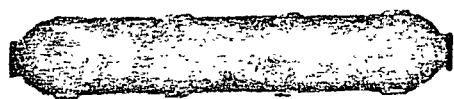


SECRET

Official Personnel Folder

SECRET



68 APR ENTD

PICCOLI JOSEPH S
205-44-1514

QUALIFICATIONS

PREP

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and research of John Greenewald, Jr., creator of:

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SECRET OP/TRB

2 254 1980

1980

REQUEST FOR PERSONNEL ACTION

1. SSN 265441914	2. NAME (LAST FIRST MIDDLE) PICCLOU JOSEPH S	3. GRADE TYPE T	4. DATE PREPARED (MO DA YR) 040980	5. CONTROL NO. 202
6. DATE OF BIRTH (MO DA YR) 12-08-35	7. SEX M	8. CITIZENSHIP U	9. RETIREMENT 1. CSC 2. FICA 3. IS	10. DATE OF GRADE 02-04-73
11. LTI DATE 01-28-79	12. VETERAN'S PREFERENCE 0 NONE 1 5 PT 2 10 PT 3 10 PT OTHER 4 15 PT 5 15 PT DISAB	13. ANNUITY STATUS 0	14. NATURE OF PERSONNEL ACTION PROMOTION	15. EFFECTIVE DATE (MO DA YR) 050480

16. FROM CDC /CIS OPERATIONS GROUP SPECIAL OPERATIONS BRANCH	17. TO DDO/IAD COVERT ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION
--	--

18. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.	19. HQ 1	20. POS NO. GK067	21. EMPLOYEE OCCUPATIONAL TITLE OPERATIONS OFFICER	22. SUFFIX DAC	23. SERVICE DESIG DAC
---	--------------------	-----------------------------	--	--------------------------	---------------------------------

24. SCHEDULE GS	25. USA SERIES 0136.01	26. GRADE 13	27. STEP 7	28. SALARY & PAY BASIS (MO DA YR) 35249 PA 80	29. HOURS 80
---------------------------	----------------------------------	------------------------	----------------------	---	------------------------

30. TOUR F	31. PROJECT NO. 270172	32. FLCA E	33. FLCA P	34. SCC P	35. DEVELOPMENT SUPPLEMENT CODE P	36. POSITION OCCUPATIONAL TITLE OPERATIONS OFFICER	37. PERSONAL BROW ASSIGNMENT CODE P
----------------------	----------------------------------	----------------------	----------------------	---------------------	---	--	---

38. POSITION DATA SCHEDULE GRADE GS 14 G	39. SUFFIX G	40. SCC P	41. REMARKS REASSIGNMENT - CHANGE OF HOME BASE ACTION RECENTLY PROCESSED - EFF DATE: 4/15/80
---	------------------------	---------------------	--

CONCUR: LINDA L. CROWLEY (TELECORD)
IAD/PERS 4/11/80

136165

FOR OFFICE OF PERSONNEL USE ONLY				REQUEST AND APPROVAL SIGNATURES			
42. AFFIL	43. ORGANIZATIONAL CODES ALPHA NUMERIC	44. STATION CODE	45. SIGNATURE OF REQUESTING OFFICER <i>Thomas J. Magee</i>	46. DATE 11 Apr 80	47. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Charles J. Rakowaty</i>	48. DATE 11 Apr 80	49. SIGNATURE OF OFFICE OF PERSONNEL OFFICER <i>Linda Johnson</i>
50. SPEC REF	51. POSITION CONTROL CERTIFICATION NAME	52. DATE 4/12	53. REMARKS CODES	54. DATE 4/29/80			

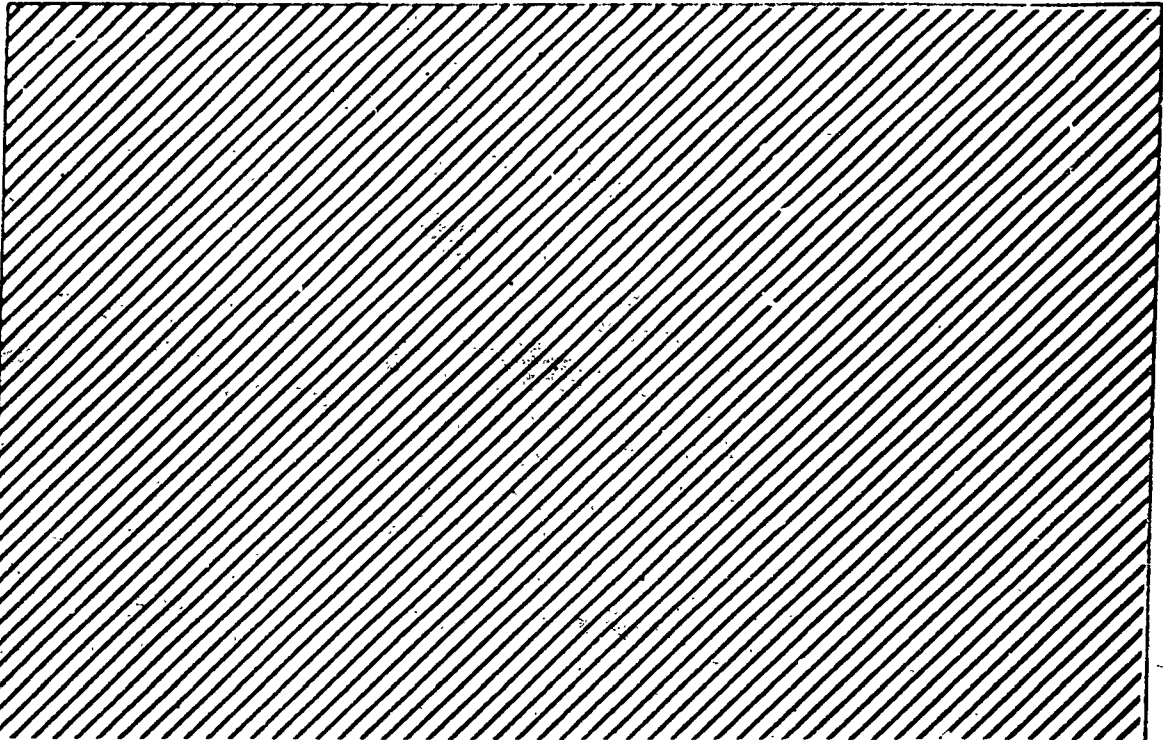
7.31
4-16-80

SECRET JP/TRB

16 APR 1980

REQUEST FOR PERSONNEL ACTION										DATE PREPARED MO DA YR	CONTROL NO	
1 NAME LAST, FIRST, MIDDLE PICCOLO JOSEPH S		2 NAME TYPE T		3 DATE OF BIRTH MO DA YR 12-08-35		4 SER A		5 CITIZEN U		6		
7 RETIREMENT		8 SERV COMP DATE MO DA YR 12-27-54		9 LONG COMP DATE MO DA YR 12-24-57		10 DATE OF GRADE MO DA YR 02-04-73		11 LEF DATE MO DA YR 01-28-79		12 VETERANS PREFERENCE 0 NONE 1 5 PT 2 10 PT 3 10 PT COMP 4 10 PT OTHER 5 10 PT DISAB		13 ANNUITY STATUS USA
14 NATURE OF PERSONNEL ACTION CHANGE OF HOME BASE REASSIGNMENT										15 EFFECTIVE DATE MO DA YR 041580		
16 AFFILIATION STAFF EMPLOYEE-CAREER										17 ORGANIZATIONAL DESIGNATIONS FROM CDC /CIS OPERATIONS GROUP SPECIAL OPERATIONS BRANCH		
18 ORGANIZATIONAL DESIGNATIONS TO DDO/IAD COVERT ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION										19 HQ 20 POS NO CT089		
18 LOCATION OF OFFICIAL STATION WASHINGTON, D.C.			19 HQ 20 POS NO 1 CR067			21 EMPLOYEE OCCUPATIONAL TITLE OPERATIONS OFFICER			22 SUFFIX UAC			
21 EMPLOYEE OCCUPATIONAL TITLE OPERATIONS OFFICER			22 SUFFIX UAC			23 SERVICE DESIG DWC			24 SCHEDULE 25 OCC SERIES 26 GRADE 27 STEP 28 SALARY & PAY BASIS 29 INCRMS			
24 SCHEDULE 25 OCC SERIES 26 GRADE 27 STEP 28 SALARY & PAY BASIS 29 INCRMS GS 0136.01 13 7 35249 PA 80			30 TOUR 31 PROJECT NO 32 ILSA 33 NSCA 34 SCC 35 DEVELOPMENT COMPLEMENT CODE NTE (MO DA YR) F 270172 E P			36 POSITION OCCUPATIONAL TITLE OPERATIONS OFFICER			37 PERSONAL RANK ASSIGNMENT CODE NTE (MO DA YR) OPS OFF			
38 POSITION DATA SCHEDULE GRADE SD SUFFIX SCC GS 14 C - P			39 DETAIL ORGANIZATION			40 EMPLOYEE OVERLAP SSN 024-30-9618			41 REMARKS			
CONCUR: <u>Thomas Magee (Telecord)</u> CIS Pers										* FROM CIS		
I Agree To Change My Home Base from A (CIS) to W (IAD).										4 April 1980 Date		
Concur: <u>Joseph Piccolo</u> CIS/MSB										# 970839 7 April 80 Date		
FOR OFFICE OF PERSONNEL USE ONLY				REQUEST AND APPROVAL SIGNATURES								
42 AFFIL 43 ORGANIZATIONAL CODES IAD		44 STATION CODE		45 SIGNATURE OF REQUESTING OFFICER Linda L. Crowley				DATE 7 April 80				
45 ACTION NTE MO DA YR		46 DETAIL CODE		47 VARIABLE DATA		48 OVERRIDE CODES		49 REMARKS CODES		50 SIGNATURE OF CAREER SERVICE APPROVING OFFICER CM/13 Charles J. Rakowsky		DATE 10 April 80
50 SPEC REF		51 POSITION CONTROL CERTIFICATION		52 SIGNATURE OF OFFICE OF PERSONNEL OFFICER Lynnda Bohannon		DATE 4-17-80						

ADMINISTRATIVE - INTERNAL USE ONLY



NAME OF EMPLOYEE (Last-First-Middle) PICCOLO, Joseph S., Jr.	NAME AND RELATIONSHIP OF DEPENDENT self	CLAIM NUMBER 79-0126
---	--	-------------------------

There is on file in the Personal Affairs 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 10/5/78.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE 17 Nov 1978	SIGNATURE OF BSA REPRESENTATIVE Ernest L. Hardt
-------------------------------	--

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET

(If Not Filled In)

11/27

7/6 REQUEST FOR PERSONNEL ACTION		DATE PREPARED 25 Nov 1977	
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT - CHANGE OF FUNCTIONAL CATEGORY		4 EFFECTIVE DATE REQUESTED MONTH: 11 DAY: 07 YEAR: 77	
5 CATEGORY OF EMPLOYMENT REGULAR		6 FUNDS V TO V CF TO V	
7 FAN AND ASSA 8027 0172 0000		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPERATIONS OFFICER		12 POSITION NUMBER GK67	13 CAREER SERVICE DESIGNATION DAS
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 15 5	17 SALARY OR RATE \$ 29,490
18 REMARKS I CONCUR IN THE CHANGE OF MY CATEGORY FROM B/OG TO B/OS. <i>Joseph S. Piccolo</i> Date: 27 Nov 77 Signature already filled <i>Considerable</i> <i>2018/11/26 12/01/77</i>			
18A SIGNATURE OF REQUESTING OFFICIAL <i>Henry E. Walton</i> Henry E. Walton, C/PCS/CSS/Pers		DATE SIGNED 11/27/77	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>W. L. Williams</i> CW 13
DATE SIGNED 12/1/77			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC: 31400 ALPHABETIC: CIS	
22 STATION CODE 75013	23 INTEGRATE CODE	24 HOURS CODE 1	25 DATE OF BIRTH 12 08 35
26 DATE OF GRADE	27 DATE OF LEI	28 RETIREMENT DATA	29 SEPARATION DATA CODE
30 SPECIAL REFERENCE	31 CORRECTION CALCULATION DATA	32 SECURITY REQ NO	34 SEX
35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY
39 HEALTH INSURANCE	40 SOCIAL SECURITY NO	41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT
43 FEDERAL TAX DATA	44 STATE TAX DATA	45 POSITION CONTROL CERTIFICATION 12-2-77 AEO	46 OP APPROVAL <i>Walter H. Jones</i>

12 JUN 1978

Dear Joseph,

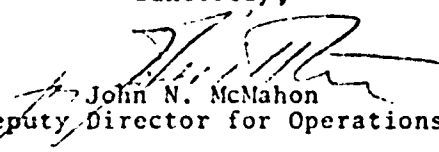
Please accept my appreciation for an assignment well done as a member of the FY 1978 GS-07 Secretarial/Clerical DO Personnel Evaluation Boards from 17 April through 19 May 1978.

I well recognize the complexities involved in the comparative evaluation of 560 clerical careerists -- a task further complicated by this being only the second year it has been undertaken. Your deliberations were vital to the Directorate's determination to bring to this group of valuable employees the advantages of the merit system.

Full-time service with the Evaluation Boards represents a major contribution to the Directorate's program of personnel assessment and management. Not only were your promotion recommendations valued, but recommendations for career development and training were also extremely helpful.

I believe that your service on the Board broadened and sharpened your own focus on personnel aspects of Agency management. Too, I think that the time spent in this endeavor could only have made you better aware of our need for complete, careful and candidly written appraisals of our employees.

Sincerely,


John N. McMahon
Deputy Director for Operations

CONFIDENTIAL

28 APR 1978

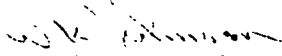
MEMORANDUM FOR: Chief, CI Staff

SUBJECT : Recommendations by the GS-13 FY 78 Evaluation Board Regarding PDP

Having carefully reviewed all personnel files of GS-13 personnel, the FY 78 DO Personnel Evaluation Board recommended that the following officer be identified in his division's Personnel Development Plan (PDP). This individual was selected because of his relatively high potential, in the estimation of the Evaluation Board, for growth to positions of leadership within the Agency.

Category BOS

Joseph Piccolo


Woodson K. Johnson
Vice Chairman, CMS/13

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CONFIDENTIAL

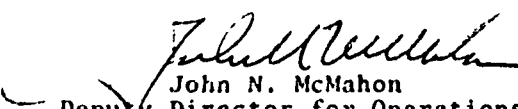
11 APR 1973

MEMORANDUM FOR: Joseph S. Piccolo
SUBJECT : Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This recognition of superior sustained performance reflects great credit on you and the job you have been doing.

2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,


John N. McMahon
Deputy Director for Operations

CONFIDENTIAL

E2 IMPDET
CL BY 059687

CONFIDENTIAL

23 February 1978

MEMORANDUM FOR: Director of Personnel

FROM : Wesley L. Laybourne
A/Chairman, DO Personnel Evaluation Boards

VIA : Chief, Career Management Staff

SUBJECT : Recommendation for Quality Step Increase
for Joseph S. Piccolo (CI)

1. Mr. Piccolo joined the Agency in 1957 and since then has served 12 years as a field case officer in Mexico, Nicaragua and Brazil as well as tours at Headquarters in LA Division and currently on the CI Staff. He was promoted to GS-13 on 4 February 1973.

2. Mr. Piccolo has performed in a strong to outstanding manner during the past year as described in his fitness report covering the period October 1976 to September 1977. He was engaged during this period in a number of CI projects, including [redacted] which has resulted in a [redacted]. He also was called upon to support CI activities requiring extensive travel abroad in support of joint Agency and FBI objectives and "he executed these assignments with a singular degree of professionalism." He recently also organized and ran in Spanish a CI course [redacted] and the Station involved described the effort "as an outstanding contribution." During the previous fitness report period he participated in two CI surveys in Africa and Latin America and because of this experience he was recently named to head another CI survey to take place in Latin America in the future.

3. It is the view of the Fiscal Year 1978 GS-13 DO Personnel Evaluation Board that Mr. Piccolo has performed in a sustained high manner which exceeds the normal requirements of his position and that this sustained high performance promises to continue. He is, therefore, recommended for a Quality Step Increase.


