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Documents lated 1753-1955

David S. MORALES

SECRET - SECURITY INFORMATION

CONTRACT PERSONNEL

OFFICE OF PERSONNEL RETURN FILE TO SELS

NOTICE: This is an Office of Personnel File and subject to 10 day limitation period. This file has been charged to Manages JOTA and is due to be returned to CONTRACT PERSONNEL DIVISION, 5E-67 Rgs., x7841, as of

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David S. MORALES

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19 October 1960

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

SUBJECT

: David S. Morales

- 1. Cover arrangements are in process, and/or have been completed for the above-named Subject.
- 2. Effective immediately , it is requested that your records be properly blocked REARCHER to deny RECEIVED Subject's current Agency employment to an external inquirer.
 - 3. This memorandum confirms an oral request of Kr. Biladeau

Chief, Central Cover xxxxxxxx Group

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Form 6-60 1150 Obsoleto Provious Editions

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956. SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD NAME SERIAL ORGN GR-ST OLD SALARY NEW SALARY

D MORALES DAVID S 563385 46 53 GS-14 1 \$11,355 \$12,210

/S/ EMMETT D. ECHOLS .
DIRECTOR OF PERSONNEL

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(3) SECRET (WHEN FILLED IN) ASSIGNED ORGAN EMP SERIAL NO BAME DDP/WH_ -563385 MORALES DAVID S OLD SALARY RATE NEW SALARY RATE EFFECTIVE DATE LAST SIFECTIVE DATE GRADE SALARY GRADE STEP SALARY STEP 84 . . \$ 9,890 GS 13 08 57 **GS 13** 2 \$10,130 03 08 59 REMARKS CERTIFICATION I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY. TYPED, OR PRINTED, NAME OF SUPERVISOR DATE -SIGNATURE OF SUPERVISOR ROBERT N. DAHLGREN 24 Feb. 1959 PERIODIC STEP INCREASE - CERTIFICATION FORE NO. 560" SECRET PERSONNEL FOLDER

SECRET

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE 12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI DIRECTIVE. SALARY AS OF 15 JUNE 1988 ADJUSTED AS FOLLOWS

NAME

But were you have been been a coming

SERIAL

GRADE-STEP

OLD SALARY

NEW SALARY

MORALES DAVID S

563385

GS-13-1

\$ 8,990

3 9,890

GORDON M. STEWART /S/ DIRECTOR OF PERSONNEL

SECPET

14-00000

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

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

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

GD 4 027			Per A	nnum	Rates	and	Steps			
GRADE -	1	2	3	4	5	6	7	8	9	10.
	\$3,385	\$3,500					\$4,075		\$4,305	
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS- 3	4,005				4,545			4,950	5,085	5,220
GS- 4	4,480	4,630			5,080	5,230		5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5.690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
. GS- 3	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445		8,935	9,180	9,425
GS-10	7,900	8.170	8,440	8,710	8,980	9,250	9,520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9,535						
GS-12										
GS-13										
GS-14	14,170	14,660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16,460	17,030	17,600	18,170	18,740	19,310	19,880	20,450	21,020	21,590
GS-16						22,210	22,865	23,520	24,175	
GS-17	21,445	22,195	22,945	23,695	24,445					
GS-18	24,500	· •								
										

