - Least possible degree		2 - Limited degree		3 - Normal degree		4 - Above average degree		5 - Outstanding degree			
CHARACTERISTICS					NOT APPLICABLE	NOT OBSERVED	RATING				
							1	2	3	4	5
GETS THINGS DONE										X	
RESOURCEFUL										X	
ACCEPTS RESPONSIBILITIES										X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES										X	
DOES HIS JOB WITHOUT STRONG SUPPORT											X
FACILITATES SMOOTH OPERATION OF HIS OFFICE											X
WRITES EFFECTIVELY					X						
SECURITY CONSCIOUS										X	
THINKS CLEARLY										X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS					X						
OTHER (Specify):											

SEE SECTION "E" ON REVERSE SIDE

**SECRET**

*(When Filled In)*

**SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTION 5 B, C, and D to provide the best basis for determining future personnel actions.

This officer has adapted himself to the role of staff agent in a most comfortable manner.

His primary duties are the protection of KIRARI interests in the maintenance of technical equipment in a base which monitors over thirty telephone lines on a twenty-four hour schedule and the supervision of ten Mexican monitors who also work in this installation. This officer has performed these duties in a quiet, efficient and creditable manner, thus reducing the amount of time formerly spent by Station Case Officers in going to the base and trying to supervise the work there. At present no persons in the Station visit the base during work hours and only the COS is known to the two ranking Mexican agents.

Policy decisions are of course made by the COS and LIEBOWITZ but this officer is the responsible Case Officer for the LIEBOWITZ project. The remarkable manner in which he has performed his duties during the past year is reflected in the smoothness with which the project now runs.

Based on the marked improvement since the last efficiency report, the COS recommends that this Officer be returned to Mexico after home leave in mid-1962. It is also recommended that this officer be considered for promotion to GS-13.

**SECTION F CERTIFICATION AND COMMENTS**

**1. BY EMPLOYEE**

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE

23 Jan. 62

SIGNATURE OF EMPLOYEE

*Charles E. Plick*

**2.**

IF THIS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

**BY SUPERVISOR**

IF THIS REPORT HAS NOT BEEN SHOWN TO EMP. GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

23 January 1962

OFFICIAL TITLE OF SUPERVISOR

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

/s/ Winston H. Scott

**3.**

**BY REVIEWING OFFICIAL**

I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE

23 January 1962

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

/s/ Winston H. Scott

**SECRET**

**SECRET**  
(When Filled In)

<b>15 FEB 1967</b> <b>FITNESS REPORT</b>				EMPLOYEE SERIAL NUMBER 100-800 8th				
<b>SECTION A</b> <i>Felix Chace</i> <b>GENERAL</b>								
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH April 12, 1919		3. SEX Male	4. GRADE GS-12			
5. SERVICE DESIGNATION DDP		6. OFFICIAL POSITION TITLE Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT WHID				
8. CAREER STAFF STATUS			9. TYPE OF REPORT					
<input type="checkbox"/> NOT ELIGIBLE <input type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> CENSURED			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE					
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD June 1960-Feb. 1961		12. SPECIAL (Specify)				
<b>SECTION B</b> <b>EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES</b> List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).								
1 - Unsatisfactory    2 - Barely adequate    3 - Acceptable    4 - Competent    5 - Excellent    6 - Superior    7 - Outstanding								
SPECIFIC DUTY NO. 1 Staff Agent Responsible for Outside Supervision of Technical Operation		RATING NO. 4	SPECIFIC DUTY NO. 4		RATING NO.			
SPECIFIC DUTY NO. 2 Maintenance of Technical Equipment		RATING NO. 5	SPECIFIC DUTY NO. 5		RATING NO.			
SPECIFIC DUTY NO. 3 Reporting on Various Phases of Technical Op.		RATING NO. 3	SPECIFIC DUTY NO. 6		RATING NO.			
<b>SECTION C</b> <b>EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION</b> Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.								
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 4			
<b>SECTION D</b> <b>DESCRIPTION OF THE EMPLOYEE</b> In the rating boxes below, check (X) the degree to which each characteristic applies to the employee								
1 - Least possible degree    2 - Limited degree    3 - Normal degree    4 - Above average degree    5 - Outstanding degree								
CHARACTERISTICS		NOT APPLICABLE	NOT OBSERVED	RATING				
				1	2	3	4	5
GETS THINGS DONE						X		
RESOURCEFUL						X		
ACCEPTS RESPONSIBILITIES							X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES							X	
DOES HIS JOB WITHOUT STRONG SUPPORT						X		
FACILITATES SMOOTH OPERATION OF HIS OFFICE							X	
WRITES EFFECTIVELY					X			
SECURITY CONSCIOUS								X
THINKS CLEARLY						X		
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS		X						
OTHER (Specify):								