Wesley L. Laybourne

CONFIDENTIAL

CONFIDENTIAL

SUBJECT: Recommendation for Quality Step Increase
for Joseph S. Piccolo (CI)

CONCUR:

D. Hugh Tovar 2/10/53
Chief, CI Staff Date

APPROVED:

John W. ... 2/10/53
Director of Personnel Date

CONFIDENTIAL

CONFIDENTIAL

MEMORANDUM FOR: Joseph S. Piccolo

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Board Precepts for Your Grade

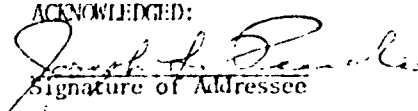
1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category ~~B/OS~~ B/OS for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUDY THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

2. In general, you should consider the following:
 - a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OS performance is not strengthened by reclassifying it as B/OS.
 - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
 - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.

3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.

4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:


Signature of Addressee

29 Nov 77
Date

CONFIDENTIAL

SECRET

9 NOV 1977

REQUEST FOR PERSONNEL ACTION						DATE PREPARED		
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.				2 NOVEMBER 1977		
3 NATURE OF PERSONNEL ACTION REASSIGNMENT				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 11 01 77		5 CATEGORY OF EMPLOYMENT REGULAR		
6 PAGES V TO V CF TO V		7 PAN AND NSCA 8027 0172 0000		8 LEGAL AUTHORITY (Complied by Office of Personnel)				
9 ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH				10 LOCATION OF OFFICIAL STATION WASH., D.C.				
11 POSITION TITLE OPERATIONS OFFICER (14)				12 POSITION NUMBER GNO		13 CAREER SERVICE DESIGNATION DAG		
14 CLASSIFICATION SCHEDULE (GS, FS, etc.) GS		15 OCCUPATIONAL SERIES 0136.03		16 GRADE AND STEP 13 5		17 SALARY OR RATE \$ 29,490		
18 REMARKS								
19a SIGNATURE OF REQUESTING OFFICIAL Henry E. Walton, C/PCS/CSS/Ters				19b SIGNATURE OF CAREER SERVICE APPROVING OFFICER M. J. ...		DATE SIGNED 11/2/77 11/7/77		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19 ACTION CODE 37 10	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC 31400 C15	22 STATION CODE 75013	23 OFFICER CODE	24 MONTHS 12	25 DATE OF BIRTH 12 05 35	26 DATE OF GRADE	27 DATE OF LEI
28 NET PREFERENCE	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SPAN OF CONTROL DATA CODE	32 CONNECTION/AMBULATION DATA	EOD DATA		33 SECURITY RSO NO	34 SER
35 NET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 "SABER" CATEGORY	39 HEALTH INSURANCE	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 "SABER" DATA	44 STATE TAX DATA	45 POSITION CONTROL CERTIFICATION				
11/2/77 AER				10 NOV 1977		2000 E. ...		11/8/77

FORM 1152 USE PREVIOUS EDITION

SECRET

E2, IMPDET CL. BY: 007622

Mexico City October 1977

IN424833

MEXI 42342

MEMORANDUM FOR THE RECORD:

Liaison officials join station in extending appreciation to Joseph Piccolo for his outstanding contribution to the current task of moulding the KDSLEUTHS into an effective counterintelligence organization.

Their high degree of enthusiasm was matched only by the professional way in which they prepared their instruction material, the ingenuity of their delivery, and above all the high impact that they had on the students and their superiors.

Wish to complement the above two colleagues for a job well done and for having upheld in their own respective fields the high standards and prestige of the Agency in our eyes and in those of our liaison counterparts.

Request that a copy of this cable be placed in their respective personnel files.

CONFIDENTIAL

27 October 1977

MEMORANDUM FOR: Career Management Staff

SUBJECT : Request for Change of Career Designation
to B/OS-Operational Specialist from B/OG-
Operational Generalist

1. It is requested that my career designation be changed to B/OS-Operational Specialist from that of B/OG-Operational Generalist. It is believed that the career activities and recent events described below clearly meet the criteria set forth in the Career Service Personnel Evaluation System Handbook.

2. In July 1977, I changed my home base from Latin America Division to the Counterintelligence Staff. This change of home base was precipitated by the cancellation of a planned overseas tour in Latin America which was scheduled to begin in July 1977. The cancellation of the tour was caused by [redacted] publicity accorded me by Philip Agee and Counterspy Magazine.

3. The following is a career summary noting Operational Specialist related activities only:

January 1976 - Present	CI Staff
August 1975 - August 1975	Liaison Officer, Managua Station, (Spanish language)
August 1972-June 1973	Liaison Officer, Rio de Janeiro Base, for a Special Project (Portuguese language)
February 1969-December 1969	Liaison Officer, Headquarters, Latin America Division/Cuban Operations [redacted] & U.S. Navy)
April 1968-January 1969	Liaison Officer, Managua Station, (Spanish language)
August 1962-August 1965	Counterintelligence Section, Headquarters, Latin America Division, Cuban Task Force exploiting two intelligence service defectors (Spanish language)

1: INPDL
BY 025758

CONFIDENTIAL

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4. Based on the above history and more recent activities since joining the CI Staff, I believe my career development and potential will be better realized as an Operational Specialist.

Joseph S. Piccolo Jr.
Joseph S. Piccolo Jr.

CONCUR: Richard J. Sullivan
CAI-13

CONFIDENTIAL

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CABLE NO. 25 PER TOTAL COPIES 24 RUN BY Joseph Piccolo

PERSONNEL NOTIFIED _____ SECRET

REPRODUCTION BY OTHER THAN ISSUING OFFICE IS PROHIBITED

DISTRIB. COPY ISSUED/BLOTTED		STAFF	
1	FILE VR <i>DEPT. 3520009, CS/INCC</i>	1	4
2	<i>cms, cms/ins, cms/peb</i>	2	5
3	<i>DDRY</i>	3	6

T 232134 EIA995 PAGE 01 IN 424633

2021272134Z OCT 77 MEXI 42342

SECRET 270252Z OCT 77 STAFF
 CITE MEXICO CITY 42342 (BERG ACTING)
 TO: DIRECTOR,
 WMINTEL KDSLEUTH SGCHART ADMIN RECORDS

(Piccolo)
RMO

1. LIAISON OFFICIALS JOIN STATION IN EXTENDING APPRECIATION TO *Piccolo* AND *[REDACTED]* FOR THEIR OUTSTANDING CONTRIBUTION TO THE CURRENT TASK OF MOULDING THE KDSLEUTHS INTO AN EFFICIENT AND EFFECTIVE COUNTERINTELLIGENCE ORGANIZATION.
2. THEIR HIGH DEGREE OF ENTHUSIASM WAS MATCHED ONLY BY THE PROFESSIONAL WAY IN WHICH THEY PREPARED THEIR INSTRUCTION MATERIAL, THE INGENUITY OF THEIR DELIVERY, AND ABOVE ALL THE HIGH IMPACT THAT THEY HAD ON THE STUDENTS AND THEIR SUPERIORS.
3. WISH TO COMPLEMENT THE ABOVE TWO COLLEAGUES FOR A JOB WELL DONE AND FOR HAVING UPHELD IN THEIR OWN RESPECTIVE FIELDS THE HIGH STANDARDS AND PRESTIGE OF THE AGENCY IN OUR EYES AND IN THOSE OF OUR LIAISON COUNTERPARTS.
4. REQUEST THAT A COPY OF THIS CABLE BE PLACED IN THEIR RESPECTIVE PERSONNEL FILES.
5. FILE: 50-6-180/2, EO: SECRET.

SECRET

SECRET
(When Filled In)

08 JUN 1977

REQUEST FOR PERSONNEL ACTION						DATE PREPARED				
1 SERIAL NUMBER 025658						2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.				
3 NATURE OF PERSONNEL ACTION REASSIGNMENT-CHANGE OF HOME BASE				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 19 77		5 CATEGORY OF EMPLOYMENT REGULAR ✓				
6 FUNDS D V TO V CF TO V		7 FAN AND NSCA X U TO O		8 LEGAL AUTHORITY (Completed by Office of Personnel) 7227 0172 0000						
9 ORGANIZATIONAL DESIGNATIONS DPO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH				10 LOCATION OF OFFICIAL STATION WASHINGTON, D. C.						
11 POSITION TITLE OPERATIONS OFFICER				12 POSITION NUMBER EP03 ✓		13 CAREER SERVICE DESIGNATION DAG ✓				
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 13 5		17 SALARY OR RATE \$27,548				
18 REMARKS I CONCUR IN THE CHANGE OF MY HOME BASE TO CI STAFF. <i>Joseph S. Piccolo</i> Joseph S. Piccolo Date: 24 JUN 1977 CONCUR: John Halpin (telecord) LA/PERS Date: 24 June 1977 <i>H. Brown Wiggins</i> Date: 07-06-77										
18A SIGNATURE OF REQUESTING OFFICIAL <i>Alec T. Monroe</i> Alec T. Monroe, C/PCS/CSS/Pers			DATE SIGNED 24 June 1977		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Joseph S. Doyle</i>		DATE SIGNED 7-5-77			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL										
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 31400 CIS		22 STATION CODE 75013	23 INTEGRATE CODE	24 INDICIES CODE 1	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR	
28 WTE EXPRESS MO DA YR		29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-ESC 2-DPGR 3-TVA 4-None		31 SEPARATION DATA CODE	32 CORRECTION/CAPELLATION DATA TYPE MO DA YR		33 SECURITY REG NO	34 SEA	
35 VET PREFERENCE CODE 0-None 1-1 YR 2-10 YR		36 SERV COMP DATE MO DA YR		37 LONG COMP DATE MO DA YR		38 CAREER CATEGORY CAR DESI PROG TEMP		39 FEGLI HEALTH INSURANCE CODE CODE 1-None 2-REG-OUT 3-RELEASABLE		40 SOCIAL SECURITY NO
41 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)			42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXCLUDED CODE NO TAX EXEMPTIONS		44 STATE TAX DATA FORM EXCLUDED CODE NO TAX EXEMPTIONS				
45 POSITION CONTROL CERTIFICATION <i>pic 7/6/77</i>				46 O P APPROVAL <i>Robert H. [Signature]</i>			DATE APPROVED 12/24/77			

UNCLASSIFIED INTERNAL ONLY CONFIDENTIAL SECRET

ROUTING AND RECORD SHEET

SUBJECT: (Optional)			
FROM: DDO		EXTENSION: 1414	DATE: 27 September 1976
TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS
	RECEIVED	FORWARDED	
1. C/CI	SEP 28 1976		(12)
2.			
3.			
4. C/CI/06 (FYI)			B
5. DC/CI/06 MR. PICCOLO			D
6. C/CI/UC/AO			—
7. STAFF			—
8.			
9.			
10.			
11.			
12.			
13.			
14.			
15.			

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

Thank you for sending me the [] Station security review and the Station's response in HPLA-13576. Both are very well done and illustrate the usefulness of CI and Ops Security surveys.

cc: ADDO
DDO/REG

To 4:
Please circulate

u

Comment made by the DDO on the CI Survey of the [] Station which was done by Messrs. Joseph Piccolo and Anthony Sileo.

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

7 JULY 1976

1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS		4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 18 76	
5 FUND		6 CATEGORY OF EMPLOYMENT REGULAR	
7 V TO V XX		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPERATIONS OFFICER (14)		12 POSITION NUMBER EP93	
13 CAREER SERVICE DESIGNATION DQG		14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	
15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 13 4	
17 SALARY OR RATE \$ 25,198		18 REMARKS FROM LA DIVISION. VICE: ANTHONY J. SLEBO CONCUR: HENRY L. BERTHOLD (TELECOORD 07/07/76) C/LA/PERSONNEL	
19 SIGNATURE OF REQUESTING OFFICIAL <i>M. D. McCallum</i> M. D. MCCALLUM, C/CI/SG		20 DATE SIGNED 07/07/76	
21 SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Samuel Rudenich</i> C/CMG/13		22 DATE SIGNED 7 July 76	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
23 ACTION CODE 16	24 EMPLOY CODE 10	25 OFFICE CODING 31ND01C15	26 STATION CODE 75013
27 INTEGRITY CODE	28 HQ/TIPS CODE 1	29 DATE OF BIRTH 12/08/55	30 DATE OF GRADE
31 DATE OF LEI	32 SECURITY REQ NO	33 SEX	EOD DATA
34 VET PREFERENCE	35 SERV COMP DATE	36 LONG COMP DATE	37 CAREER CATEGORY
38 FEDERAL HEALTH INSURANCE	39 SOCIAL SECURITY NO	40 PREVIOUS CIVILIAN GOVERNMENT SERVICE	41 LEAVE CAT
42 FEDERAL TAX DATA	43 STATE TAX DATA	44 POSITION CONTROL CERTIFICATION 7-12-76 <i>LA</i>	45 APPROVAL <i>[Signature]</i> DATE APPROVED 6/7/14/76

W17
D-22-75

SECRET
When Filled In

REQUEST FOR PERSONNEL ACTION

DATE PREPARED
20 AUGUST 1975

1 SERIAL NUMBER: 025658
2 NAME (Last-First-Middle): PICCOLO, JOSEPH S.

3 NATURE OF PERSONNEL ACTION: REASSIGNMENT
4 EFFECTIVE DATE RECORDED: MONTH 08, DAY 31, YEAR 75
5 CATEGORY OF EMPLOYMENT: REGULAR

6 FUNDS: V TO V, V TO CF, CF TO V, X CF TO CF
7 PAN AND NSLR: 6135-4534-0000
8 LEGAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS: DDO/LATIN AMERICA DIVISION, CUBA OPERATIONS GROUP, OPS BRANCH
10 LOCATION OF OFFICIAL STATION: WASHINGTON, D.C.

11 POSITION TITLE: OPERATIONS OFFICER (14)
12 POSITION NUMBER: CQ65
13 CAREER SERVICE DESIGNATION: DQG

14 CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15 OCCUPATIONAL SERIES: 0136.01
16 GRADE AND STEP: 13 4
17 SALARY OR RATE: \$23,997

18 REMARKS: FROM: DDO/LA/Managua, Nicaragua

18A SIGNATURE OF REQUESTING OFFICIAL: H. L. BERTHOOLD, C/LA/PERS
DATE SIGNED: 20 AUG 75
18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER: Richard J. Schmidt
DATE SIGNED: 22 August 75

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING (NUMERIC/ALPHABETIC)	22 STATION CODE	23 INTEGRATE CODE	24 HOURS CODE	25 DATE OF BIRTH (MO/DA/YR)	26 DATE OF GRADE (MO/DA/YR)	27 DATE OF LET (MO/DA/YR)
39110	B	1500 LA	95013		1	12-18-35		
28 WTE EXPIRES (MO/DA/YR)	29 SPECIAL REFERENCE	30 RETIREMENT DATA (CODE)	31 SEPARATION DATA CODE	32 CORRECTION LABEL/ATION DATA (TYPE/MO/DA/YR)	33 SECURITY REG NO	34 SEX	EOD DATA	
35 VET PREFERENCE (CODE)	36 SERV COMP DATE (MO/DA/YR)	37 LONG COMP DATE (MO/DA/YR)	38 CAREER CATEGORY (CAR BSR/PROV TEMP)	39 FEGLI HEALTH INSURANCE (CODE)	40 SOCIAL SECURITY NO	STATE TAX DATA		
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE)	42 LEAVE CAT (CODE)	43 GENERAL TAX DATA (FORM EXECUTED)	44 STATE TAX DATA (FORM EXECUTED)	45 NO TAX EXEMPTIONS (CODE)	46 STATE TAX DATA (CODE)	47 NO TAX EXEMPTIONS (CODE)	48 STATE TAX DATA (CODE)	49 STATE TAX DATA (CODE)