	SECR II	010 gg	1.3.17
FITNESS REPORT	***.	EMPLOYEE STRIAL	NOMER
SECTION A POLICIAL (Cited) (Minite) I. NAME (L. M.) OFFICIAL POLICIAN TITLE PARTMIL Off Ch. I. CHECK (N) TYPE OF APPOINTMENT X CAREEN PROVISIONAL (See Instructions - Section C) SECTION B PERFORMAN	7. (7.4.11 OF BRILLIA) 3. 21 X M	4. ORADE 5. 517 GS-15 6. CURRENT STATIO JAWAVE REASSIGNMEN REASSIGNMEN	7 \$UP " NV 190
W-Week Performance ranges from wholly inadequate to positive remedial action. The nature of the approbation, to reassignment or to separation. A - Adequate Performance meets all requirements. It is an excellence. P-Proficient Performance is more than satisfactory. Desired S-Strong Performance is characterized by exceptional O-Quistanding Performance is so exceptional in relation to a others doing similar work as to warrant specience. SPEGI	setion could range from counseling; to Describe action taken or propased interest satisfactory and is characteristed results are being produced in a proficiency. Transport to the work and in camp	o further training, so n Section C. red neither by defici reficient manner.	o placing by
List up to all of the most important specific duties performed dimenser in which employee performs EACH specific duty. Consider the supervisory responsibilities MUST be roted on their ability specific duty no. Branch Chief in charge of JMW The PM Branch employs people an bility of mounting UDT, commando, cache specific duty No. 1 Spots, assesses, and recruits	do: ONLY effectiveness in performants supervise (indicate number of employees) (AVE's paramilitary old is charged with the infiltration and exfil	ce of that duty. At toyers supervised). perations. e responsi-	DATING LETTER
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Special Assistant to COS and a tasks in Contral America.	available for trouble	e-shooting	BATING S RATING LETTER
OVERALL PERFORMANCE over the complexed which influence of specific duties, productivity, conduct as job, cooperfit ular limitations or talents. Based on your knowledge of entance the letter in the calling box corresponding to the statement will be statement with the statement will be statement will	erativeness, pertinant persona ^t trail notoyee's overall performance during	s or habits, and the rating period.	GATING LETTER

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SETION C	NARRATIVE COMMENTS	FILE OF PELSUNA
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nel on detail to	KUBARK. This quality of leaders	ship developed sound
principles of tea	m work in the PM Branch and made	e it easy for the
Branch to coordin	ate its activities with the prop	grams of the other
Branches in a Sta	tion that has overemployees	s and is engaged in
ECTION D	CERTIFICATION AND COMMENTS	(continued)
	BY EMPLOYEE	The same of the sa
ATL	ERTHEY THAT I HAVE SEEN SECTIONS A, B, AND C OF THE	SREPORT
22 May 65	/s/ ZAMKA, Stanley R. at Stat	lon :
DE HILLY OF	BY SUPERVISOR	
CATHS EMPLOYNI, HAD BEEN HORR BY SUPPRYISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE.	GIVE EXPLANATION
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UTE		EUTEMAN, Andrew K.
22 May 65	Chief of Station (s. ps	eude on Fld Tr.
	BY REVIEWING OFFICIAL	
MMENTS OF BUVILWING OFFICIA	.	
Concur in S	Supervisor's evaluation of this	employeo.
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	Corrected three of Reviewing and relate described	
!	ADO/WIL/O	CAUSE OF NAME AND SOCIALIONS
10 June 1965	ADC/WILL	fohn T. Flynh

SECTION C - Narrative Comments (Continued)

acantine.

FI, CI, PW, PM, Maritime, Air, and operations. Subject is cost-conscious and effective in the use of space and equipment.

In the period January to March 1965, Subject filled the role of Special Assistant to the Chief of Station JMWAVE and, as such, was the operational supervisor for the establishment of a frame of reference in which a counter-insurgency program could be developed and implemented ______ In this phase of his activities, Subject's work had the hallmark of sound prefessionalism and reflected favorably on Subject's judgment, Spanish language fluency, area knowledge, and dedication to duty.

The totality of the information outlined above leads the Rating Officer to conclude that Subject's over-all performance warrants an evaluation of Strong.

Subject is a flexible, broad-gauged officer who has experience in depth in F1, C1, PW, PM and Maritime operations. In addition, be has a proven record of sustained performance whereby he has established that he can be counted on to do the job in less than allowable time limits. In view of these factors, it is believed that Subject is a valuable asset to his career service and, as such, can meet the long-term needs of his service in Latin America or other Spanish—speaking areas.