SEE SECTION "E" ON REVERSE SIDE



## SECRET

(When Filled In)

## SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

This officer is an extremely willing and hard worker. From the technical standpoint his performance is satisfactory in every sense. He devotes long hours to keeping the equipment in perfect working order and is always willing and ready to accept any extra assignment given him regardless of his personal and family commitments. His principal weakness is his almost total inability to write clear, concise reports. Because he lacks aggressiveness and due to his limited knowledge of the Spanish language he has been unable to provide first rate case officer control over the LP under his command. This is at least partially due to the fact that the indigenous personnel resent to some extent being under the control of a PBPRIMER and prefer to take instructions from the indigenous case officer (LIENVOY/2). This is not because of the KUBARK Case Officer's personality but because of pride of nationality. As a matter of fact, this officer has a very pleasant personality and gets along well with his co-workers. With respect to this officer's potential and future development the rating officer recommends that at the conclusion of his present tour in June of 1962 that he be reassigned to Headquarters for extensive training. This training period should include basic english, reports writing and trade craft. If he is to continue as a technical case officer he should also have further technical training depending upon his future assignments.

## SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE	SIGNATURE OF EMPLOYEE	
1 Feb 61	<i>Flick, Charles E.</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
8 months.		
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LAGS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
1 Feb 61	Chief of Ops	/s/ John B. Brady
3. BY REVIEWING OFFICIAL		
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
<input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
1 Feb 61	Chief of Station	/s/ Winston M. Scott

SECRET

14-00000

Fitness Reports covering period  
prior to Mexico City Assignment

OFF  
NR-CPD

28 June 1973

MEMORANDUM FOR: Mr. Charles E. Flick

THROUGH : Chief, WH Division

SUBJECT : Certificate of Merit

1. I am pleased to notify you that the Certificate of Merit will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.

2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend.

3. Invitations to the ceremony will be extended by the Executive Secretary, Honor and Merit Awards Board, extension 3645, room 412, Magazine Building. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/s/ R. L. Austin, Jr.

R. L. Austin, Jr.

Recorder

Honor and Merit Awards Board

Att

Distribution:

0 - Addressee

1 - C/WH

1 - OFF w/form 600

1 - Exec Sec/HMAB

1 - Recorder/HMAB

DEPARTMENT OF THE ARMY  
OFFICE OF THE ADJUTANT GENERAL  
U. S. ARMY ADMINISTRATION CENTER  
ST LOUIS, MISSOURI 63132

LO USAR: T-07-23191

10 July 1967

SUBJECT: Active Duty for Training

TO: MAJ CHARLES E FLICK O1 640 454 SIGC USAR Con Gp (Mob Des) USAAC  
Apartado 41510, Correo Admon #41  
Mexico City, Mexico

TC 145. By direction of the Secretary of the Army, you are ORDERED TO ACTIVE DUTY FOR TRAINING for the period indicated, plus any allowable time necessary to perform travel. Travel indicated is necessary in the military service. You will proceed to the organization and station to which attached in sufficient time to report on date specified. Upon satisfactory completion of the period of active duty for training indicated, unless sooner relieved or extended by proper authority, you will return to the place where you entered on active duty for training and stand relieved therefrom. Travel by public carrier (land, sea, or air) is authorized. This is a permanent change of station order. Travel of dependents and shipment of permanent change of station weight allowance is not authorized. Shipment of temporary change of station weight allowance is authorized. Individual clothing items in your possession will be taken to the training installation in accordance with previous instructions. At least one copy of orders will be carried on person in your immediate possession subsequent to departing for the training site until return home.

Accounting classification: FY68 2182070 32-1218 P3221.2000-11, 12 P3226.0000-21 S49092 ON AA-C370  
Subject to Availability of Funds

Attached to: USA Element (SD5888), HQ, USSOUTHCOM Quarry Heights, Canal  
Zone dy/w Intel Directorate J2

Security clearance: TOP SECRET

Reporting Place: See attached to

Authority: 10 USC 270 (a) (2)

Home of record: Same as above

MCS: 2120

Social Security No: 550 22 5259

Period of duty: 12 days  
(Excl of tvl time)

Reporting date: NLT 0800 hrs 17 Jul 67

Basic Pay Entry Date: 3 Jan 41

Special Instructions: FO making payment under the above allotment will mail 1 copy of the paid voucher to:  
CO 1646 Mob Dsg Det (STAFF: JICS) P. O. Box 24, Ft Myer Station, Arlington, Virginia  
22211.