43 POSITION CONTROL CERTIFICATION: [Signature]
44 OF APPROVAL: [Signature]
DATE APPROVED: 3 SEP 1975

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION					DATE PREPARED	
1 SERIAL NUMBER 025658 ✓					3 NAME (Last-First-Middle) PICCOLO, JOSEPH S. ✓	
2 NATURE OF PERSONNEL ACTION CONVERSION FROM FSR STATUS				4 EFFECTIVE DATE REQUESTED MONTH: 08 DAY: 26 YEAR: 75		
6 FUNDS V TO V CF TO V X CF TO CF				7. PAN AND NCCA 6135-1049-0000 ²		
9 ORGANIZATIONAL DESIGNATIONS DDO/LATIN AMERICA DIVISION FOREIGN FIELD MANAGUA, NICARAGUA STATION				10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA		
11 POSITION TITLE OPS OPERATIONS OFFICER			12 POSITION NUMBER CR49		13 CAREER SERVICE DESIGNATION DQG ✓	
14 CLASSIFICATION SCHEDULE (G.S. I.B. IN)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP	17 SALARY OR RATE	
GS		0136.01 ✓		13 4	\$23,997	
18 REMARKS <p align="center">WANT SAME</p>						
18A SIGNATURE OF REQUESTING OFFICIAL I. I. BERTHOLD, C/LA/PERS			DATE SIGNED 12 AUG 75	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>		
DATE SIGNED 13/8/75						
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL						
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC		22 STATION CODE	23 INTEGRITY CODE	
S	10	5160		5073	3	
24 ROTTER CODE	25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LFI	
	12 08 135					
28 INT. EXP. DATE	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA		
				EOD DATA →		
33 VET. PREFERENCE	34 SERV. COMP. DATE		35 LONG. COND. DATE		36 CAREER CATEGORY	
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE			42 LEAVE CAT. CODE	43 FEDERAL TAX DATA		
8-80 PREVIOUS SERVICE 1-80 PRELIM. SERVICE 2-80BRIEF IN SERVICE (LESS THAN 3 YEARS) 3-80BRIEF IN SERVICE (MORE THAN 3 YEARS)				FORM EXECUTED 1-YES 2-NO		
44 POSITION CONTROL CERTIFICATION			45 O.P. APPROVAL		DATE APPROVED	
OK 8/18/75			<i>[Signature]</i>		8/18/75	

FORM 1152 USE PREVIOUS EDITION

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E-2, IMPDET CL. BY: 007622

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(When Filled In)

REQUEST FOR PERSONNEL ACTION					DATE PREPARED 8/7/74	
1. SERIAL NUMBER 025658 ✓		2. NAME (Last-First-Middle) PICCOLO, JOSEPH S ✓				
3. NATURE OF PERSONNEL ACTION CHANGE OF NSCA			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 19 74		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS V TO V CF TO V X CF TO CF		7. PAY AND NSCA 5135 1049 0002		8. LEGAL AUTHORITY (Completed by Office of Personnel)		
9. ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION			10. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA			
11. POSITION TITLE OPS OFFICER 1000 13		12. POSITION NUMBER 0396	13. CAREER SERVICE DESIGNATION DQG			
14. CLASSIFICATION SCHEDULE (G.S., L.B., etc.) FSR GS	15. OCCUPATIONAL SERIES 0136, 01	16. GRADE AND STEP 5 4 13 3	17. SALARY OR RATE 18479 ✓ 22055 ✓			
18. REMARKS * Managua, Nicaragua						
18A. SIGNATURE OF REQUESTING OFFICIAL <i>[Signature]</i> Henry L Berthold WH PER		DATE SIGNED 7 Aug 74	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>		DATE SIGNED 8/9/74	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL						
19. ACTION CODE 31	20. EMPLOY CODE 1A	21. OFFICE CODING NUMERIC ALPHABETIC 51660 WH		22. STATION CODE 52013	23. INTEGREE CODE	
24. MONTH CODE 3	25. DATE OF BIRTH MO DA YR 12 08 35		26. DATE OF GRADE MO DA YR		27. DATE OF LST MO DA YR	
28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO DA YR	33. SECURITY P# NO EOD DATA →	
35. VET PREFERENCE CODE 0-NO PRE 1-5 PT 2-10 PT	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CAR/BRSY PROV/TEMP	39. FEGLI HEALTH INSURANCE CODE CODE 0-BAVIER 1-YES/NO 2-INT/ELIGIBLE		
41. 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)	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 NO		
45. POSITION CONTROL CERTIFICATION <i>[Signature]</i> 8/13/74			46. OP APPROVAL <i>[Signature]</i>		DATE APPROVED 8/13/74	

FORM 8-72 1192

USE PREVIOUS EDITION

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CLASSIFIED BY 01-0337

EX-2
APOB

(4)

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

5 September 73

1 SERIAL NUMBER 0256028	2 NAME (Last-First-Middle) Piccolo, Joseph S
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3 NATURE OF PERSONNEL ACTION Reassignment	4 EFFECTIVE DATE REQUESTED MONTH: 09 DAY: 17 YEAR: 73	5 CATEGORY OF EMPLOYMENT Regular
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6 FUNDS V TO V CF TO V X CF TO CF	7 PAN AND NSCA 4135-1049 0001	8 LEGAL AUTHORITY (Completed by Office of Personnel)
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9 ORGANIZATIONAL DESIGNATIONS DDO/WH DIO. Foreign Field Branch 23 Managua, Nicaragua <i>STATION</i>	10 LOCATION OF OFFICIAL STATION Managua, Nicaragua
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11 POSITION TITLE Ops Off/DCOS	12 POSITION NUMBER (13) 0396	13 CAREER SERVICE DESIGNATION D
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14 CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 05 3 13 2	17 SALARY OR RATE 17,075 20,357
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18 REMARKS
From: DDO/WH/FF/Br 5/ Rio de Janeiro
* Ops Officer DCOS occupying Ops Officer position. 09037-
Approved 259A attached
Rio de Janeiro, Brazil

1 Security
1 Finance

18A SIGNATURE OF REQUESTING OFFICIAL <i>[Signature]</i> Henry L. Berthold C/WH/Pers	DATE SIGNED 5/4/73	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>	DATE SIGNED 9-7-73
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SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC: 51660 ALPHABETIC: WH	22 STATION CODE 22073	23 INTEGRITY CODE	24 HOURS CODE 3	25 DATE OF BIRTH MO: 12 DA: 08 YR: 135	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 CODE	31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA TYPE: MO: DA: YR:	EOD DATA			33 SECURITY REQ NO.	34 SEX
35 VET PREFERENCE CODE: 0-NONE, 1-5 PT, 2-10 PT	36 SERV COMP DATE MO: DA: YR:	37 LONG. COMP DATE MO: DA: YR:	38 CAREER CATEGORY CAR/RESY: PROV/TEMP:	39 FEDERAL HEALTH INSURANCE CODE: CODE: 0-DRIVER, 1-RES, 2-RES-OP, 3-RES-UNELIGIBLE	40 SOCIAL SECURITY NO.		41 STATE TAX DATA FORM EXECUTED: CODE: NO TAX EXEMPTIONS: FORM EXECUTED: CODE: NO TAX STATE EXEMP CODE		
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE: 0-NONE, 1-BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS)			42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED: CODE: NO TAX EXEMPTIONS: FORM EXECUTED: CODE: NO TAX STATE EXEMP CODE			44 STATE TAX DATA FORM EXECUTED: CODE: NO TAX STATE EXEMP CODE		

45 POSITION CONTROL CERTIFICATION <i>[Signature]</i>	46 OP APPROVAL <i>[Signature]</i>	DATE APPROVED 14/9/73
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FORM 8-72 1152

USE PREVIOUS EDITION

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CLASSIFIED BY 01-0332

23-2 AFOSR

141

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DD, 73-2921

5 JUN 1973

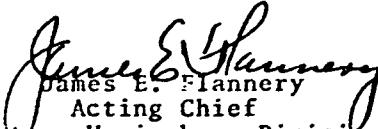
MEMORANDUM FOR: Deputy Director for Operations

SUBJECT : Appointment of Mr. Joseph S. Piccolo,
GS-13, as Deputy Chief of Station,
Managua, Nicaragua

1. The appointment of Mr. Joseph S. Piccolo, GS-13, as Deputy Chief of Station, Managua, Nicaragua, effective on or about 15 September 1973 is recommended. Mr. Piccolo would be replacing Mr. Ralph G. Seehafer.

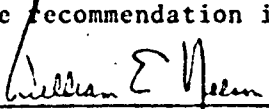
2. Mr. Piccolo entered on duty with the Agency in February 1957. His Agency employment has been exclusively in the Western Hemisphere Division with field tours in Mexico City and Managua. He is currently serving in Rio de Janeiro as Chief of our FI Section. Mr. Piccolo has a very good command of the Spanish language.

3. A Biographic Profile, including information regarding his Agency employment and training, is attached.


James E. Flannery
Acting Chief
Western Hemisphere Division

Attachment:
Biographic Profile (Part I and Part II)

The recommendation in Paragraph 1 is APPROVED:


Deputy Director for Operations

5 Jun 1973
Date

E2, IMPDET
061062

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SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 30 January 1973		
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) Piccolo, Joseph S.						
3 NATURE OF PERSONNEL ACTION Promotion				4 EFFECTIVE DATE REQUESTED MONTH 02 DAY 04 YEAR 73		5 CATEGORY OF EMPLOYMENT Regular		
6 FUNDS		V TO V CF TO V		V TO CF CF TO CF		7. FAN AND NCCA 3135-0694-0002		
8 LEGAL AUTHORITY (Completed by Office of Personnel)				9 ORGANIZATIONAL DESIGNATIONS DDP/WH Division Foreign Field Branch5-Brasilia, Brazil Station Rio de Janeiro, Brazil Base				
10 LOCATION OF OFFICIAL STATION Rio de Janeiro, Brazil				11 POSITION TITLE Ops Officer		12 POSITION NUMBER 1865		
13 CAREER SERVICE DESIGNATION D				14 CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS		15 OCCUPATIONAL SERIES 0136.01		
16 GRADE AND STEP 05 3 13 2		17 SALARY OR RATE 17,075 ✓ 20,357 ✓		18 REMARKS FROM: ESKIXXZ GS-12/5 * Rio de Janeiro, Brazil * Home Base: WH				
18A SIGNATURE OF REQUESTING OFFICIAL <i>[Signature]</i> Henry E. Berthold, C/WH/Per's			DATE SIGNED 31/1/73		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>		DATE SIGNED 1/31/73	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19 ACTION CODE 22		20 EMPLOY CODE 10		21 OFFICE CODING NUMERIC 51235 ALPHABETIC WH		22 STATION CODE 09037		
23 INTEGRITY CODE		24 HQ CODE		25 DATE OF BIRTH MO DA YR 3 12 1935		26 DATE OF GRADE MO DA YR 02 04 73		
27 DATE OF LIT MO DA YR 02 04 73		28 NTE EXPIRES MO DA YR		29 SPECIAL REFERENCE		30 RETIREMENT DATA 1-OSC 2-OPGH 3-FICA 4-WH/WH		
31 SEPARATION DATA CODE		32 CORRECTION-CANCELLATION DATA TYPE MO DA YR		33 SECURITY REQ. NO		34 SEX		
35 VET PREFERENCE CODE 0-NO PREVIOUS SERVICE 1-5 PT 2-10 PT		36 SERV COMP DATE MO DA YR		37 LONG COMP DATE MO DA YR		38 CAREER CATEGORY CODE 1-REG 2-REG/OPP 3-UNAVAILABLE		
39 REGI HEALTH INSURANCE CODE 1-REG 2-REG/OPP 3-UNAVAILABLE		40 SOCIAL SECURITY NO		41 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)		42 LEAVE CAT CODE		
43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		44 STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		45 POSITION CONTROL CERTIFICATION 11/23 2-11-73		46 O.P. APPROVAL <i>[Signature]</i>		
47 DATE APPROVED 2/1/73								

FORM 1152 USE PREVIOUS EDITION 8-72

SECRET

- 02 FEB 1973

E-2. IMPDET CL. BY. 007622 (4)

21 OCT 1972

MEMORANDUM FOR: Chairman, GS-12, CS Evaluation Board

SUBJECT : Recommendation for Promotion to GS-13,
Joseph S. Piccolo

1. Mr. Joseph S. Piccolo entered on duty with the Agency in February 1957 as a file clerk. He progressed rapidly from that position to that of Intelligence Assistant and subsequent acceptance into the Agency Junior Officer Trainee Program. In addition to Headquarters assignments he has served as operations officer in Mexico City Station (1965-1968) and Managua Station (1968-1969). Since February 1970 he has been assigned to Brasilia Station, Base Rio de Janeiro, where he is serving on an extension of tour until June 1973. He has been in grade GS-12 since September 1968.

2. M. Piccolo has been consistently evaluated as a very Strong performer in his current grade and this in a variety of assignments which have progressed upwards in responsibility and have included field FI and liaison responsibilities, Headquarters desk officer and liaison officer; up to his current assignment as senior officer in charge of one of the Station's major operational programs, Communist Party and terrorist operations including direct handling of the Station's most sensitive [redacted]. He has been evaluated by the Rio de Janeiro Base Chief as the most mature, dependable and competent case officer at the Base. He has excelled in the handling of intricate sensitive [redacted] operations where the highest professional standards are demanded. He carries a very heavy work load lightly and is a prodigious contributor in both operational and information reporting. His performance as a supervisor has been characterized by conscientiousness, a good sense of detail, perceptiveness, fairness and firmness. Two Chiefs of Station have emphatically endorsed the very

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high evaluation placed on Mr. Piccolo's performance. His current COS has especially commended him on his handling of a complex current case involving liaison in which Mr. Piccolo has demonstrated an unusual grasp of detail, excellent judgment, poise under pressure, and extraordinary stamina. The COS has stated that Mr. Piccolo is already performing well above the GS-13 level.

3. Several supervisors have commented on Mr. Piccolo's quiet unassuming personality which belies the intensity with which he approaches his work. Underlying the quiet manner it has been noted that he is tough-minded and aggressive in his agent handling and exploitation and is highly experienced and skilled in the basic craft of the intelligence business. He is linguistically talented and can function in both the Spanish and Portuguese languages. He has had the basic Agency operations courses including some in technical operations. He is also an intelligent supervisor with a capability for lighting fires under his charges when necessary. He is highly respected and appreciated by all his colleagues and though he maintains a low-profile he moves easily in his [] circles.

4. Mr. Piccolo has already proven his ability to perform at the next highest grade. Most supervisors have emphasized his potential for assuming ever increasing responsibilities. He has realized this potential with each succeeding assignment and particularly in his current one. He fits both the general and specific criteria for promotion. He has shown himself in possession of the requisite qualities of reliability, seriousness of purpose, imagination, and dedication. He has personally applied the specifics of his profession in a successful manner and has demonstrated his ability to supervise and inspire others in their application as well.

5. Mr. Piccolo's request for a one-year extension of his current tour has been approved. At the culmination of that period an appropriate assignment will be arranged for him commensurate with the Agency's needs, his desires and the continued furtherance of his career.

RECEIVED

6. It is hereby strongly recommended that Mr. Piccolo be promoted from GS-12 to GS-13.

Theodore Shackley
Theodore G. Shackley
Chief
Western Hemisphere Division

SECRET
(When Filled In)

07257

REQUEST FOR PERSONNEL ACTION					DATE PREPARED								
					17 February 1972								
1 SERIAL NUMBER		2 NAME (Last-First-Middle)											
025658		Piccolo, Joseph S.											
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE REQUESTED		5 CATEGORY OF EMPLOYMENT							
Reassignment				MONTH DAY YEAR 02 20 72		Regular							
6 FUNDS		7 FINANCIAL ANALYSIS NO		8 LEGAL AUTHORITY (Completed by Office of Personnel)									
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td>V TO V</td> <td></td> <td>V TO C</td> </tr> <tr> <td>C TO V</td> <td>X</td> <td>C TO C</td> </tr> </table>		V TO V		V TO C	C TO V	X	C TO C	2135-0694					
V TO V		V TO C											
C TO V	X	C TO C											
9 ORGANIZATIONAL DESIGNATIONS				10 LOCATION OF OFFICIAL STATION									
DDP/WH Division Foreign Field Branch 5 - Brasilia, Brazil Station Rio de Janeiro, Brazil Base				Rio de Janeiro, Brazil Base									
11 POSITION TITLE			12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION								
Ops Officer (D43)			1865		D								
14 CLASSIFICATION SCHEDULE (GS, LR, etc.)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE							
FSR GS		0136.01		05 2 12 4		15,732 ✓ \$17,453 ✓							
18 REMARKS													
FROM: DDP/WH/FF/BR 5/RIO DE JANEIRO BASE/0197 * HOME BASE: WH * Rio de Janeiro, Brazil													
18A SIGNATURE OF REQUESTING OFFICIAL			DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED						
Henry L. Borthold, C/WH/Per S			17 Feb 72		Joseph W. ...		23 Feb 72						
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL													
19 ACTION CODE	20 EMPLOY. CODE	21 OFFICE CODING		22 STATION CODE	23 ENTERPRISE CODE	24 HQ/RTS CODE		25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LEE	
37	10	518.25 WH		07037		3	12 08 35						
28 NTE EXPIRES		29 SPECIAL REFERENCE		30 RETIREMENT DATA		31 SEPARATION DATA CODE		32 CORRECTION, CANCELLATION DATA		EOD DATA →		33 SECURITY RCG. NO	34 SEA
35 VET PREFERENCE		36 SERV COMP DATE		37 LONG COMP. DATE		38 CAREER CATEGORY		39 REG./HEALTH INSURANCE		40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE				42 LEAVE CAT CODE		43 FEDERAL TAX DATA		44 STATE TAX DATA					
45 POSITION CONTROL CERTIFICATION				46 OP APPROVAL				DATE APPROVED					
Fed 2-24 72				Joseph W. ...				2-24 72					

FORM 1152 USE PREVIOUS EDITION

25 FEB 1972 SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET/RYBAT - TELEPOUCH

DISPATCH NO - HBRT-08619

DATE - 3 NOVEMBER 1971

TO - CHIEF, WESTERN HEMISPHERE DIVISION

INFO - CHIEF OF STATION, BRASILIA

FROM - CHIEF OF BASE, RIO DE JANEIRO

SUBJECT - FORWARDING OF FITNESS REPORT - HOWARD A. TRECKLER

REF - DIRECTOR 190967

Joseph S. Piccolo

FORWARDED HERewith IS A FITNESS REPORT FOR

HOWARD AM TRECKLER.