AN Y

ļ	FITNESS REPORT				FMPLOYEE SERIAL	NUMBER
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11. DATE REPORT	DUE IN O.P.	1	PORTING PER		•	
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P - Profisions	Performance is more than eathsfactory. Desired		• .	ducad In	a proficient manner.	
S - Strong	Performance is characterized by exceptional pro		- " 7	•		
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	he most important specific duties performed durin				las laws a Ush has h	. 15 .1
manner in which e	mplayes performs EACH specific duty. Consider asponsibilities MUST be rated on their ability to	ONLY	offectiveness	in perfor	manca of that duty. Al	
PECIFIC DUTY NO	D Supervises the Paramil	itar	y Branch	whic	h employs	MATINO
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	OVERALL PERFORMANCE	IN CL	NKENT POS	ITION		RATING
	verything about the employee which influences h					RATING LETTER
rticular Unitation	ic duties, productivity, conduct on job, coopers is at tolents. Bused on your knowledge of empli he fating box corresponding to the statement whic	0760'1	ovarall perior	manco di	ring the rating period,	s
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Belleville .

Continuation Sheet/FITNESS REPORT - Section C:

Subject is a dedicated officer who has proven by performance that he can be counted on to get the job dono in less than allowable time limits. Subject is a sound first-echelon supervisor of a group doing a basic paramilitary job. Subject has the ability to develop a sense of teamwork in a diverse group of employees. It is believed that this leadership trait is particularly significant in that Subject has judiciously blended the talents of staff agents, career agents, contract employees, Army officers and Navy personnel into a cohesive, effective group which has been able to mount successful resistance, ratline, cache, UDT, and commando operations against an insular denied area target. Subject is cost conscious and effective in the use of space, equipment, and funds. Subject has been able to keep his agent assets in a high state of combat readinoss despite shifts in policy which have placed the UDT, sabotage and commando raider operations in a high state of flux. This ability to manage agent assets under conditions of severe frustration is a tribute to Subject's area knowledge and an understanding of the psychology and mores of his agent material. Subject delegates authority and has control over the paper flow in his Branch. Subject has a fine appreciation for positive intelli-gence collection techniques and he has been able to relate these techniques to his PM operations so that an intelligence product of quality has been developed on the rural areas of the target country. As a result of the totality of Subject's performance during the period covered by this report, his over-all performance warrants an evaluation of Strong.

Subject has Spanish language fluency, operational experience, area knowledge and drive. Armed with those tools, Subject is capable of meeting the long-term needs of his career service in Spanish-spenking operational areas where there is a need for first-echelon supervisors. Subject is at his best in agent handling situations and in view of this in the future, it is believed that he should be used in latin America to run and/or manage appropriate FI, CI, or PM projects.

At the completion of his current assignment, Subject should attend an advanced management course.



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NARRATIVE COMMENTS

inificant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to armance. State suggestions made for improvement of work performance. Give recommendations for training. Commen anguage competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Subject is a hard working, dedicated officer who has an unusual amount of drive. Subject is a distinct asset to the Station. In the period covered by this Fitness Report, Subject has worked in a perseverin manner toward the goal of making the Station's PM operations responsive t the realities of a target area which moved in twelve months ame fram a soft free world operational climate to a classical hard Soviet Blockdenie area climate. Subject has had to accomplish his PM mission under the adverse circumstances of having to do a current job in response to strong pressures for immediate production while simultaneously cleaning up an operational backlog which was inherited from predecessor projects. Additionally Subject had to project his PM plans into the Lutura against a predictable operational climate in which only the most rigid application of sound PM techniques would enable the Station to continue operations against the target with either PM infiltration teams or commando raider units. Subject accomplished these multiple tasks despite the reluctance of the agent material from the target area to accept the rigid discipline and dedication which was required.

Subject was able to accomplish his PM mission by the use of sound operational concepts and principles, the delegation of authority, and the proper use of management techniques. Subject has an appreciation for intelligence and has harnessed his PM assets to provide valuable bread and butter type coverage on the rural areas of the target. (See continuation sheet attached)

SECTION D	CERTIFICATION AND COMM	ENT\$
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OATE	Chief of Station, JMWAVE	/s/ Andrew K. REJIEMAN (signed in pseudo on Field Trans-
3.	BY REVIEWING OFFICIAL	nittal)

28 June 1963

Subject is one of the "mainstays" of the WAVE Station. I concur in the evaluation of the supervisor.

> Deputy Chief, SAS Bruce

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Fitness Report - Section C - NARRATIVE COMMENTS (Continued)

Subject is at his best in agent handling situations. He uses his Spanish language fluency, experience, and area knowledge to the maximum extent possible in order to develop assets for KUBARK operational exploitation. On balance, therefore, it is believed that Subject's overall performance over the period covered by this Fitness Report warrants an evaluation of "Strong".