BY ORDER OF THE SECRETARY OF THE ARMY:

DISTRIBUTION:

C 5 Plus

10 JICS

*Heber Kuchner*  
Adjutant General

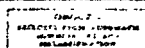
253b  
1 Jul 68

SECRET

## FIELD REASSIGNMENT QUESTIONNAIRE

<i>Charles E. Flock</i> DO NOT COMPLETE FOR HEADQUARTERS USE ONLY				
NAME OF EMPLOYEE (use pseudonym only if SA)		DATE (from item 5-2)		DATE (from item 5-2)
<del>XXXXXXXXXXXX</del>		28 Jan. 1970		28 Jan. 1970
DATE RECEIVED AT HEADQUARTERS:		DISPATCH NUMBER:		DATE RECEIVED BY CAREER SERVICE:
2 February 1970		HMNT-10,114		
TO BE COMPLETED BY EMPLOYEE				
1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRYPT FOR CURRENT COVER
12 April 1919	DDP	Staff Agent - GS-13	Mexico City	
6a. DATE OF PCS ARRIVAL IN FIELD	6b. REQUESTED DATE OF DEPARTURE	6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
June 1960	28 August 1970		5 October 1970	
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:				
Joyce - wife				
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:				
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P 240-2)				
Staff Agent responsible for supervision of LIENVOY basehouse including all technical and financial aspects of this operation.				
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				

SECRET



## SECRET

## 11. PREFERENCE FOR NEXT ASSIGNMENT.

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 8 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

- ☐ EXTEND TOUR \_\_\_\_\_ MONTHS AT CURRENT STATION TO \_\_\_\_\_ (DATE)
- ☐ BE ASSIGNED TO HQ/STRS FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.  
1ST CHOICE \_\_\_\_\_ 2ND CHOICE \_\_\_\_\_ 3RD CHOICE \_\_\_\_\_
- ☐ BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION  
1ST CHOICE \_\_\_\_\_ 2ND CHOICE \_\_\_\_\_ 3RD CHOICE \_\_\_\_\_
- ☒ RETURN TO MY CURRENT STATION

## TO BE COMPLETED BY FIELD STATION

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

It is strongly recommended that ~~XXXXXX~~ return to Mexico City for his next tour. As indicated in his recent fitness report, he is practically irreplaceable.

## TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

DATE \_\_\_\_\_ TITLE \_\_\_\_\_ SIGNATURE \_\_\_\_\_

## FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT.

*New Tour Mexico City*

15. EMPLOYEE NOTIFIED BY DISPATCH NO. *AMMS-6795* DATED: *17 May 70*

CABLE NO. \_\_\_\_\_ DATED: \_\_\_\_\_

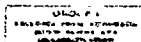
CAREER SERVICE REPRESENTATIVE: \_\_\_\_\_ DATE: \_\_\_\_\_  
(SIGNATURE)

SECRET

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE				
DO NOT COMPLETE FOR HEADQUARTERS USE ONLY				
NAME OF EMPLOYEE (use pseudonym only if SA)		DATE (from item 5-D)		NAME OF SUPERVISOR (true)
<del>XXXXXXXXXX</del>		8 Dec. 1967		
DATE RECEIVED AT HEADQUARTERS:		DISPATCH NUMBER: HMNT-8546		
		DATE RECEIVED BY CARRIER SERVICE: 7 Feb 68		
TO BE COMPLETED BY EMPLOYEE				
1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRYPT FOR CURRENT COVER
12 APR 1919	DDP	STAFF AGENT - GS-13	Mexico City	Commercial
6A. DATE OF PCS ARRIVAL IN FIELD	6B. REQUESTED DATE OF DEPARTURE	6C. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
June 1960	13 May 1968		17 June 1968	
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:				
Joyce - Wife, Son, Christopher, age 17.				
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:				
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-F 240-8)				
<p>Staff agent responsible for supervision of 32 line telephone intercept center, with responsibility for all administrative and financial aspects of the center.</p> <p>Responsible for the supervision of twelve Mexican agents and maintenance of the technical equipment used in the project.</p>				
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				