SPECIFIC DUTIES

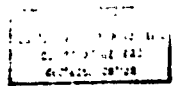
1. SENIOR FI OFFICER WITH SUPERVISORY RESPONSIBILITIES OVER ONE JUNIOR OFFICER AND ONE CAREER AGENT. S
2. STATION [] OFFICER WITH COORDINATING RESPONSIBILITIES OVER STATION AND BASE ACTIVITIES AND DIRECT AGENT HANDLING FUNCTIONS AGAINST [] AND RELATED TARGETS. S
3. CASO OFFICER FOR SEVERAL SENSITIVE, COMPLEX, HIGH LEVEL [] OF VARIOUS HIGH PRIORITY TARGETS. S

OVERALL PERFORMANCE IN CURRENT POSITION S

NARRATIVE COMMENTS

SUBJECT IS PERHAPS THE MOST MATURE, DEPENDABLE AND COMPETENT CASE OFFICER WE HAVE. HE HAS EXCELLED IN THE HANDLING OF INTIPICATE, SENSITIVE [] OPERATIONS WHERE THE HIGHEST PROFESSIONAL STANDARDS ARE DEMANDED. HE CARRIES A VERY HEAVY WORK LOAD LIGHTLY AND IS A PRODIGIOUS CONTRIBUTOR IN BOTH OPEATIONAL AND INFORMATION REPORTING. HIS PERFORMANCE AS A SUPERVISOR HAS BEEN CHARACTERIZED BY CONCIENTIOUSNESS, A GOOD SENSE OF DETAIL, PERCEPTIVENESS, FAIRNESS AND FIRMNESS. HE IS AT HIS BEST IN PRACTICAL SITUATIONS,

SECRET/RYBAT HBRT-08619 PAGE 1



SECRET/RYPAT HBRT-08619 PAGE 2

HOWEVER COMPLEX AND OBSCURE, RATHER THAN IN DEALING WITH PHILOSOPHICAL OR THEORETICAL PROBLEMS BUT THIS IS OBVIOUSLY MORE A MATTER OF INCLINATION, THAN OF INTELLECT. HE IS HIGHLY RESPECTED AND APPRECIATED BY ALL HIS COLLEAGUES AND ESPECIALLY BY THIS SUPERVISOR

SUBJECT IS UNDER GRADE FOR HIS PERFORMANCE, EXPERIENCE AND RESPONSIBILITIES. HE IS OF ALL THE RASE OFFICERS MOST DESERVING OF A PROMOTION. A SEPARATE RECOMMENDATION TO THIS EFFECT IS BEING FORWARDED.

REVIEWING OFFICIAL COMMENTS

THE COS CONCURS EMPHATICALLY WITH THIS WELL-WRITTEN EVALUATION. THE SUBJECT IS VASTLY UNDER-RATED IN JKLANCE, PERHAPS BECAUSE OF HIS QUIET, UNASSUMING PERSONALITY. BUT HE IS A STRONG, VERY STRONG, OFFICER. HIS ABILITY TO HANDLE THE MOST DIFFICULT DETAIL SHOULD NOT DETRACT FROM HIS OVERALL CAPABILITIES. HE IS SOUND AS A ROCK, AND MERITS A PROMOTION, WHICH IS RECOMMENDED BY THE COS.

LESTER T. ARKLEIGH

DISTRIBUTION VIA TP

C/WD

DISTRIBUTION VIA POUCH

COS, BRASILIA

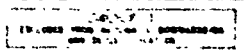
SECRET/RYPAT HBRT-08619 PAGE 2

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED						
1 SERIAL NUMBER		2 NAME (Last-First-Middle)				25 May 1970						
025658		PICCOLO, JOSEPH S.										
3 NATURE OF PERSONNEL ACTION			4 EFFECTIVE DATE REQUESTED		5 CATEGORY OF EMPLOYMENT							
REASSIGNMENT			MONTH DAY YEAR 05 31 70		REGULAR							
6 FUNDS			7 FINANCIAL ANALYSIS NO CHARGEABLE		8 LEGAL AUTHORITY (if employed by Office of Personnel)							
<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:33%; text-align: center;">V TO V</td> <td style="width:33%; text-align: center;">V TO CF</td> <td style="width:33%;"></td> </tr> <tr> <td style="text-align: center;">CF TO V</td> <td style="text-align: center;">X</td> <td style="text-align: center;">CF TO CF</td> </tr> </table>			V TO V	V TO CF		CF TO V	X	CF TO CF	0135 0694			
V TO V	V TO CF											
CF TO V	X	CF TO CF										
9 ORGANIZATIONAL DESIGNATIONS			10 LOCATION OF OFFICIAL STATION									
DDP/WH/FOREIGN FIELD BRANCH 5 RIO DE JANEIRO, BRAZIL STATION			RIO DE JANEIRO, BRAZIL									
11 POSITION TITLE			12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION							
OPS OFFICER (13)			0197		D							
14 CLASSIFICATION SCHEDULE (G.S., I.B., etc.)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE						
FSR GS		0136.01		05 1 12 3		\$ 13,618 \$15,138						
18 REMARKS												
FROM: DDP/WH/DEV. COMP APPROVED 259a ATTACHED												
* HOME BASE WH												
* Wash, D.C.												
1 - Finance												
2 - Security												
18A SIGNATURE OF REQUESTING OFFICER			DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER							
Henry L. Berthold C/WH/Pers			25 May 70		Paul M. Y. [Signature]							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE/OF PERSONNEL												
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING		22 STATION CODE	23 INTEGREE CODE	24 MODIFIERS CODE						
37	10	51930 WH		09037		3						
25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LEAVE								
12 08 35												
28 HSE EXP. DATES		29 SPECIAL REFERENCE		30 RETIREMENT DATA		31 SEPARATION DATA CODE						
35 VET PREFERENCE		36 SERV COMP DATE		37 LONG COMP DATE		38 CAREER CATEGORY						
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE			42 LEAVE CAT CODE		43 FEDERAL TAX DATA							
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)					44 NO TAX EXEMPTIONS 45 SOCIAL SECURITY NO.							
43 POSITION CONTROL CERTIFICATION			46 OP APPROVAL		DATE APPROVED							
			06-0270 [Signature]		[Signature]							

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SECRET

1. NAME (Last, First, Middle) Piccolo, Joseph		2. DATE OF BIRTH <i>S.F. 1935</i>	3. GRADE GS-12
OFFICE DIVISION, BRANCH (or overseas station and existing cover if lateral assignment) DDP, WH/COG		5. PRESENT POSITION Ops Officer	6. EMPLOYEE EXTENSION 6815
7. PROPOSED STATION Rio de Janeiro, Brazil		8. PROPOSED POSITION (Title, Number, Grade) Ops Officer/5197/ GS-13	
9. TYPE OF COVER AT NEW STATION	10. ESTIMATED DATE OF DEPARTURE o/a 1 June 70	11. NO. OF DEPENDENTS TO ACCOMPANY 1	
12. COMMENTS Vice Robert Stone Forms DS 1686 attached			
13. DATE OF REQUEST 2 February 1970	14. SIGNATURE OF REQUESTING OFFICIAL <i>Susan E. Ruttenberg</i> Susan E. Ruttenberg	15. ROOM NUMBER AND BUILDING, I.G. EXTENSION <i>Paul D. G. [unclear] CSPS/1A</i> 3D 5309 Hqs. 6815	
17. OFFICE OF MEDICAL SERVICES DISPOSITION			
18. OFFICE OF SECURITY DISPOSITION			
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION <i>4267</i>			
REQUEST FOR PCS OVERSEAS EVALUATION			

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED		
1. SERIAL NUMBER 025658										3 February 1970		
2. NAME (Last-First-Middle) PICCOLO, JOSEPH S												
3. NATURE OF PERSONNEL ACTION REASSIGNMENT					4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 08 70			5. CATEGORY OF EMPLOYMENT REGULAR				
6. FUNDS		V TO V		V TO CF		7. FINANCIAL ANALYSIS NO. CHARGEABLE 0135 0623		8. LEGAL AUTHORITY (Completed by Office of Personnel)				
CF TO V		X		CF TO CF		9. ORGANIZATIONAL DESIGNATIONS DDP/WH DEVELOPMENT COMPLEMENT						
10. LOCATION OF OFFICIAL STATION WASH., D.C.					11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER 9997		13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION (SCHEDULE 1 GS, 1B, etc.) FSR GS			15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 06 2 12 3		17. SALARY OR RATE 10,962 \$14,281					
18. REMARKS * WASH, D.C. FROM: DDP/WH/COG/ON ISLAND OPERATIONS BR./POS # 1159 * FOR TRAINING 1 - Finance												
18A. SIGNATURE OF REQUESTING OFFICER Henry L. Berthold C/WH/Pers				DATE SIGNED 3 22 70		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul M. Y... 6 Feb 70				DATE SIGNED		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE 37	20. EMPLOY CODE 13	21. OFFICE CODING NUMERIC ALPHABETIC 51997 WH		22. STATION CODE 75013	23. INTEGRATED CODE	24. HODGES CODE	25. DATE OF BIRTH MO DA YR 12 08 35		26. DATE OF GRADE MO DA YR		27. DATE OF LEI MO DA YR	
28. BTE EXPIRES MO DA YR		29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-OC 2-ORON 3-FICA 4-WORE		31. SEPARATION DATA CODE	32. CORRECTION LABELLING DATA TYPE MO DA YR		EOD DATA		33. SECURITY REQ NO	34. SER	
35. VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		36. SERV COMP DATE MO DA YR		37. LOBS COMP DATE MO DA YR		38. CAREER CATEGORY CARE RES PROV TEMP		39. SEC. 112 INSURANCE CODE COLOR 0-NONE 1-75 HEALTH INS CODE		40. SOCIAL SECURITY NO		
41. 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)				42. LEAVE CAT CODE	43. FEDERAL TTD DATA NORM EXECUTED 1-YES 2-NO		44. STATE TTD DATA NORM EXECUTED 1-YES 2-NO		CODE	MO DA YR	STATE CODE	
45. POSITION CONTROL CERTIFICATION						46. OP APPROVAL C-2-10-70 JPK James P. ... 02-10-70			DATE APPROVED			

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FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

21 JUNE 69

1 SERIAL NUMBER 925658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.		3 NATURE OF PERSONNEL ACTION REASSIGNMENT		4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 10 31 69		5 CATEGORY OF EMPLOYMENT REGULAR	
6 FUNDS		7 FINANCIAL ANALYSIS NO. CHARGEABLE 135 0620		8 LEGAL AUTHORITY (Completed by Office of Personnel)		9 ORGANIZATIONAL DESIGNATIONS DDP/WH WH/COG ON-ISLAND OPERATIONS BRANCH		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPS OFFICER		12 POSITION NUMBER 1159		13 CAREER SERVICE DESIGNATION D		14 CLASSIFICATION SCHEDULE (GS, FS, etc.) FSR GS		15 OCCUPATIONAL SERIES 0136.01	
16 GRADE AND STEP 06 1 12 2		17 SALARY OR RATE 9721 \$ 12580		18 REMARKS FROM: Pos. #1152 * <u>W. C.</u> 1 - Finance					

18A SIGNATURE OF REQUESTING OFFICIAL Henry L. Berthold C/WH/Personnel	DATE SIGNED 28 Jun '69	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul M. ...	DATE SIGNED 28 Jun '69
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SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 5 1500 WH 732 B	22 STATION CODE	23 INTEGREE CODE	24 INDICIES CODE	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR	27 DATE OF LET MO DA YR
28 EXPIRES MO DA YR	29 SPECIAL REFERABLE	30 RETIREMENT DATA 1-CSC 2-ORGN 3-FICA 4-NONE	31 SEPARATION DATA CODE	32 CORRECTION LABELLATION DATA TYPE MO DA YR	FOD DATA		33 SECURITY REG NO	34 SER
35 NET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CODE 1-115 2-00	39 HEALTH INSURABLE CODE 1-115 2-00	40 SOCIAL SECURITY NO			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NONE 1-NONE 2-BRIEF @ SERVICE (LESS THAN 3 YEARS) 3-BRIEF @ SERVICE (MORE THAN 3 YEARS)		42 LEAVE CAT (LSE)	43 FEDERAL TAX DATA FORM ENCRYPTED CODE NO TAX EXEMPTIONS		44 STATE TAX DATA FORM ENCRYPTED CODE NO TAX EXEMPTIONS			
45 POSITION CONTROL CERTIFICATION			46 OP APPROVAL 07-03-6900K ...			DATE APPROVED 070369		

FORM 1152 USE PREVIOUS EDITION 3-67

SECRET

CONTAINS INFORMATION OF A CONFIDENTIAL NATURE

SECRET

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1 SERIAL NUMBER 025658										17 Feb 69	
2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.											
3 NATURE OF PERSONNEL ACTION REASSIGNMENT						4 EFFECTIVE DATE REQUESTED 28 Feb 69		5 CATEGORY OF EMPLOYMENT REGULAR			
6 FUNDS X OF 10 OF						7 FINANCIAL ANALYSIS NO. CHANGEBLE 9135 0620		8 LEGAL AUTHORITY (Completed by HR or Personnel)			
9 ORGANIZATIONAL DESIGNATION DDP/WR WH/COG THIRD COUNTRY BRANCH						10 LOCATION OF OFFICIAL STATION WASH., D.C.					
11 POSITION OPS OFFICER						12 POSITION NUMBER 1152		13 CAREER SERVICE DESIGNATION D			
14 CLASSIFICATION SCHEDULE (GS, FS, etc.) FSR GS				15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 06 1 12 2		17 SALARY OR RATE 9721 \$ 12580			
18 REMARKS FROM: A/c #0396, WH/Br. 2/Managua, Nicaragua Security Approval 2-19-69 Dec 2-25-69 1 - Security 1 - Finance Henry L. Berthold C/WH Personnel											
18A SIGNATURE OF REQUESTING OFFICER Henry L. Berthold C/WH Personnel						DATE SIGNED 8/7/69		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER P. J. ...		DATE SIGNED 2/1/69	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODE	22 STATION CODE	23 INITIALS CODE	24 SECURITY CODE	25 GRADE	26 DATE OF GRADE	27 DATE OF LD			
31 GET PREFERENCE	32 SUPP. TEMP. DATA	33 COMP. TEMP. DATA	34 CAREER CATEGORY	35 FLSA DATA	36 HEALTH INS. CODE	37 SOCIAL SECURITY NO.					
38 POSITION CONTROL CENTER						39 OF APPROVAL			DATE APPROVED		

1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

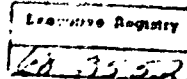


TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

August 1, 1968



68-3206

The Honorable
Richard M. Helms
Director
Central Intelligence Agency
McLean, Virginia

Dear Dick:

As you know, the President and Mrs. Johnson visited Managua, Nicaragua on Monday, July 8, 1968, upon their return from the San Salvador Conference.

Assistant to the Special Agent in Charge Ronald M. Pontius of the Presidential Protective Division, has informed me that Mr. Joseph Piccolo and Mr. Carl Jenkins were of particular assistance in establishing and coordinating the relations with the Nicaraguan security organizations, and President Somoza's staff. Mrs. Elizabeth Jenkin's assistance as an interpreter was also greatly appreciated.