At the completion of his current assignment Subject might benefit from participation in an advanced management course.

In the future Subject should be used in positions in Latin America. Subject is a natural for this type of an assignment due to his drive, self discipline, experience, language fluency, and skin color.

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SECTION E	NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANC

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1 Although designated as Chief of Operations, WAVE, during the entire period that Mr. has been under my supervision he has been occupied with a highly sensitive special operation controlled by Hqs, and has not been able to execute his normal duties. I have been able to closely observe his work, and can more than attest to tremendous drive and energy and this all-around professional capability, attested to in previous fitness reports. Mr. truly exceptional operations officer and is best utilized in that role, rather than in an administrative or supervisory capacity, although his own administrative responsibilities are always well handled. Perhaps his greatest contribution to the Station during the reporting period has been his vast background and knowledge. of the complex PBRUMEN picture which he cheerfully and unstintingly makes available to all Station officers, many of whom are without previous WHD experience.

SECTION F	CERTIFICATION AND CO	MMENTS
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SECTION E NARRATIVE DESCRIPTION OF MANNERICE JOB PERFORMANCE

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During the period under review Subject was in charge of PM activities at the *Havana Station, and his performance of duties during this critical, tense period was outstanding.

SECTION F	CERTIFICATION AND CO)MMENTS
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future personnel actions.	Speaking operationally J.Mr./Mor	poles is a one-man gang. His work
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the breadth of his ac	tivities. They take in denied	l'arch intelligence collection
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and attied groups tot	satting over beobie, sapora	ge and resistance ops, maritime ops,
political action, pro	paganda and a great number of	miscellaneous activities that defy
classification. e.g.,	taking over and running a fas	t-moving PM recruitment program
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į F	or sustained effort, Mr. Moral	es has few peers. With his drive, 🕟
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	SIGNATURE OF EMPLOYEE	
DATE 12 July 1961		1 1910 1
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OTHER (Specify)!	· · · · · · · · · · · · · · · · · · ·	
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12 July 1961	Chief of Base, JMWAVE	K. F. Royalde
	,	Robert Reynolds
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OY 30F (30)	Chief, WH/4	R. K. DAVIS
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11 January 1963

MEMORANDUM FOR: Secretary, Agent Panel

SUBJECT

- Promotion

meralie, Lanik S,

- 1. has been in the vortex of Cuban field operations for the past four and one-half years and has developed into a senior operations officer with outstanding abilities, experience and professional stature.
- 2. During the past two major operational efforts against Cuba he has proven himself to be a superior agent handler with ready access to members of the exile community and ability to start and run operations which produced valuable intelligence. His background knowledge of the area has been invaluable to the JMWAYE Station operators and his tireless efforts and willingness to devote long hours to his work have set an example which others have been compelled to follow.
- 3. Regardless of time in grade he is of that senior officer caliber fully deserving of and ready to assume the responsibilities of the next higher grade. A has displayed outstanding performance in FI, CI and PM operations and has the potential to fill a wide variety of senior operational assignments.
- 4. In view of the foregoing I strongly recommend the promotion of from GS-14 to GS-15. I have discussed this action with the Chief of Station, JMWAVE, and he endorses my view that fully merits advancement to the next higher grade at this time.

WILLIAM K. HARVEY Chief, Task Force W

SECRET

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THICUIT

Director of Personnel

BUDJECT

14 62.5

Dosignation of Officers Eligible for Premium Pay

References

- A. Memorandum to ADAI from General Counsel, dated 29 May 1962, Subjects Delegation of Authority (GGC 62-1131)
- 8. Henorendus to Deputy Mirector (Support) from SN-DD/8, dated 7 February 1962, Subjects Energency Allowase
- C. Hererandum to Deputy Director (Support) from Chief, Tank Force W, dated 28 May 1962, Subject: Allowances and Empluments for Personnel assigned to DiskVB, BRAR and Supporting Agency Compress at the same Goographic Area
- 1. The following individuals assigned PCS at MWAYR qualify for presdum pay in accordance with reference memorandal