SECRET



**SECRET**

**11. PREFERENCE FOR NEXT ASSIGNMENT:**

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

☐ EXTEND TOUR \_\_\_\_\_ MONTHS AT CURRENT STATION TO \_\_\_\_\_ (DATE)

☐ BE ASSIGNED TO HQTRS FOR A TOUR OF DUTY. INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.  
1ST CHOICE \_\_\_\_\_ 2ND CHOICE \_\_\_\_\_ 3RD CHOICE \_\_\_\_\_

☐ BE ASSIGNED TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION  
1ST CHOICE \_\_\_\_\_ 2ND CHOICE \_\_\_\_\_ 3RD CHOICE \_\_\_\_\_

☒ RETURN TO MY CURRENT STATION

**TO BE COMPLETED BY FIELD STATION**

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

It is very strongly recommended and requested that this officer be allowed to return to his present position for another tour, after home leave.  
He would be one of the most difficult persons in this Station to replace; he is peculiarly and very excellently fitted for the exacting, difficult and very key job he occupies.

**TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE**

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

WH concurs in Subject's request for home leave

in May 1968 to be followed by a new tour.

DATE: 6 Feb 68 TITLE: C/WH/Personnel SIGNATURE: Henry L. Berthold

**FOR USE BY CAREER SERVICE**

14. APPROVED ASSIGNMENT:

Home leave in May 1968 and return to Mexico City for new tour.

15. EMPLOYEE NOTIFIED BY DISPATCH NO. WWS-5825 DATE: 23 Feb 68

CABLE NO. \_\_\_\_\_ DATE: \_\_\_\_\_

CAREER SERVICE REPRESENTATIVE: J. B. Redman DATE: 23 Feb 68  
(1644-7042)

**SECRET**



SECRET

FIELD REASSIGNMENT QUESTIONNAIRE			
<div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> <p><b>CHARLES E. DICK</b> (DO NOT COMPLETE)</p> </div> <div style="width: 70%;"> <p>FOR HEADQUARTERS USE ONLY</p> </div> </div>			
<p>AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:</p>			
<p>NAME OF EMPLOYEE (XXXXX)</p> <p><b>[REDACTED]</b></p>	<p>DATE (from item 5.1)</p> <p><b>21 June 1963</b></p>	<p>NAME OF SUPERVISOR (if any)</p> <p><b>Winston M. Scott</b></p>	<p>DATE (from item 5.2)</p> <p><b>21 June 1963</b></p>
<p>NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:</p>		<p><b>W. S. RENEHAN</b> <i>[Signature]</i></p>	
		<p>DATE</p> <p><b>19 Aug 1963</b></p>	
TO BE COMPLETED BY EMPLOYEE			
<p>1. DATE OF BIRTH</p> <p><b>12 Apr 1919</b></p>	<p>2. GRADE</p> <p><b>GS-12</b></p>	<p>3. CURRENT POSITION TITLE AND GRADE</p> <p><b>Staff Agent</b></p>	
<p>4. SERVICE DESIGNATION (if known)</p>		<p>5. CURRENT STATION OR FIELD BASE</p> <p><b>Mexico City</b></p>	
<p>6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR</p> <p><b>None</b></p>		<p>7A. DATE OF PCS ARRIVAL IN FIELD ON THIS TOUR</p> <p><b>July 1960</b> <i>25 June 1960</i></p>	
		<p>7B. EXPECTED DATE OF DEPARTURE FROM FIELD</p> <p><b>Sep 1964</b></p>	
		<p>7C. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS</p>	
<p>8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):</p> <p><b>Staff Agent responsible for supervision of 30 line telephone intercept center, with responsibility for all administrative and financial aspects of the center.</b></p> <p><b>Responsible for the supervision of 10 Mexican agent monitors and transcribers and maintenance and service of all technical equipment used in the project.</b></p>			
<p>9. PREFERENCE FOR NEXT ASSIGNMENT:</p> <p>A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 3, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.</p>			
<p>1. Assigned to WH Division, Mexican Desk, as desk officer with responsibility for technical operations.</p>			
<p>2. TSS Division, assigned to WH Division desk.</p>			
<p>3. Any position where it is felt that I can best serve the organization.</p>			
<p>B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):</p>			