Personally and on behalf of the United States Secret Service, I wish to extend my sincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely,

James J. Rowley

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION	DATE PREPARED 27 AUGUST 1968
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1 SERIAL NUMBER 025658	2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.
----------------------------------	---

3 NATURE OF PERSONNEL ACTION PROMOTION	4 EFFECTIVE DATE REQUESTED DATE: 9 15 1968	5 CATEGORY OF EMPLOYMENT REGULAR
--	--	--

6 FUNDS V TO V CP TO V XX CP TO CP	7 FINANCIAL ANALYSIS NO CHARGEABLE 9135 1049	8 LEGAL AUTHORITY (Completed by Office of Personnel)
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9 ORGANIZATIONAL DESIGNATIONS DDP WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION	10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA
--	--

11 POSITION TITLE OPS OFFICER	12 POSITION NUMBER 0396	13 CAREER SERVICE DESIGNATION D
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14 CLASSIFICATION SCHEDULE (G.S. I.R. etc.) FSR GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 07 4 12 A	17 SALARY OR RATE 8,969 ✓ \$ 12,580 = 12,580 ✓
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18 REMARKS
FROM: GS-11/4 \$11,223
PSI 9-22-68.
** Managua, Nicaragua*

18A SIGNATURE OF REQUESTING OFFICIAL HENRY L. BERTHOLD C/WH PERSONNEL	DATE SIGNED 18 Aug '68	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>	DATE SIGNED 30 SEP 1968
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SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC	22 STATION CODE	23 INTELCODE	24 HDQRS CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI	
32	10	51650 WII	5:01		3	12/08/35	09-20-68	09-20-68	
28 SITE EXPRESS		29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION LABELLATION DATA		33 SECURITY REG NO		
					EOD DATA →				
35 VET PREFERENCE		36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY	39 FEGLI HEALTH INSURANCE		40 SOCIAL SECURITY NO		
41 MEMORIAL (CIVILIAN GOVERNMENT SERVICE)			42 LEAVE CAT CODE	43 FEDERAL TAX DATA		44 STATE TAX DATA			
45 POSITION CONTROL CERTIFICATION				46 C/P APPROVAL				DATE APPROVED	
				<i>[Signature]</i>				4/27/68	

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

EYES ONLY
SECRET

16 JUL 1968

MEMORANDUM FOR: Secretary, CS/CS Panel (Section B)

SUBJECT : Recommendation for Promotion to Grade
GS-12--Mr. Joseph S. Piccolo

1. It is recommended that Mr. Joseph S. Piccolo be promoted to the grade of GS-12. Mr. Piccolo has been in grade as a GS-11 since September 1966 and is presently serving as an operations officer at Managua, Nicaragua.

2. Mr. Piccolo is a promising young officer who first entered the Agency in 1957 as a clerk in Agency Records section (RI). He also did a tour in the Records Section of the Mexico City Station. After a short separation for military service, Mr. Piccolo returned to the Agency and later was appointed to the Junior Officer Training Program. Since his completion of that program he has served in Headquarters and Mexico City as an operations officer prior to his assignment to Managua in March of 1968.

3. Mr. Piccolo has consistently received high ratings from his superiors in the field and at Headquarters. He is an active operations officer with a special flair for agent handling. He has a good command of the Spanish language, is a dedicated employee of the Agency and has a great deal of growth potential. Since going to Managua he has been in charge of the Managua Station during the home leave absence of the Chief of Station for a period of almost two months, during which time the Station continued its high level of performance. While this was his first period of his career where he had supervisory responsibility, he did show himself to have ability in this area and is a further indication of his growth potential.

William V. Broe
William V. Broe
Chief
Western Hemisphere Division

EYES ONLY
SECRET

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1 SERIAL NUMBER 025658						2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT - CORRECTION				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 02 68		5 CATEGORY OF EMPLOYMENT REGULAR	
6 FUNDS V TO V CP TO V		7 FINANCIAL ANALYSIS NO CHARGEABLE 8135 1049		8 LEGAL AUTHORITY (Completed by Office of Personnel)			
9 ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION				10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA			
11 POSITION TITLE OPS OFFICER (13)				12 POSITION NUMBER 0396		13 CAREER SERVICE DESIGNATION D	
14 CLASSIFICATION SCHEDULE (G.S. 11, etc.) FSR GS		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 07 4 11 4		17 SALARY OR RATE 8,596 ✓ 10,623 ✓	
14 REMARKS CORRECTION OF FINANCIAL ANALYSIS NO FROM 2004 to 1049 * Managua, Nicaragua							
18A SIGNATURE OF REQUESTING OFFICIAL HENRY L. BERTHOLD C/WH/PERSONNEL				DATE SIGNED 27 June 68		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>	
						DATE SIGNED 1 JUL 68	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19 ACTION CODE 31 10		20 EMPLOY CODE 51650		21 OFFICE CODING NUMERIC ALPHABETIC 1011		22 STATION CODE 52012	
23 INTEGRAL CODE		24 MONTHS CODE 3		25 DATE OF BIRTH MO DA YR 07 02 68		26 DATE OF GRADE MO DA YR	
27 DATE OF LES MO DA YR		28 RETIREMENT DATA CODE		29 SEPARATION DATA LOGE TYPE		30 CORRECTION CANCELLATION DATA MO DA YR	
31 VET PREFERENCE CODE		32 SERV COMP DATE MO DA YR		33 LONG COMP DATE MO DA YR		34 CAREER CATEGORY CODE	
35 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE		36 LEAVE CAT CODE		37 FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO		38 STATE TAX DATA FORM EXECUTED 1-YES 2-NO	
39 POSITION CONTROL CERTIFICATION		40 OP APPROVAL <i>[Signature]</i>		41 DATE APPROVED			

FORM 1157 USE PREVIOUS EDITION

SECRET

UNCLASSIFIED BY 60320 BUC/DAW/STW

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED		
1 SERIAL NUMBER 25658						3 NAME (Last-First-Middle) PICCOLO, JOSEPH S.		
2 NATURE OF PERSONNEL ACTION REASSIGNMENT				4 EFFECTIVE DATE REQUESTED MONTH: 04 DAY: 21 YEAR: 68		5 CATEGORY OF EMPLOYMENT REGULAR		
6 FUNDS V TO V: <input type="checkbox"/> V TO CP: <input type="checkbox"/> CP TO V: <input checked="" type="checkbox"/> CP TO CP: <input type="checkbox"/>				7 FINANCIAL ANALYSIS NO CHARGEABLE 8135 1094		8 LEGAL AUTHORITY (Completed by Office of Personnel)		
9 ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION				10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA				
11 POSITION TITLE OPS OFFICER				12 POSITION NUMBER 0396		13 CAREER SERVICE DESIGNATION D		
14 CLASSIFICATION SCHEDULE (GS, FS, etc.) FSR GS		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 07 4 11 4		17 SALARY OR RATE 8,596 10,623		
18 REMARKS <i>* Dupico</i> FROM: DDP/WH/1/MEXICO CITY/SLOT 0939 <i>Subject must engage in language study during this tour and fully qualify at the intermediate level upon completion of tour per MPTMO.</i>								
18A SIGNATURE OF REQUESTING OFFICIAL HENRY L. BERTHOLD C/WH/PERSONNEL				DATE SIGNED 9 APR 68		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>		
				DATE SIGNED 19 APR 1968				
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC: 61652 ALPHABETIC: WH 52013	22 STATION CODE	23 INTEGRAL CODE	24 MONTHS CODE 3	25 DATE OF BIRTH MO: 07 DA: 35 YE: 35	26 DATE OF GRADE MO: DA: YE:	27 DATE OF LEI MO: DA: YE:
28 NTE EXPIRES MO: DA: YE:	29 SPECIAL REFERENCE 1-SC 2-ORCA 3-FICA 4-BOBE	30 RETIREMENT DATA CODE	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE: MO: DA: YE:	EOD DATA →		33 SECURITY RIG NO	34 SER
35 VET PREFERENCE CODE: 0-None, 1-5 PT, 2-10 PT	36 SERV COMP DATE MO: DA: YE:	37 LONG COMP DATE MO: DA: YE:	38 CAREER CATEGORY CODE: 1-REG, 2-TEMP	39 LEGAL HEALTH INSURABLE CODE: 0-None, 1-YES	40 SOCIAL SECURITY NO			
41 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)			42 STATE LAT CODE	43 FEDERAL TAX DATA FORM EXECUTED: 1-YES, 2-NO		44 STATE TAX DATA FORM EXECUTED: 1-YES, 2-NO		
45 POSITION CONTROL CERTIFICATION				46 O/P APPROVAL <i>[Signature]</i>		DATE APPROVED		

SECRET

EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

(If Not Filled In)

G-57

REQUEST FOR PERSONNEL ACTION				DATE PREPARED						
1 SERIAL NUMBER 025658				2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.						
3 NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 07 67		5 CATEGORY OF EMPLOYMENT REGULAR					
6 FUNDS V TO V CP TO V		7 COST CENTER NO CHARGE 1735-0990		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 (GS, FS, etc.)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP //						
17 SALARY OR RATE \$		18 REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE.								
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	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC		22 STATION CODE	23 INTEGRAL CODE	24 HOURS CODE	25 DATE OF BIRTH MO DA YR	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR	
28 VET PREFERENCES MO DA YR	29 SPECIAL REVERSIBLE	30 RETIREMENT DATA 1-152 3-174 1-NONE CODE 2		31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE MO DA YR	EOD DATA		33 SECURITY RFD NO	34 SEX	
35 VET PREFERENCE CODE 0-NONE 1-S PI 2-10 PI	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY LBR SER PROB TLRP	39 FEDERAL HEALTH INSURANCE CODE 0-BARRIER 1-MS	39 FEDERAL HEALTH INSURANCE HEALTH INS CODE		40 SOCIAL SECURITY NO			
41 PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NONE 1-NO OTHER GOV SERV 2-OTHER GOV SERV (SEE TRANS 3 TRANS) 3-OTHER GOV SERV (NONE TRANS 3 TRANS)		42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED 1-MS 2-NO	44 FEDERAL TAX DATA CODE NO TAX EXEMPTIONS FORM EXECUTED 1-MS 2-NO		45 STATE TAX DATA CODE NO TAX STATE CODE FORM EXECUTED				
45 POSITION CONTROL INFORMATION 04-19-67H				46 OP APPROVAL See Memo signed by D/Ters dated 10 APR 67		DATE APPROVED				

SECRET
(When Filled In)

26 May 1967

MEMORANDUM FOR: *Joseph S. Nicolo*
████████████████████

THROUGH : Chief of Station, Mexico City

SUBJECT : Notification of Designation as a Participant in the Organization Retirement and Disability System

REFERENCE : Book Dispatch 5096 dated 12 August 1965

1. You have been found to be qualified as a participant in the Organization Retirement and Disability System and have been so designated effective 7 May 1967

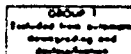
2. Although such designation under present statutes is viewed favorably by most persons, the regulation governing this retirement system gives the individual the right to appeal such a determination if he deems the designation adverse to his best interests. In order that this technical requirement may be satisfied, you are hereby notified of your right to appeal. An appeal with reasons therefore must be received in Headquarters within 60 days of the date of this memorandum or acceptance of designation will be assumed. Any questions that you may have in connection with your designation that cannot be answered by referring to referenced Book Dispatch should be forwarded to Headquarters.

3. We believe that the benefits of the Organization Retirement System are superior to the benefits of the Civil Service Retirement System. However, there are a few situations in which an employee *at the time of retirement* may have so many years of service (almost 37) that he would receive a higher annuity under the Civil Service System. Because of this, the policy decision has been made that a participant in the Organization System who would receive a higher annuity under the Civil Service System may, not later than one year prior to his retirement, apply to be removed from our system and transferred to the Civil Service System. Thus, you should not anticipate this contingency as a factor in deciding whether you regard your designation as a participant adverse to your best interests.

Richard B. Egan

RICHARD B. EGAN

SECRET



SECRET

5 JUN 1966

MEMORANDUM FOR: Secretary, CS/CS Panel (Section B)

SUBJECT : Recommendation for Promotion to Grade GS-11,
Joseph S. Piccolo.

1. It is recommended that Joseph S. Piccolo be promoted from GS-10 to GS-11. Subject has been stationed in Mexico City since April 1965.

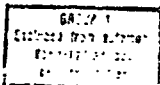
2. Chief of Station, Mexico City stated in his recommendation for promotion of Piccolo that Subject has been an unusually productive officer since his arrival in Mexico City. He is capable of carrying a large workload. He has initiative and drive and the quality of his work is uniformly excellent. His command of Spanish has enabled him to handle agents in that language without any difficulty. He has the ability to handle agents of widely varying ages and social levels. His ability to make himself at once liked and respected has contributed to make him an excellent agent handler. He has put to good use the professional training he received as a member of the JOT program.

3. The latest Fitness Report submitted on Subject dated 1 June 1966 gives subject an Outstanding in Agent Handling and an overall performance of Strong. This Fitness Report states that every operation assigned to Subject has shown marked improvement under his tutelage, that his operational reporting is exemplary, and that he has won the admiration and respect of his colleagues and agent assets alike. The Rating Officer states that he has never served with a more promising young case officer in his 18 years of KUBARK experience. Promotion of this officer is fully endorsed by the undersigned.

William V. Broc

William V. Broc
Chief,

Western Hemisphere Division



SECRET

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION				FORM PREPARED	
1 SERIAL NUMBER 025658				2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.	
3 NATURE OF PERSONNEL ACTION PROMOTION			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 09 25 66		5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS V TO V CF TO V		7 FINANCIAL ANALYSIS NO CHARGEABLE 7135 0990		8 EQUAL 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			12 POSITION NUMBER 0939		13 CAREER SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (GS, LB, etc) FSR GS		15 OCCUPATIONAL SERIES 0136.01		17 GRADE AND STEP 7 3 11 AB	
16 REMARKS FROM: GS-10/10 \$8,997			17 SALARY OR RATE 7,975 10,400 9851 10,166		
18 SIGNATURE OF REQUESTING OFFICIAL Robert D. Cashman C/WH/pers					
19 SIGNATURE OF CAREER SERVICE APPROVING OFFICER H. Karbet			DATE SIGNED SEP 21 1966		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE 22	20 EMPLOY CODE 10	21 OFFICE CODING 51620 WH	22 STATION CODE 45270	23 INTELEGE CODE 3	24 MONTHS CODE 12
25 DATE OF BIRTH 12 08 35	26 DATE OF GRADE 1	27 DATE OF LEI	28 WTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA
31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA	33 SECURITY REG NO	34 SER	35 VET PREFERENCE	36 SERV COMP DATE
37 LONG COMP DAT	38 CAREER CATEGORY	39 FEGLI HEALTH INSURANCE	40 SOCIAL SECURITY NO	41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE
43 FEDERAL TAX DATA	44 STATE TAX DATA	45 POSITION CONTROL CERTIFICATION 09-22-66N	46 OP APPROVAL Robert S. ...	47 DATE APPROVED	

46

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 27 AUGUST 1965			
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.							
3 NATURE OF PERSONNEL ACTION PROMOTION				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR AUG 29 65		5 CATEGORY OF EMPLOYMENT REGULAR			
6 FUNDS Y TO V CF TO V		V TO CF XX		7 COST CENTER NO CHARGE 6135 0990		8 LEGAL AUTHORITY (Completed by Office of Personnel)			
9 ORGANIZATIONAL DESIGNATIONS DDP/WII FOREIGN FIELD BRANCH 1 MEXICO CITY STATION				10 LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO					
11 OPS OFFICER				12 POSITION NUMBER 0939		13 CAREER SERVICE DESIGNATION D			
14 CLASSIFICATION SCHEDULE (G.S. L.R. etc.) FSR GS (-11)		15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 07 2 10 23		17 SALARY OR RATE 7245 \$ 8,170 8440			
18 REMARKS FROM: GS 9 2/\$7,465									
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; padding: 5px; font-size: small;"> I certify that the promotion is subject to approval in accordance with the provisions of the Civil Service Act, of 1.6.23 January 1955. </div> <div style="border: 1px solid black; padding: 5px; font-size: small;"> Recorded By CSPD PM </div> </div>									
19A SIGNATURE OF REQUESTING OFFICIAL <i>Robert D. Eastman</i> ROBERT D. EASTMAN C/WII/PERSONNEL		DATE SIGNED 27 Aug 65		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Kenneth J. Corbett</i>		DATE SIGNED 27 AUG 1965			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19 ACTION CODE 22	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 57300 WII		22 STATION CODE 45015	23 INTEGRITY CODE	24 RIGHTS CODE 3	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
28 NTE EXPIRES MO DA YR	29 SPECIAL PREFERENCE	30 RETIREMENT DATA 1-FC 2-FICA 3-NONE		31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA TYPE MO DA YR		EOD DATA →		33 SECURITY REG NO
35 VET PREFERENCE CODE 0-NONE 1-5 PT. 2-10 PT.	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAR. RES. PRV. TEMP. CODE	39 FEDERAL HEALTH INSURANCE CODE 0-WAITER 1-YES	40 SOCIAL SECURITY NO				
41 PREVIOUS GOVERNMENT SERVICE DATA 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)			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 POSITION CONTROL CERTIFICATION 8/27/65 dlh				46 CP APPROVAL <i>Kenneth J. Corbett</i>			DATE APPROVED 27 AUG 1965		