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1. For the information of Headquarters and for personnel file, WAVE wishes to express commendation of s contribution to the JMATE project. Beginning with his arrival in the WAVE area in October 1960, initiated an operational program directed to the establishment of a Cuban intelligence service, both for positive collection of intelligence and to establish protective security on JMATE operations. In a remarkably short time, was able to recruit, train, and organize such a service which has effectively responded to intelligence and counter intelligence operational tasks, and has shown willingness and ability to ably perform a number of support functions for other types of substantive operations, principally paramilitary. In addition, the Cuban service which organized is likely to be the nucleus of a post-Castro Cuban Government service which will serve KUBARK ends, not only on the basis of liaison, but by means of penetrations of this service already established.

2. In the swift accomplishment of so many objectives, has shown executive ability, diplomacy, energy and imagination commensurate with a grade level well in excess of his own.



PJM/asp

12 April 1961

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Chief, WHD

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ROBERT REPUCLO:

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12 April 1981

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Continuation Sheet

FILLD REASSIGNMENT QUESTIONNAIRE/Section 12:

SECRET FIELD REASSIGNMENT QUESTIONNAIRE TRANSMITTAL INSTRUCTIONS This constituenties is designed to provide information for consideration by bendessetters in channel your no immediate supervision and forwarded to headonneters eight (8) months prior to the individual's planned date of departure from the station. The questionnaire will be completed and forwarded through operal · relate. SPECIAL NOTE This form must be prepared with due regard inc security considerations. For example, tive and support personnel and others whose duties do not in themselves reveal source stand the nature of your position. should be included. S. I. HAVE OF EMPLOYEE FOR providing of and Providing Canel S. 30 September 1964.
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11 January 1961

To : Mrester of Personnet

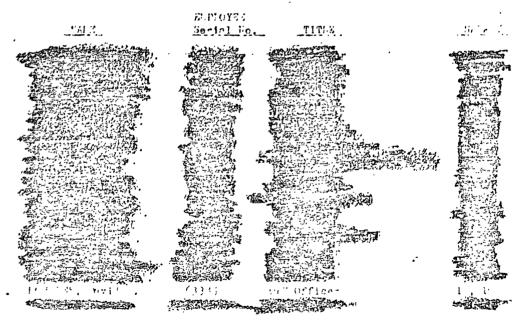
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14-00000

CUBJ 207: Ald Hinnel Convensation in Lieu of Overtime segment

(4): Lend dated 11 January 1961 from FSA/DE to DD/S, erroved by 19/5. Subject: "mailoyee benefits for JUATA Personnel"; and Lend dated 22 December 1960 from ADD(P) to Denity Director (Dinns). Subject: "Surloyee Penefits for Personnel Instinct to HATA".

In reductions with referenced merorands, it is requested that the remonnel listed below be authorized to receive additional corresponding offective 3 drawing 1961, but the rate of 150 of their respective in ten of basic rangel corresponds (but not to exceed the management for a Addition 19, \$5.50) in lieu of payment of the regular overtime rates for irregular, unacheduled and frequent overtime.



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1 June 1961 ~

MEHORANDUM FOR: Chief, Finance Division

FROM

Chief, Wi/4/Support

SUBJECT

Premium Fay

Due to the recent reduction in heavy workload requirements, the following employees are no longer entitled to Fremium Fay. It is requested that this entitlement be discontinued effective c.o.b. 10 June 1961. The salaries are chargeable to Allotment #535-5000-8021:







WILLIAM E. EISEMANN Chief, WH/4/Support

Distributions

2 - Chief, Finance Division (ea. employee)
2 - Director of Personnel (ea. employee)

STATE :

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

12 SEP 1921

MEMORANDUM FOR: SA/BR/CPD

ATTENTION

Dot Kreinheder

FROM

14-00000

Deputy Director of Security (Investi-

gations and Operational Support)

SUBJECT

Morales, Danis S.

Mist. Casaly Victor R. White

1. Reference is made to the memorandum dated 23 August 1961 in which a Covert Security Clearance was requested to cover Subject's conversion from Staff Amployee to Staff Agent, GG-14, Operations Officer at JMWAVE, with WI/4.

- 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 clearence 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:

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

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