## SECRET


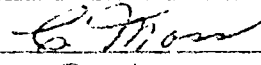
9. PREFERENCE FOR NEXT ASSIGNMENT (continued)	
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:	
<input type="checkbox"/> RETURN TO MY CURRENT STATION	
<input checked="" type="checkbox"/> BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS, INDICATE CHOICE OF COMPONENT:	
1ST. CHOICE <u>WH-Mex Desk</u> 2ND. CHOICE <u>TSS-WH Desk</u> 3RD. CHOICE <u>WE-5</u>	
<input type="checkbox"/> BE ASSIGNED TO ANOTHER FIELD STATION. WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS:	
1ST. CHOICE _____ 2ND. CHOICE _____ 3RD. CHOICE _____	
10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? <span style="float: right;">INDICATE NUMBER OF WORK DAYS <u>30</u></span>	
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:	
Wife; Son, Michael, age 17; Son, Christopher, age 12.	
11A. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITUATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT ASSIGNMENT	
12. SIGNATURE. COMPLETE ITEM NO. 9-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION	
13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:	
<p style="text-align: center;">It is requested that, if at all possible, this employee be given the job of his preference as his next assignment. He has performed excellently in Mexico.</p>	
14. SIGNATURE. COMPLETE ITEM NO. 9-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM. TO BE COMPLETED BY APPROPRIATE CAREER SERVICE OFFICER OR PERSONNEL OFFICER AT HEADQUARTERS	
15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:	
<p style="text-align: center;">WHO recommends one year extension of present tour. In subsequent correspondence <del>has</del> has agreed to the extension.</p>	
16. NAME OF CAREER SERVICE OFFICER OR PERSONNEL OFFICER DATE	SIGNATURE
ROBERT D. CASHMAN	
FOR USE OF CAREER SERVICE	
17. EMPLOYEE <input type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN NOTIFIED OF PLANS FOR REASSIGNMENT	18. REFERENCE DISPATCH NO. _____ CABLE NO. <u>20023</u>
19. TYPED OR PRINTED NAME	20. SIGNATURE <i>[Signature]</i>
21. TITLE	22. DATE <u>18 Feb 63</u>
23. COMMENTS <u>Second Tour Extension H.L.</u>	

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FIELD REASSIGNMENT QUESTIONNAIRE			
DO NOT COMPLETE FOR HEADQUARTERS USE ONLY			
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:			
NAME (FROM ITEM 3-1)	DATE (FROM ITEM 3-1)	NAME OF SUPERVISOR (FROM)	DATE (FROM ITEM 3-2)
W.S. RENEHAN	21 June 1963	Winston M. Scott	21 June 1963
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:		DATE	
W.S. RENEHAN		19 Aug 1963	
TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE AND GRADE	7a. DATE OF PCS ARRIVAL IN FIELD ON THIS TOUR
12 Apr 1919	GS-12	Staff Agent	July 1964 - 25 June 1960
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE		7b. EXPECTED DATE OF DEPARTURE FROM FIELD
	Mexico City		Sep 1964
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR			7c. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS
None			
8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):			
<p>Staff Agent responsible for supervision of 30 line telephone intercept center, with responsibility for all administrative and financial aspects of the center.</p> <p>Responsible for the supervision of 10 Mexican agent monitors and transcribers and maintenance and service of all technical equipment used in the project.</p>			
9. PREFERENCE FOR NEXT ASSIGNMENT:			
a. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 3, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.			
<ol style="list-style-type: none"> <li>1. Assigned to WH Division, Mexican Desk, as desk officer with responsibility for technical operations.</li> <li>2. TSS Division, assigned to WH Division desk.</li> <li>3. Any position where it is felt that I can best serve the organization.</li> </ol>			
b. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):			

## SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (continued)	
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:	
<input type="checkbox"/> RETURN TO MY CURRENT STATION <input checked="" type="checkbox"/> BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY, WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS, INDICATE CHOICE OF COMPONENT: 1ST. CHOICE <u>WH-Mex Desk</u> 2ND. CHOICE <u>TSS- WH Desk</u> 3RD. CHOICE <u>WE-5</u> <input type="checkbox"/> BE ASSIGNED TO ANOTHER FIELD STATION, WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS: 1ST. CHOICE _____ 2ND. CHOICE _____ 3RD. CHOICE _____	
10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? INDICATE NUMBER OF WORK DAYS <u>30</u>	
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:  <b>Wife; Son, Michael, age 17; Son, Christopher, age 12.</b>	
11A. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITUATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT ASSIGNMENT	
12. SIGNATURE: COMPLETE ITEM NO. 9-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION	
13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:  <b>It is requested that, if at all possible, this employee be given the job of his preference as his next assignment. He has performed excellently in Mexico.</b>	
14. SIGNATURE: COMPLETE ITEM NO. 9-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM. TO BE COMPLETED BY APPROPRIATE CAREER SERVICE OFFICER OR PERSONNEL OFFICER AT HEADQUARTERS	
15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:  <b>WHO recommends one year extension of present tour. In subsequent correspondence <del>has</del> has agreed to the extension.</b>	
16. NAME OF CAREER SERVICE OFFICER OR PERSONNEL OFFICER <b>ROBERT D. CASHMAN</b> DATE _____	SIGNATURE 
FOR USE OF CAREER SERVICE	
17. EMPLOYEE <input type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT	18. REFERENCE DISPATCH NO. _____ CABLE NO. _____
19. TYPED OR PRINTED NAME	20. SIGNATURE 
21. TITLE <b>ASPO/Agent Branch</b>	22. DATE <b>21 Aug '63</b>
23. COMMENTS <b>Extension approved in HMMS 3031, 24 Jul '63</b>	

SECRET

14-00000

SECRET

15 March 1963

MEMORANDUM FOR: Secretary, CS/CS Agent Panel

SUBJECT: Recommendation for Promotion to Grade GS-13  
~~CHARLES E. FLICK~~

FLICK

1. ~~CHARLES E. FLICK~~ entered on duty with CIA in 1951. After brief service in Tokyo he performed a variety of functions with different staffs and divisions, thus acquiring broad experience. Since June 1960 he has been on assignment in Mexico City.
2. In Mexico ~~CHARLES E. FLICK~~ is in charge of a very large technical operation with several dozen employees. The productions of this operation is tremendous and the technical problems to be met are intricate. ~~CHARLES E. FLICK~~ manages the project and its many native staff experts smoothly. No problems seem to arise. Security has been maintained faultlessly. ~~CHARLES E. FLICK~~ is a bold, bluff, and hearty man without a worrisome fiber in his make-up. He is capable of many kinds of work and will try anything. ~~CHARLES E. FLICK~~ has been in grade as a GS-12 for five years.
3. It is recommended that ~~CHARLES E. FLICK~~ be promoted to grade GS-13.

*J. C. King*  
J. C. KING/*or*  
Chief,  
Western Hemisphere Division

SECRET

SECRET  
(When Filled In)

11 R P Pak

VERIFIED RECORD OF OVERSEAS SERVICE									
TO: Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall									
EMPLOYEE SERIAL NO.		NAME OF EMPLOYEE						OFFICE/COMPONENT	
		LAST		FIRST		MIDDLE			
000830 <del>330020</del>		(Print) FLICK, CHARLES E						29-28 #64	
INSTRUCTIONS									
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.									
PCS DATES OF SERVICE									
TYPE OF DATA		ARRIVAL			DEPARTURE			COUNTRY	
		CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR	OMIT
1. PCS (Basic)		27	28-29	30-31	32-33	34-35	36-37	38-39	40-42
3. CORRECTION									
5. CANCELLATION									
		1	06	25	60				MEXICO 450
TDY DATES OF SERVICE									
TYPE OF DATA		DEPARTURE			RETURN			AREA(S)	
		CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR	OMIT
2. TDY (Basic)		27	28-29	30-31	32-33	34-35	36-37	38-39	40-42
4. CORRECTION									
6. CANCELLATION									
SOURCE OF RECORD DOCUMENT									
TRAVEL VOUCHER					<input checked="" type="checkbox"/> DISPATCH				
CARD					DUTY STATUS, OR TIME AND ATTENDANCE REPORT				
OTHER (Specify)									
DOCUMENT IDENTIFICATION NO.					DOCUMENT DATE/PERIOD				
HMMT-1625					10/11/60				
REMARKS									
PREPARED BY		REPORT ANNOTATED ON SOURCE DOCUMENT			ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT LATER				
FISCAL DIVISION		DATE			SIGNATURE				
FINANCE DIVISION		1/10/60			Earle F. V. Fowler				

FORM 1451a OBSOLETE PREVIOUS EDITIONS.