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED			
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.							
3 NATURE OF PERSONNEL ACTION			4 EFFECTIVE DATE REQUESTED MONTH: 08, DAY: 27, YEAR: 65		5 CATEGORY OF EMPLOYMENT REGULAR				
6 FUNDS		V TO V	V TO CP	7 COST CENTER NO CHARGE 6135 0990	8 LEGAL AUTHORITY (Completed by Office of Personnel)				
CF TO V	X	CF TO CP	9 ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY						
10 LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO			11 POSITION TITLE OP3 OFFICER	12 POSITION NUMBER 0939	13 CAREER SERVICE DESIGNATION D				
14 CLASSIFICATION SCHEDULE (GS, BR, etc.) FSR 03		15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 27 2 3009 - 3	17 SALARY OR RATE 7245 8170 7710					
18 REMARKS all sick and all hours annual leave to be transferred MARITAL STATUS: SINGLE									
18A. SIGNATURE OF PREPARING OFFICIAL M. RONEY COVER OFFICER X5013		DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED				
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19 ACTION CODE 55	20 EMPLOY CODE 10	31 OFFICE CODING NUMERIC: 57300, ALPHABETIC: WH		22 STATION CODE 45075	23 INTEGREE CODE	24 HOURS CODE 3	25 DATE OF BIRTH MO: 12, DA: 28, YR: 35	26 DATE OF GRADE MO: , DA: , YR:	27. DATE OF LEI MO: , DA: , YR:
28. HSE EXPIRES MO: , DA: , YR:		29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-CSE, 2-PCA, 3-NONE	31. SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE: , MO: , DA: , YR:		33 SECURITY REQ NO	34 SEX	EOD DATA
35 VET PREFERENCE CODE: 0-NONE, 1-5 PT, 2-10 PT	36 SERV COMP DATE MO: , DA: , YR:		37 LONG COMP DATE MO: , DA: , YR:	38 CAREER CATEGORY CAR, RESV, PROV, TEMP	39 FEGLI HEALTH INSURANCE CODE: 0-WAIVER, 1-YES	40 SOCIAL SECURITY NO	HEALTH INS CODE		
41 PREVIOUS GOVERNMENT SERVICE DATA 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)			42. LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED: 1-YES, 2-NO		44 STATE TAX DATA FORM EXECUTED: 1-YES, 2-NO	NO TAX EXEMPTIONS	NO TAX EXEMPT.	STATE CODE
45 POSITION CONTROL CERTIFICATION			46 O P APPROVAL 8/20/65		DATE APPROVED				

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14-00000

EXEMPT
SECRET

6 JUL 1965

MEMORANDUM FOR: CS/CS Panel C

SUBJECT: Proposed Nomination for Promotion to GS-10
Mr. Joseph S. Piccolo

1. Mr. Piccolo's work since completion of the Career Training Program has been reflected in a series of progress reports.

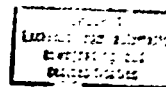
2. At this time, in view of his pending transfer and my own, I should like to recommend him for promotion. His performance to date merits it.

3. As I have stated in his fitness reports and in recommending him for the Career Training Program, Mr. Piccolo already is a capable operations officer and has unusual potential. His experience, common sense and flair for operations make him even now the equal of most officers who are serving in grades considerably higher than his.

*Approved
8/29/65*

by *David D. Esterline*
William V. Broe
Chief,
Western Hemisphere Division

EXEMPT
SECRET



SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION					DATE PREPARED 22 JUNE 1965				
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, JOSEPH S.							
3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHANGE TO CONFIDENTIAL FUNDS				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 7 1 1965		5 CATEGORY OF EMPLOYMENT REGULAR			
6 FUNDS V TO V CF TO V		7 COST CENTER NO CHARGE X V 00 0 P 00		8 LEGAL AUTHORITY (Completed by Office of Personnel) 6135-0990					
9 ORGANIZATIONAL DESIGNATIONS DDP WII FOREIGN FIELD BRANCH 1 MEXICO CITY STATION				10 LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO					
11 POSITION TITLE OPS OFFICER			12 POSITION NUMBER 0139		13 CAREER SERVICE DESIGNATION D				
14 CLASSIFICATION SCHEDULE (GA, I.B., etc.) GS (11)		15 OCCUPATION SERIES 0136.01	16 GRADE AND STEP 09 2		17 SALARY OR RATE \$ 7,165				
18 REMARKS FROM: DDP/SAS/INTELLIGENCE STAFF/RESEARCH SEC./0908/WASH.D.C FORM 259 HAS BEEN SUBMITTED Security Approval Granted by Pers. on 6/23/65 TO BE EFFECTIVE ON OR BEFORE 4 JULY 1965. MR. PICCOLO WILL REPLACE MR. RAYMOND J. SWIDER WHO WILL BE REASSIGNED Recorded By C.S.D. WST 7/14/65									
19 SIGNATURE OF REQUESTING OFFICIAL ROBERT D. CASHMAN C/WII/PERS DATE SIGNED 7/1/65									
198 SIGNATURE OF CAREER SERVICE APPROVING OFFICER DATE SIGNED 7/14/65									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19 ACTION CODE 50	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51620 W.H.		22 STATION CODE 45675	23 INTERSEE CODE 3	24 MONTHS CODE 12	25 DATE OF BIRTH 08/35	26 DATE OF GRADE MO DA YR	27 DATE OF LES MO DA YR
28 WTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-CSC 2-FER 3-NONE		31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE MO DA YR		33 SECURITY REG NO	34 SER	
35 VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	36 SERV COMP DATE MO DA YR		37 LONG COMP DATE MO DA YR		38 CAREER CATEGORY CODE	39 LEGAL HEALTH INSURANCE CODE CODE 0-WAIVER 1-YES		40 SOCIAL SECURITY NO	
41 PREVIOUS GOVERNMENT SERVICE DATA 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)			42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		44 STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS			
45 POSITION CONTROL CERTIFICATION 7-12-65				46 OP APPROVAL DATE APPROVED 7/14/65					

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1 SERIAL NUMBER 025658		2 NAME (Last-First-Middle) PICCOLO, Joseph S.				2 February 1965	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHANGE OF SERVICE DESIGNATION				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 2 2 1965		5 CATEGORY OF EMPLOYMENT REGULAR	
6 FUNDS X V TO V C TO V		7 COS CENTER NO CHARGE 5235-1162		8 LEGAL AUTHORITY (Completed by Office of Personnel)			
9 ORGANIZATIONAL DESIGNATIONS DDP Special Affairs Staff Operations -Intelligence Staff Operations Section <i>Research</i>				10 LOCATION OF OFFICIAL STATION Washington, D.C.			
11 POSITION TITLE OPS. OFFICER				12 POSITION NUMBER 0888 0908		13 CAREER SERVICE DESIGNATION D	
14 CLASSIFICATION SCHEDULE (GS, FA, etc.) GS		15 OCCUPATIONAL SERIES (18A) 0136.01		16 GRADE AND STEP 09 (2)		17 SALARY OR RATE \$ 7465	
18 REMARKS From: DES/JTR/JOTC, D.C., #748. I concur in the Change of Service Designation from "SJ" to "DM": # See 46							
19 SIGNATURE OF REQUESTING OFFICIAL ROBERT D. CASHEMAN, C/M/Pers.				DATE SIGNED 2/2/65		19 SIGNATURE OF CHIEF SERVICE APPROVING OFFICER Joseph S. Piccolo CONCURRENCE: Robert B. Freeman	
20 SIGNATURE OF CHIEF SERVICE APPROVING OFFICER U. J. Corbit				DATE SIGNED 24-2-65		20 SIGNATURE OF REQUESTING OFFICIAL Joseph S. Piccolo	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
21 ACTION CODE 31	22 EMPLOY CODE 10	23 OFFICE CODING NUMERIC ALPHABETIC 49.200 SA8		24 STATION CODE 75013	25 INTEGREE CODE	26 HOURS CODE 1	27 DATE OF BIRTH MO. DA. YR. 12-08-33
28 DATE OF GRADE MO. DA. YR.	29 DATE OF LEI MO. DA. YR.	30 SPECIAL REFERENCE	31 RETIREMENT DATA 1-ESC 2-AMA 3-NONE	32 SEPARATION DATA CODE	33 CORRECTION CANCELLATION DATA TYPE MO. DA. YR.	34 SECURITY REQ NO	35 SEX
36 VET. PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT	37 SEPT COMP DATE MO DA YR	38 LONG COMP DATE MO DA YR	39 CAREER CATEGORY CAP RES PROV TEMP	40 FEDERAL HEALTH INSURANCE CODE CODE 0-WAIVER 1-YES	41 SOCIAL SECURITY NO		
42 PREVIOUS GOVERNMENT SERVICE DATA 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)		43 LEAVE CAT CODE	44 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS	45 STATE TAX DATA FORM EXECUTED CODE CODE NO TAX STATE CODE 1-YES 2-NO			
46 POSITION CONTROL CERTIFICATION JOTC (M) 2/2/65				47 O P APPROVAL 2/2/65		48 DATE APPROVED	

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED			
1 SERIAL NUMBER 25658										2 NAME (Last-First-Middle) PICCOLO, Joseph S.		15 July 1964	
3 NATURE OF PERSONNEL ACTION PROMOTION						4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 19 64		5 CATEGORY OF EMPLOYMENT Regular					
6 FUNDS XX		V TO V		V TO CF		7 COST CENTER NO CHARGEABLE 5275 2100		8 LEGAL AUTHORITY (Completed by Office of Personnel)					
9 ORGANIZATIONAL DESIGNATIONS DDS/OTR Junior Officer Trainee Corps						10 LOCATION OF OFFICIAL STATION Washington, D.C.							
11 POSITION TITLE JR OF TRAINEE						12 POSITION NUMBER 748		13 CAREER SERVICE DESIGNATION SJ					
14 CLASSIFICATION SCHEDULE (GS, FS, etc.) GS			15 OCCUPATIONAL SERIES 0090.01			16 GRADE AND STEP 9 2		17 SALARY OR RATE \$ 7260					
18 REMARKS													
18A SIGNATURE OF REQUESTING OFFICIAL Robert B. Freeman, C/JCTP				DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Matthew Baird</i> MATTHEW BAIRD, DTR				DATE SIGNED 7/10/64			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL													
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC		22 STATION CODE	23 INTEGREE CODE	24 HOURS CODE 1		25 DATE OF BIRTH MO DA. YR. 12 08 35		26 DATE OF GRADE MO DA YR.		27 DATE OF LES MO DA YR.	
28 WTE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE	30 RETIREMENT DATA 1-CYC 3-FICA 5-NONE		31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE MO DA. YR.		EOD DATA →		33 SECURITY REQ NO	34 SER		
35 VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		36 SERV COMP DATE MO. DA. YR.		37 LONG COMP DATE MO. DA. YR.		38 CAREER CATEGORY LAW RESV PROV TEMP		39 FEGET HEALTH INSURANCE CODE CODE 0-WAIVER 1-YES		40 SOCIAL SECURITY NO			
41 PREVIOUS GOVERNMENT SERVICE DATA 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)				42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS				44 STATE TAX DATA FORM EXECUTED CODE MO TAX STATE CODE 1-YES 2-NO				
45 POSITION CONTROL CERTIFICATION 17 JUL 1964						46 OFF APPROVAL <i>Matthew Baird</i>				DATE APPROVED 7/15/64			

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 9 December 1963	
1. SERIAL NUMBER 625658		2. NAME (Last-First-Middle) PICCOLO, Joseph S.					
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHANGE OF SERVICE DESIGNATION				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 01 05 64		5. CATEGORY OF EMPLOYMENT Regular	
6. FUNDS XX		V TO V CF TO V		7. COST CENTER NO. CHARGE-ABLE 4275 1190 1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DD8/OTR Junior Officer Trainee Corps				10. LOCATION OF OFFICIAL STATION Washington, D.C.			
11. POSITION TITLE JR OF TRAINEE			12. POSITION NUMBER 0748		13. CAREER SERVICE DESIGNATION 8J		
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS		15. OCCUPATIONAL SERIES 0090.01		16. GRADE AND STEP 08 2		17. SALARY OR RATE 6600	
10. REMARKS Security Approval Granted by Form 88/33 12/10/63 Subject has concurred in Change of Service Designation from D to 8J. From LDP/Special Affairs Staff, FI/CI Branch, Pos. No. 683.							
cc: Security.				Recorded CSPD 19M			
18a. SIGNATURE OF REQUESTING OFFICIAL Robert B. Freeman Robert B. Freeman, C/JOTP		DATE SIGNED 12/10/63		18b. SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL MATTHEW BAIRD, DTR		DATE SIGNED 12/10/63	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 37		20. EMPLOYMENT CODE 10		21. STATION CODE LTC-75013		22. DATE OF BIRTH 12 08 35	
23. DATE EMP RES		24. SPEC. REFERENCE		25. SEPARATION DATA CODE		26. CORRECTION/CHANGE RATION DATA	
27. NET. PREFERENCE		28. SERV. COMP. DATE		29. LONG. COMP. DATE		30. CAREER CATEGORY	
31. PREVIOUS GOVERNMENT SERV. DATA		32. MILITARY DATA		33. FOREIGN TRAVEL DATA		34. STATE TAX DATA	
35. NET. PREFERENCE		36. SERV. COMP. DATE		37. LONG. COMP. DATE		38. CAREER CATEGORY	
39. POSITION CONTROL CERTIFICATION		40. APPROVAL		41. APPROVAL		42. DATE APPROVED	

P
M

37
F

Approved for CSCS
12/10/63
S. C. C.

MOD DATA

12/16/63

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

CONFIDENTIAL

27 JUN 1963

MEMORANDUM FOR: Joseph S. Piccolo
THROUGH : Chairman/CS Panel/Section D
SUBJECT : Application for Junior Officer Training Program

1. I am pleased to inform you that you have been accepted for the JOJP in the class of January 1964. Let me congratulate you and wish for you the maximum profit and pleasure from your proposed training.

2. You will remain in your present component until shortly before the beginning of the Integrated Training Program. At that time you will be reassigned.

3. Should you have any further questions, do not hesitate to call on Program staff members.

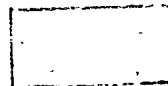
13/

MATTHEW BAIRD
Director of Training

cc: Chairman/CS Panel/Sec. D ✓

Distribution:

Orig - Addressee
1 - DTR
1 - OPers/Official File



SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 28 March 1963	
1. SERIAL NUMBER 025658		2. NAME (Last-First-Middle) PICCOLO, Joseph S.					
3. NATURE OF PERSONNEL ACTION PROMOTION				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 6-1-63		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS X		V TO V		V TO CF		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
		CF TO V		CF TO CF			
7. COST CENTER NO. CHARGEABLE 3232-1000-1000							
9. ORGANIZATIONAL DESIGNATIONS DDP Special Affairs Staff FI/CI Branch				10. LOCATION OF OFFICIAL STATION Washington, D.C.			
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 0683		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 08 (2)		17. SALARY OR RATE 6295	
18. REMARKS Promotion recommendation attached attached. NOTE ON 1150: <i>Intelligence Analyst occupying Operations Officer position</i>							
19. SIGNATURE OF REQUESTING OFFICIAL <i>Lucis W. Armstrong</i> LUCIS W. ARMSTRONG, C/SAS/Ref.				DATE SIGNED 9/13/63		19. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>W. Drummond</i>	
				DATE SIGNED 4/24/63			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
21. OFFICE CODE NUMERIC ALPHABETIC 22 10 1300 SAS		22. STATION CODE 25013		23. INT. SEC. CODE 1		24. DATE OF BIRTH 12 10 1935	
25. DATE EMP. REF. MO. DAY YEAR		26. SPECIAL REFERENCE 1 - CIC 2 - PICA 3 - NAME		27. EMPLOYMENT DATA CODE		28. SECURITY REQ. NO.	
29. MIL. PREFERENCE CODE		30. SERA. COMP. DATE MO. DAY YEAR		31. SERA. COMP. DATE MO. DAY YEAR		32. CAREER CATEGORY CODE	
33. PREVIOUS GOVERNMENT SERVICE DATA CODE		34. SERA. TAG DATA CODE		35. SERA. TAG DATA CODE		36. SECURITY DATA CODE	
37. POSITION CONTROL CERTIFICATION <i>W. Kearney 04/21/63</i>				38. O.P. APPROVAL <i>W. Drummond</i>		DATE APPROVED	

Recorded by
CSFD
AM

SECRET

6 March 1963

MEMORANDUM FOR: Secretary, Clandestine Services Career Service Panel

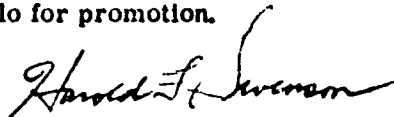
SUBJECT : Recommendation for Promotion of Mr. Joseph S. Piccolo

1. It is recommended that Mr. Joseph S. Piccolo be promoted from GS-7 to GS-8. He has been in grade GS-7 since 19 July 1960 and was assigned to what is now the Special Affairs Staff (formerly Task Force W) on 27 August 1962.

2. As long ago as 16 June 1960 when he was a GS-6 Mr. Piccolo was considered to have merited promotion to GS-9, but an Agency policy precluding multiple grade promotions prevented his being considered for GS-9 at that time. He was promoted to GS-7 on 19 July 1960. On 4 May 1961 Mr. Piccolo was recommended for promotion to GS-8 at a time when he was expected to leave the Agency in order to comply with his obligation for military service. The recommendation was not approved on the grounds that promotion spaces were limited. Mr. Piccolo served in the Air Force between 4 October 1961 and 27 August 1962 when he returned to the Agency and began working in the CI Branch of the Special Affairs Staff.

3. Mr. Piccolo has demonstrated an aptitude for CI and FI operations and is one of the most promising younger men in the CI Branch. His performance since returning from military service has been superior in all respects.

4. I am happy to recommend Mr. Piccolo for promotion.



Harold F. Swenson
C/SAS/CI

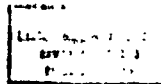
Recommend Approval:



Desmond Fitzgerald
C/SAS

Date

SECRET



SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER 025658		2. NAME (Last-First-Middle) FIOCCIO, Joseph S.				27 June 1962	
3. NATURE OF PERSONNEL ACTION REEMPLOYMENT (SEMI-REGULAR) (casual)				4. EFFECTIVE DATE REQUESTED 08/25/62		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS Y		7. POST CENTER NO. CHARGEABLE 3252-1000-1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP Task Force W FI - CI Branch				10. LOCATION OF OFFICIAL STATION Washington, D.C.			
11. POSITION TITLE ASST INTELLIGENCE OPERATIONS ASSISTANT			12. POSITION NUMBER 0635		13. CAREER SERVICE DESIGNATION D		
14. CLASSIFICATION SCHEDULE (GS, LD, etc.) GS		15. OCCUPATIONAL SERIES 0301.25		16. GRADE AND STEP 07 (3)		17. SALARY OR RATE 5,685	
18. REMARKS C 02/60 OFFICE OF PERSONNEL 9/26/62 Daco							
19. SIGNATURE OF POSITIONING OFFICIAL Joseph W. Armstrong				DATE SIGNED 27 June 62		20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
21. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
22. ACTION CODE R		23. EMPLOY CODE 10		24. EFFECTIVE DATE 07/22/62		25. DATE OF LAST PROMOTION 07/23/61	
26. REFERENCE		27. DEPARTMENT DATA		28. SECURITY DATA		29. SOCIAL SECURITY NO. 265-44-1914	
30. PREVIOUS GOVERNMENT SERVICE		31. STATE DATA		32. HEALTH DATA		33. STATE DATA	
34. POSITION CONTROL CERTIFICATION J. Korman 27/62		35. APPROVAL Joseph W. Armstrong		36. DATE APPROVED 7/11/62		37. STATE DATA	

SECRET
(When Filled In)

REQUEST FOR SECURITY CLEARANCE

REQUEST NO. 11-2
10773
REQUEST DATE (8-11)
12 July 1967
YEAR OF BIRTH (8-90)
1935
GRADE (20-44)
05-07
ORGN. CODE (24-48)
1
TYPE OF APPL. (40)
9
MOTIV. & FUND (50)
1
CLEARANCE (51)
SECRET
FULL
RECRUIT. CODE (22-54)
1
VET PREF. & SEX (55)
1

NAME (LAST, FIRST, MIDDLE) PICCOLI, JOSEPH STEPHAN		118 - 201	
POSITION TITLE Intelligence Assistant	POSITION NUMBER (21 - 25) 0685	OCCUP. CODE (27 - 42) 0301.28	
LOCATION (CITY, STATE, COUNTRY) Washington, D.C.	ASSIGNMENT (OFFICE, DIVISION, BRANCH) IDP/TFW		
TYPE OF APPLICANT <input checked="" type="checkbox"/> REGULAR <input type="checkbox"/> CONTRACT <input type="checkbox"/> MILITARY	CONVERSION ACTION Reemployment Mil		IF OTHER, SPECIFY:
	NAME OF REQUESTER (OR OFFICIAL) E.D. Echols/bs		
CLEARANCE REQUIRED	TYPE OF ASSIGNMENT AND FUNDS		
	PROVISIONAL FOR (INDICATE NAME OF POOL OR GROUP)	NS	USP
ATTACHMENTS	PERSONAL HISTORY STATEMENT	APPENDIX I	REQUEST FOR WAIVER
	PHOTOGRAPHS	APPENDIX II	REPORT OF INTERVIEW
VETERAN STATUS	MALE - VETERAN	FEMALE - VETERAN	
	MALE - NON-VETERAN	FEMALE - NON-VETERAN	

IAR attached. Your Case # 109709.

Re-Employment Military

SPACE BELOW FOR OS USE ONLY

19 June 1962

Director of Personnel
Central Intelligence Agency
2430 "E" Street, N.W.
Washington 25, D.C.

Dear Sir:

In accordance with the instructions I received upon departing the Agency for Military Duty, I hereby apply for reinstatement with the Agency, effective 27 August 1962. My Unit is scheduled for discharge on 24 August 1962.

Since 1 October 1961, I have been serving on active duty with the United States Air Force in the 121st Tactical Fighter Squadron which is a part of the 113th Tactical Fighter Wing, and have been stationed at Andrews AFB, Washington, D.C. with the exception of several TDY trips as noted below. I have not left the continental limits of the United States in this tour of Active Duty.

16 Oct 61 to 3 Nov 61	Nellis AFB, Las Vegas, Nevada
27 Nov 61 to 2 Dec 61	Myrtle Beach AFB, Myrtle Beach, S.C.
12 Feb 62 to 17 Mar 62	Myrtle Beach AFB, Myrtle Beach, S.C.
2 May 62 to 11 May 62	Robins AFB, Warner-Robins, Ga.

My duties have been as an Administrative Specialist, first in the Unit Maintenance Section then in the Unit Orderly Room, with an additional duty of acting First Sergeant and Disaster Control NODIC.

My financial situation dictates that I return to gainful employment at the earliest possible date, ergo the request for 27 August 1962. However, the need to attend to some personal affairs will require that I be absent from Washington D.C. for the week of 3 through 7 September 1962. Therefore, if at all possible, I would like to be placed on five (5) days of advanced annual leave for 3 through 7 September or five days LWOP. If neither of the two aforementioned requests can be granted, then I request reinstatement effective 10 September 1962.

I do not anticipate any further travel from the Washington D.C. area prior to my release from active duty and will be available for personal interview if desired. I may be contacted at the following address and phone number:

SGT Joseph S. Fiocole AF22928914
121st Tactical Fighter Squadron
Andrews AFB, Washington 25, D.C.
Tel: 931-3218

Yours Sincerely,

Joseph S. Fiocole

OPF

TEAM

SGT Joseph S. Piccolo AF2292891A
121st Tactical Fighter Squadron
Andrews Air Force Base
Washington 25, D. C.

Dear Mr. Piccolo:

This will acknowledge the receipt of your letter dated 17 January 1962 regarding your unpaid annual leave.

We have been advised by our payroll office that a check for your unpaid annual leave will be mailed to you on 16 February 1962, in accordance with your request.

Very truly yours,

(SIGNED) H. F. HEGGEN

H. F. Heggen
Office of Personnel

Distribution:
0-Addressee
1-OPF
1-C/BSO
1-ECB Reader

OP/BSO/ERDougherty:lab (24 Jan 62)

121st Tactical Fighter Squadron
Andrews Air Force Base
Washington 25, D.C.
17 January 1962

Director of Personnel
Central Intelligence Agency
2430 "E" Street N.W.
Washington, D.C.

Dear Sirs:

On 4 October 1961 I separated from the Agency as I was called to active duty with the United States Air Force in the defense mobilization. I left my annual leave, sick leave, and retirement accounts in escrow status as I planned to return to the Agency upon release from the military. I still intend to return to the Agency. However, I would now like to be paid in coin of the realm for the amount of annual leave which I left in escrow. It is further requested that my sick leave and retirement accounts be maintained on an escrow status.

Please forward correspondence on the above to the following address:

SSGT Joseph S. Piccolo AF22928914
121st Tactical Fighter Squadron
Andrews Air Force Base
Washington 25, D.C.

Yours Sincerely,

Joseph S. Piccolo
Joseph S. Piccolo

1/21/62 Mrs. Betty McLaughlin advised me that a check for unpaid annual leave would be mailed to subject on 16 Feb 62. He forwarded the receipt of this letter to Payroll Branch for attention of Mr. [redacted] in accordance with her request.
Elizabeth [redacted]

RECEIVED
CENTRAL INTELLIGENCE AGENCY
WASHINGTON, D.C.

48 13 2 10 6-81

8LC61A60

NAME (Print or type—last, first, middle initial) **PICCOLO, JOSEPH S.** CGO-4622 (Civil Serv) DATE **13 April 1962**
PAY NO. (if reported by agency)
DDP/SH/4 **025658**

I hereby apply for 80 hours of Military leave beginning April 16, 1962 and ending April 27, 1962 ~~XXXX~~
(Specify type) (Month Day Year) (Month Day Year)
 I understand that any annual leave authorized in excess of the amount available to me during the leave year will be charged to leave without pay.
 * * * Annual Sick Leave Without Pay, Compensatory.

NOTE TO EMPLOYEE: If you are applying for such leave, complete the appropriate statement below.

- During this absence I was: **This Military Leave requested in accordance with Public Law 87-378.**
- Incapacitated for duty by sickness or injury.
 - Incapacitated for duty by pregnancy and confinement.
 - Undergoing medical, dental, or optical examination or treatment.
 - Requested to care for a member of my family (_____) with contagious disease.

Requested to be absent because of exposure to contagious disease. _____
(Specify disease and explain circumstances of exposure)

NAME AND ADDRESS OF ATTENDING PHYSICIAN OR PRACTICER (if any) _____ TELEPHONE NO. _____
I am currently on active military duty.

REMARKS
Please mail check to: SSGT Joseph S. Piccolo, AF22928914, 121st Tactical Fighter Sqdgn, Andrews Air Force Base, Washington 25, D. C.

4/14/62
 Orig. fwd to Phil Bowers - 1414 Barton Hall.
 EWS

3 April 1962

Mr. W.F. Hopper
Chief, Benefits and Services Division
Central Intelligence Agency
Washington 25, D.C.


Dear Mr. Hopper:

Enclosed please find the signed Application for Leave as requested in your letter. Your attention and consideration of this matter in my behalf is greatly appreciated.

Please forward any further correspondence on this matter to my address at Andrews Air Force Base, Washington D.C.

Hoping for an early release from duty and return to the fold, I remain,

Yours Sincerely,


Joseph S. Piccolo

RECEIVED

APR 2 1 5-PM '62

OFFICE OF THE
DIRECTOR OF RECORDS

BSGT Joseph S. Piccolo, AF27928914
121st Tactical Fighter Squadron
Andrews Air Force Base
Washington 25, D. C.

Dear Mr. Piccolo:

We have reviewed your Agency personnel file in connection with your military separation which was effective 4 October 1961.

Our interpretation of Comptroller General rulings indicate that the provisions of Public Law 87-378 would preclude any further military leave for employees in your category during the calendar year 1961. However, this is not viewed as erasing your entitlement to military leave in 1962 for this period of active duty.

Our records reveal that you were granted 3 days military leave in October 1961 for this tour of active duty, and accordingly, we believe that you are entitled to an additional 12 days of paid military leave.

We have enclosed an Application for Leave (Standard Form 71) for your signature and return to us. We will complete the form for you and forward it to your office for their approval.

Very truly yours,

H. F. Heggen
Chief, Benefits and Services Division

Enclosures:
Standard Form 71
Distribution:
0 - Addressee
1 - COC
1 - E/Per
1 - C/ASD
1 - OPP
1 - BCU R/

H. Richard Chew
CONCUR: Office of General Counsel

CF/ASD/BCU/ASDougherty:prc (15 March 62)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED <i>25 September 1961</i>	
1. SERIAL NUMBER <i>25048</i>		2. NAME (Last-First-Middle) <i>PICCOLO, Joseph S. eff date 10/4/61 EKS</i>					
3. NATURE OF PERSONNEL ACTION SEPARATION (MILITARY)				4. EFFECTIVE DATE REQUESTED <i>LWD</i> 12/29/61		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS <input checked="" type="checkbox"/> X <input type="checkbox"/> V TO V <input type="checkbox"/> V TO CP <input type="checkbox"/> CP TO V <input type="checkbox"/> CP TO CP		7. POST CENTER NO. CHANGEABLE <i>2635-5000-2021</i>		8. LEGAL AUTHORITY (Completed by Office of Personnel) <i>C. S. R.E.A. 32.2</i>			
9. ORGANIZATIONAL DESIGNATIONS <i>DDF, AS Divn. Branch 4</i>				10. LOCATION OF OFFICIAL STATION <i>Washington, D. C.</i>			
11. <i>Intelligence</i> ASST <i>ASST</i>		12. POSITION NUMBER <i>(D) 0629</i>		13A. PCN CONTROL NO.		13B. CAREER SERVICE DESIGNATION <i>D</i>	
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) <i>GS (7)</i>		15. OCCUPATIONAL SERIES <i>0301.28</i>		16. GRADE AND STEP <i>07 (2)</i>		17. SALARY OR RATE <i>5520</i>	
18. REMARKS <p align="center">Subject requests that payment for unused Annual Leave and retirement benefits be held in escrow pending his return from military service.</p> <p align="center"><i>mil leave 2-4 out 61. EKS</i> <i>LWD - 29 Sep 61</i></p> <p><i>1 cv to Payroll</i></p>							
19A. SIGNATURE OF REQUESTING OFFICIAL <i>Phillip C. Myers</i> PHILIP C. MYERS, Chief, HR/Personnel				19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>James W. Washburn</i>			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
20. ACTION AUTHORITY CODE		21. OFFICE CODE NUMERIC ALPHABETIC		22. STATION CODE		23. DATE 1 12 09 35	
24. DATE EMP. BEG.		25. SPECIAL RESERVATION		26. SEPARATION DATA CODE <i>1, B6, 00, 5, 1</i>		27. DATE OF DEPT. OF DEF. DATA EOD DATA	
28. RET. PREFERENCE		29. SERV. COMP. DATE		30. SERV. COMP. DATE		31. HEALTH ASSESSMENT	
32. PREVIOUS EMPLOYMENT SERVICE DATA		33. STATE DATA		34. STATE DATA		35. STATE DATA	
43. POSITION CONTROL CERTIFICATION				44. O.P. APPROVAL <i>W. J. ... 10/8/61</i> <i>... 10/7/61</i>			

PSC 1 - OCT 1961

NOTIFICATION OF PERSONNEL ACTION					
OLF					
1. SERIAL NUMBER		2. NAME (LAST-FIRST MIDDLE)			
025058		PICCOLO JOSEPH S			
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT
SEPARATION (MILITARY)			MO. DA. YR.		REGULAR
			10/04/61		
6. FUNDS		V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE	
X				2035 5000 8021	
		CF TO V	CF TO CF	8. CSC OR OTHER LEGAL AUTHORITY	
				C.S. RLG. 35.2	
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION		
11. POSITION TITLE			12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION
INTELLIGENCE ASST			0629		D
14. CLASSIFICATION SCHEDULE (GS, WD, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP	
GS		0301.28		07 2	
				17. SALARY OR RATE	
				9520	
18. REMARKS					
ANNUAL LEAVE AND RETIREMENT TO BE HELD IN ESCROW.					
SIGNATURE OR OTHER AUTHENTICATION					

HEADQUARTERS
110TH TACTICAL FIGHTER WING
District of Columbia Air National Guard
Andrews Air Force Base, Washington 25, D. C.