SECRET

(A-10)

Standard Form No. 2902 CHAPTER LXXVIM 6-640-000		HEALTH BENEFITS REGISTRATION FC FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1950 (Read the instructions on back of last page. The only signature on last page is yours.)		4551	4551
PART A ALL WHO REGISTER MUST FILL IN THIS PART.	1. NAME (LAST, FIRST, MIDDLE INITIAL)	F. L. C. Charles E.		2. DATE OF BIRTH (Month, Day, Year)	3. Are you now married?
	4. YOUR MARITAL ADDRESS (NUMBER AND STREET) (CITY AND ZONE NUMBER) (STATE)			5. SEX MALE <input checked="" type="checkbox"/> FEMALE <input checked="" type="checkbox"/>	
	6. Are you covered by, or is any family member listed below covered by or enrolling in, a plan under the Federal Employees Health Benefits Act of 1950, through the enrollment of another United States or District of Columbia Government employee or annuitant?	YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>		7. Place an "X" in proper box to show your annual basic salary range. UNDER \$4,000 <input type="checkbox"/> \$4,000 TO \$5,000 <input type="checkbox"/> \$5,000 TO \$9,999 <input checked="" type="checkbox"/> \$10,000 OR OVER <input type="checkbox"/>	
PART B FILL IN THIS PART IF YOU WISH TO EN- ROLL IN A HEALTH BENEFITS PLAN.	1. I elect to enroll in a health benefits plan as shown below. I authorize deductions to be made from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from inside cover of brochure of the plan you select.)				
	NAME OF PLAN ASSOCIATION BENEFIT PLAN		OPTION (HIGH OR LOW) LOW	ENROLLMENT CODE NUMBER 4 2 5	
	2. In space below list all eligible family members with all exceptions. List your wife or husband first, then your unmarried child under age 19, including legally adopted children, and dependent and illegitimate children who live with you in a regular parent-child relationship. Include also any unmarried child over 19 who became disabled before age 19 and who, because of the disability, is incapable of self support. (Attach a doctor's certificate for a disabled child age 19 or over.)				
THIS PART MUST ALSO BE FILLED IN IF YOU CHANGE YOUR ENROLLMENT.	NAMES OF FAMILY MEMBERS		DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS	
	Joyce A.		16 Sep 21		
	Michael R.		26 Feb 46		
Christopher E.		28 Feb 51			
PART C FILL IN THIS PART IF YOU WISH TO EN- ROLL OR IF YOU WISH TO CHANGE YOUR ENROLLMENT.	3. If you are a female employee or annuitant—does the family listed above include a husband who is incapable of self-support by reason of mental or physical disability which can be expected to continue for more than one year? (If answer is "Yes," attach a doctor's certificate.)				
	YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>				
	4. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
PART D FILL IN THIS PART IF YOU WISH TO EN- ROLL OR IF YOU WISH TO CHANGE YOUR ENROLLMENT.	5. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
	6. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
	7. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
PART E ALL WHO REGISTER MUST FILL IN THIS PART	8. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
	9. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
	10. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
PART F TO BE COMPLETED BY AGENCY.	11. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
	12. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
	13. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
REMARKS FILL IN ONLY IF YOU HAVE ANY REMARKS TO MAKE.	14. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
	15. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				
	16. I have read the information in Part B and I understand it. I agree to enroll in the plan selected in Part B.				

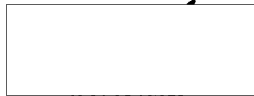
23 May 1960

MEMORANDUM FOR: Chief, FI

SUBJECT : Comments on attached agenda list dated 19 May 1960.

*Charles E. Flick*

1. ~~██████████~~ is the principal case officer and technician handling the LIENVOY operation in Mexico City. As you know, we are awaiting the response of the Chief, WH division to the Chief, FI 's recommendation, 17 May 1960, that we gradually withdraw from this operation. I would suggest that the proposed change of status for ~~██████████~~ from SE to SA be postponed pending the decision re the future of the LIENVOY operation.



DC/FI/GPS

*Heffron informed me 10 June 1960 that the FI staff was satisfied that this commission should be made and that ~~██████████~~ should be assigned to LIENVOY in Mexico City. With that notification I approved the action in behalf of the Agent General since the only original objection to this assignment was from the FI staff.*

*William Strong  
Asst. Dir. CI  
13 June 1960*

*CC:FI*



SECRET  
(When Filled In)

### VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-5  06830	(Print) [REDACTED] Flick	[REDACTED] Charles	[REDACTED] E	24-25  46

## INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (*One only*). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

## PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL				DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR			
1 - PCS (Basic)	26	27-29	29-30	31-32	33-34	35-36	37-38		39-41	
3 - CORRECTION										
5 - CANCELLATION										

## TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE				RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR			
2 - TDY (Basic)	26	27-29	29-30	31-32	33-34	35-36	37-38		39-41	
4 - CORRECTION										
6 - CANCELLATION								WH	811	

## SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER <input type="checkbox"/> CABLE <input type="checkbox"/> Other (Specify)	<input type="checkbox"/> DISPATCH <input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
--	---

DOCUMENT IDENTIFICATION NO. 046503 JUN 1960 WH-234-60	DOCUMENT DATE/PERIOD
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REMARKS
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PREPARED BY	<input checked="" type="checkbox"/>	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION		DATE	SIGNATURE
FINANCE DIVISION		27 JUN 60	[Signature]

**SECRET**  
(When Filled In)

**VERIFIED RECORD OF OVERSEAS SERVICE**

**TO:**

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.  1-3	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST  (Print)	FIRST	MIDDLE	
06830	[REDACTED]	G. 23 [REDACTED]	[REDACTED]	24.29  47

**INSTRUCTIONS**

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

**PCS DATES OF SERVICE**

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1. PCS (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41
3. CORRECTION									
5. CANCELLATION									

**TDY DATES OF SERVICE**

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2. TDY (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41
4. CORRECTION									
6. CANCELLATION	2	11	15	57	11	25	57	LWH	811

**SOURCE OF RECORD DOCUMENT**

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> DASH	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. 02334-UEL2759	DOCUMENT DATE/PERIOD
--	----------------------

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT. BASED UPON SOURCE DOCUMENT CITED
<input type="checkbox"/> FISCAL DIVISION	DATE	SIGNATURE
<input checked="" type="checkbox"/> FINANCE DIVISION		<i>[Signature]</i>

**SECRET**  
(When Filled In)

**VERIFIED RECORD OF OVERSEAS SERVICE**

053982 MAR 14 60

**TO:**

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1.8	(Print)	9 29		24.25
06830	[REDACTED]	[REDACTED]	[REDACTED]	47

**INSTRUCTIONS**

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

**PCS DATES OF SERVICE**

TYPE OF DATA	ARRIVAL				DEPARTURE			COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1. PCS (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41
2. CORRECTION									
3. CANCELLATION									

**TDY DATES OF SERVICE**

TYPE OF DATA	DEPARTURE				RETURN			AREALS	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2. TDY (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41
4. CORRECTION									
6. CANCELLATION									
	2	01	05	60	01	16	60	104	811

**SOURCE OF RECORD DOCUMENT**

<input checked="" type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CALENDAR	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT
<input type="checkbox"/> OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD

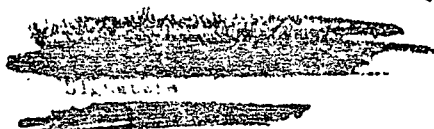
REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE	SIGNATURE: <i>W. E. Smith</i>
FINANCE DIVISION		

S-E-C-R-E-T

13 June 1960  
Date

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF  
REGULATION 20-155, DATED 10 FEBRUARY 1959 CONCERNING THE PERSONAL  
CONDUCT OF AGENCY EMPLOYEES OVERSEAS.

*Charles S. Flick*A large, dark, irregular redacted area covering the lower portion of the signature and the official title of the signatory.

S-E-C-R-E-T

S-E-C-R-E-T  
(When Filled In)

10 MAY 1960

MEMORANDUM FOR: Chief, Contract Personnel Division

ATTENTION : Dot Kreinheder

FROM : Deputy Director of Security (Investigations  
and Support)

SUBJECT : ~~XXXXXXXXXXXXXXXXXXXX~~  
*Flick. Jones &*

1. Reference is made to the memorandum dated 16 May 1960 in which a covert security clearance was requested to permit Subject's conversion from Staff Employee to Staff Agent, GS-12, DDP, WH/3, Operations Officer in Mexico City, Mexico in connection with Project LIENVOY under non-official cover.
2. This is to advise that a covert security clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above.
3. Subjects of covert security clearances are not to represent themselves as, nor are they to be represented as, employees of CIA.
4. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-210. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.
5. This clearance becomes invalid in the event the Subject's services are not utilized within six months of the date of this memorandum.

FOR THE DIRECTOR OF SECURITY:

*Frank J. Buse*  
Frederic M. Hall

S-E-C-R-E-T

Personal Actions & Documents  
Concerning Period Prior to Mexico City  
Assassination