SPECIAL ORDERS)
NUMBER 228)

13 September 1961

1. By direction of the President, the following named Airmen, (ANGUS), are ordered to extended active duty IAW Special Order G-34, Hq Tactical Air Command, Dated 1 September 1961 Involuntary, IAW AFM 45-2, 1 May 1961.

ADN Number: AMS 002.

ASSIGNMENT: Relieved from 121st Tactical Fighter Squadron (SS), District of Columbia Air National Guard, Andrews Air Force Base, Washington 25, D. C. and assigned to 121st Tactical Fighter Squadron (SS), Andrews Air Force Base, Washington 25, D. C., Tactical Air Command, with further assignment 12th Air Force.

REPORTING DATA: Effective date of entry 1 October 1961. Individuals will proceed to Andrews Air Force Base, Washington 25, D. C. on effective date of duty. Report to Commander, 121st Tactical Fighter Squadron (SS), not later than 0800, 1 October 1961.

GENERAL INSTRUCTIONS: Continuation on active duty is upon successful completion of physical examination to be accomplished as soon as practicable after reporting for duty unless already accomplished. Individuals not successfully completing physical examination will be processed for release IAW AFM 35-4. AUTHORITY: Authority confirmed by Public Law 117, 87th Congress; Hq USAF Message AF00F 98401, 31 August 1961 and DAF AFOM Letter 653M, 29 August 1961.

TRANSPORTATION: Travel as directed is necessary in the Military Service. Travel by privately owned conveyance with NO days travel time authorized. If privately owned conveyance is not used, travel time will be the time of common carrier used. Transportation of dependents and movement of household goods is not authorized except as specifically provided by AFM 45-2.

FUNDING: AMS PAY & ALMS: 5723500 248-211 P514 S503725 0100
TRAVEL: 5723500 P534.02 S503725 2132 2290

AIRMEN

SSgt ARTHUR S JETT SR, AF13476686, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 8 April 1962)(HQR: Box 322A, 300 Bellefonte Lane, Clinton, Md)

SSgt HARRY E KNUTSON, AFJ7562536, PAFSC 70250, DAFSC 70250, (Date of Separation: 12 November 1963)(HQR: 822 Green Street, Alexandria, Va)

SSgt BARRY G MADDEN, AF13469856, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 15 March 1963)(HQR: 7006 Greig St, Apt 28, Washington 27, DC)

SSgt MELVIN O MYERS, AF13535676, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 1 May 1964)(HQR: 5411 Dumphrey Drive, Washington 28, DC)

SSgt GRANVILLE R NICHOLS, AF13464103, PAFSC 43151C, DAFSC 43171C, (Date of Separation: 5 May 1963)(HQR: 6423 Pendall Drive SE, Washington 20, DC)

SO 228 HQ 113TH TACFTWING, DCANG, Andrews AFB, Washington 25, DC, 13 Sep 61

SSgt JAMES J PENNINGTON, AF13429714, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 23 August 1962)(HQR: Cheltenham, MI)

SSgt JOSEPH S PICCOLI, AF22928914, PAFSC 70250, DAFSC 70250, (Date of Separation: 8 September 1963)(HQR: 1850 Columbia Pike, Arlington 4, VA)

SSgt HAROLD S QUILLEN JR, AF13546060, PAFSC 27150, DAFSC 27150, (Date of Separation: 26 June 1962)(HQR: 3404 79th Ave SE, Washington 25, DC)

SSgt RAYMOND D SHAUVER, AF16431357, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 24 February 1963)(HQR: Box 111, Clinton, MI)

SSgt ROBERT J SPEIDEL, AF22928352, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 1 March 1962)(HQR: Old Stage Rd, Mitchellville, MI)

SSgt CLIFFORD N STONE, AF13466764, PAFSC 64650, DAFSC 64670, (Date of Separation: 13 March 1964)(HQR: 909 Emerson Street Rd, Washington, DC)

SSgt JOHN J TOLKOWICZ, AF13444357, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 26 April 1964)(HQR: 122 72th St, Seat Pleasant, MI)

A1C RONALD E ANDERSON, AF22928298, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 24 September 1963)(HQR: 908 Hudson Ave, Takoma Park, MI)(Over 4 Yrs Svc)

A1C ROBERT D BARNES, AF18501663, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 7 October 1963)(HQR: 7608 Atwood Drive, District Heights, MI)(Over 4 Yrs Svc)

A1C JOHN F BLOCK, AF22928211, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 10 March 1962)(HQR: 214 S. Adam Street, Arlington 4, Va)(Over 4 Yrs Svc)

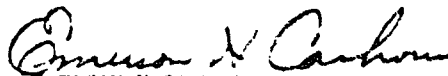
A1C CARL W BRAGG, AF13574198, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 12 August 1963)(HQR: 4 W. Nelson Street, Apt 302, Alexandria, Va)(Over 4 Yrs Svc)

A1C JIMMY L CARTER, AF18496933, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 3 June 1963)(HQR: 4704 Hudson Ave, Apt 3, Washington 25, DC)(Over 4 Yrs Svc)

A1C EDWARD J JENKINS, AF22932705, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 18 January 1963)(HQR: 3594 Martha Curtis Drive, Alexandria, Va)(Over 4 Yrs Svc)

A1C FRANCIS M KOSCHEKA, AF23739492, PAFSC 43151C, DAFSC 43151C, (Date of Separation: 7 April 1964)(HQR: 7354 Forrest Rd, Apt 201, Hyattsville, MI)(Over 4 Yrs Svc)

FOR THE COMMANDER:


EMERSON H CASHOCK
CWO W-3, DCANG
Asst Administrative Officer

DISTRIBUTION

1, P

V to V	V to UV	SECRET (When Filled In)	REQUEST FOR PERSONNEL ACTION				DATE PREPARED					
UV to V	UV to UV						Mo	Da	Yr			
1 Special Ptn	2 Name (Last First Middle)	3 Grade (Last)	4 Val. Prct	5 Ser	6 CS 100	7 SCD	8 CSC Barred	9 CSC Or Other Legal Authority	10 Agent Authority	11 REGU	12 LCO	13 All Low Grade LCO
12/5/62	MICCOLO JOSEPH G	12 (35)	5 Pr 1 10 Pr 2 0	M	02	02	04	37				
10 Mo	11 Da	12 Yr	13 Yes 1 14 No 2	15 Code	16 Mo	17 Da	18 Yr	19 Yes 1 20 No 2	21 Code	22 Mo	23 Da	24 Yr
12	27	54	1	1	02	28	37	2				

3A CURRENT ASSIGNMENT

16 Organizational Designations		17 Code	18 Location Of Official Station		19 Station Code
DEAP WH BENCH 4		4617	WASH., D.C.		75013
20 Dept - Field	21 Position Title	22 Position No	23 Ser	24 Occup Series	
2	INTELL ASST	0629	GS	0201.28	
25 Grade & Step	26 Salary Or Rate	27 SD	28 Date Of Grade		29 Pst Due
53A2	\$4995	0	06/28/59		07/26/60
30 Appropriation Number			31		
1235 1000 1000			✓		

ACTION 06 25 61

32 Nature Of Action	33 Code	34 Eff Date	35 Type Of Employee	36 Code	37 Separation Date
PROMOTION	30	07/24/60	REGULAR	02	

PROPOSED ASSIGNMENT

31 Organizational Designations		32 Code	33 Location Of Official Station		34 Station Code
		4617			75013
35 Dept - Field	36 Position Title	37 Position No	38 Ser	39 Occup Series	
2			GS	✓	
40 Grade & Step	41 Salary Or Rate	42 SD	43 Date Of Grade		44 Pst Due
07 3	\$4980.5355	0	07/24/60		07/23/61
45 Appropriation Number			46		
			✓		

SOURCE OF REQUEST

47 Signature	48 Present Approved By (Signature And Title)	49 Date Approved
<i>C. Bowers</i>	C. BOWERS WH/PERSONNEL OFFICER	
50 For Additional Information Call (Name & Telephone Ext.)		
John Washinko X8242		

CLEARANCES

51 Clearance	52 Signature	53 Date	54 Clearance	55 Signature	56 Date
A Career Board	<i>W. Kearney</i>	7/24/60	B Present		
B For Control	<i>WR</i>	7-25-60	C Approved By	<i>W. Kearney</i>	7-25-60
C Classification					

Recorded by
CSPD
7-28-60

Continued On Reverse Side

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No. 525598		2. Name (Last-First-Middle) MICHAEL JOSEPH S			3. Date Of Birth Mo. Da. Yr. 10 05 51			4. Vet Pref None-0 5 Pt-1 10 Pt-2		5. Sex M 1		6. CS - EOD Mo. Da. Yr. 06 04 51			
7. SCD Mo. Da. Yr. 12 27 58		8. CSC Rate Yes-1 No-2		9. CSC Or Other Legal Authority Code 1 50 USC 4403 d		10. Apmt. Allidav. Mo. Da. Yr.			11. FEGLI : 15 Yes-1 No-2			12. LCD Mo. Da. Yr. 06 05 51		13. Mil. Serv. Code Yes-1 No-2	

PREVIOUS ASSIGNMENT

14. Organizational Designations CS/CS DEV COMP DDP WH DIVISION				Code 4855		15. Location Of Official Station WASH., D.C.				Station Code 75013	
16. Dept. - Field Dept - USfld - Frgn - Code 1		17. Position Title MAIL AND FILE SUP				18. Position No. 011060		19. Serv. GS		20. Occup. Series 0305.05	
21. Grade & Step 06 1		22. Salary Or Rate \$ 4490		23. SD DS		24. Date Of Grade Mo. Da. Yr. 06 20 58		25. PSI Due Mo. Da. Yr. 06 20 50		26. Appropriation Number 0320 1978	

ACTION

27. Nature Of Action REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS		Code 01		28. Eff. Date Mo. Da. Yr. 04 17 60		29. Type Of Employee REGULAR		Code 01		30. Separation Data	
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PRESENT ASSIGNMENT

31. Organizational Designations DIP WH BRANCH 4				Code 4617		32. Location Of Official Station WASH., D. C.				Station Code	
33. Dept. - Field Dept - X USfld - Frgn - Code 2		34. Position Title INTELL ASST				35. Position No. D-1 BA-629		36. Serv. GS		37. Occup. Series 0301.28	
38. Grade & Step 06 1		39. Salary Or Rate \$ 4490		40. SD D		41. Date Of Grade Mo. Da. Yr.		42. PSI Due Mo. Da. Yr.		43. Appropriation Number 0235 1000 1000 XXXX-XXXX-XXXX	

SOURCE OF REQUEST

A. Requested By (Name And Title) P. C. BOWERS WH/PERSONNEL OFFICER		C. Request Approved By (Signature And Title)	
B. For Additional Information Call (Name & Telephone Ext.) PAT CASSELL R9242			

CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board		[Signature]		[Date]		D. Placement					
B. Pos. Control		[Signature]		[Date]		E.					
C. Classification		[Signature]		[Date]		F. Approved By		[Signature]		[Date]	

Remarks: Staffing Complement Change.

2 copies to Security.

Recorded by
ESPB

SECRET

4-12-60

S-E-C-R-E-T

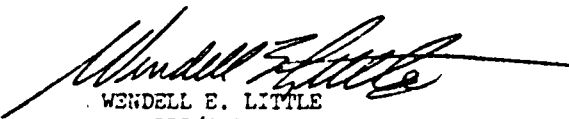
MEMORANDUM FOR: Joseph S. Piccolo

VIA : Chief, WH

1. The problem of effective management of the operational records of the Clandestine Services is one of our most important responsibilities. In this connection, you have been selected by your Division, and authorized by the Clandestine Services Records Committee, to act as Records Officer for your component. Your selection is based on your professional qualifications to carry out an assignment requiring experience, judgment, and a knowledge of the objectives of the Clandestine Services. A copy of this memorandum will be placed in your official personnel folder to record your appointment as Records Officer.

2. You are to act on behalf of your Division or Staff element in authorizing the destruction of material of no value to the Clandestine Services in accordance with criteria established for this purpose. You are empowered to authorize the destruction of documents and index cards recommended for destruction by other members of your Branch, and to desensitize KAPOK and RYBAT material which is no longer sensitive or which has been restricted in error. Your signature will be recognized by RID as that of an officially appointed Records Officer.

3. At the meeting of 15 March 1960, you were briefed on the details of your duties as Records Officer. It is now considered that you will be able fully to execute your duties as Records Officer and thus make a real contribution to the CS Records Management Program.


WENDELL E. LITTLE
DDP/RMO

cc: Personnel Jacket of Addressee

S-E-C-R-E-T

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No 525658		2. Name (Last-First-Middle) PICCOLO JOSEPH S			3. Date Of Birth Mo. Da. Yr. 12 02 35			4. Vol. Prof. None 0 5 Pt-1 10 Pt-9 Code 0		5. Sex M 1		6. CS - LCD Mo. Da. Yr. 02 04 57		
7. SCD Mo. Da. Yr. 12 27 54		8. CSC Ret-t. Yes-1 No-2 Code 1		9. CSC Or Other Legal Authority 50 USCA 403 J		10. Appt. Affidav Mo. Da. Yr.		11. FLGLI Yes-1 No-2 Code UP		12. LCD Mo. Da. Yr. 04 57		13. ... Yes-1 No-2 Code 2		

PREVIOUS ASSIGNMENT

14. Organizational Designations COP WH BRANCH III MEXICO CITY, MEXICO STATION			Code 4652		15. Location Of Official Station MEXICO CITY, MEXICO			Station Code 35075			
16. Dept. - Field Dept - USfld - Frgn - Code 5		17. Position Title MAIL AND FILE SUP			18. Position No. 0510		19. Serv. GS		20. Occup. Series 0305.05		
21. Grade & Step 06 1		22. Salary Or Rate \$ 4490		23. SD DS		24. Date Of Grade Mo. Da. Yr. 06 28 57		25. PSI Due Mo. Da. Yr. 06 26 60		26. Appropriation Number 0135-5700-3000 XXXXXXXXXX	

ACTION

27. Nature Of Action REASSIGNMENT		Code		28. Eff. Date Mo. Da. Yr. 6/1/60		29. Type Of Employee REGULAR		Code		30. Separation Date	
--------------------------------------	--	------	--	--	--	---------------------------------	--	------	--	---------------------	--

PRESENT ASSIGNMENT

31. Organizational Designations CS/CS DEVELOPMENT COMPLEMENT DDP/WH DIVISION			Code 0658		32. Location Of Official Station WASHINGTON, D. C.			Station Code			
33. Dept. - Field Dept - USfld - Frgn - Code 1		34. Position Title			35. Position No. 01060		36. Serv.		37. Occup. Series		
38. Grade & Step		39. Salary Or Rate \$		40. SD		41. Date Of Grade Mo. Da. Yr.		42. PSI Due Mo. Da. Yr.		43. Appropriation Number 0320-1998	

SOURCE OF REQUEST

A. Requested By (Name And Title) P. C. BOWERS WH/PERSONNEL OFFICER		C. Request Approved By (Signature And Title)	
B. For Additional Information Call (Name & Telephone Ext.) Pat Cassell X8242			

CLEARANCES

A. Career Board		B. Pos Control		C. Classification		D. Placement		E. Approved B.	
Signature		Signature		Signature		Signature		Signature	
Date		Date		Date		Date		Date	

Remarks: OTHER - PENDING LWOP AT EXPIRATION OF ANNUAL LEAVE
 To be effective beginning of first pay period in January 1960. Subject will be going on Leave Without Pay.
 2 copies to Security Office.

SECRET

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No.		2. Name (Last-First-Middle) PICCOLO, JOSEPH S.				3. Date Of Birth Mo. Da. Yr. 12 08 35			4. Vet. Prof. None 0 5 Pt-1 10 Pt-2 0		5. Sex M		6. CS - LOD Mo. Da. Yr. 1		
7. SCB Mo. Da. Yr.		8. CSC Point. Yes-1 No-2 1		9. CSC Or Other Legal Authority				10. Appt. Holiday Mo. Da. Yr.		11. FEGLI Yes-1 No-2		12. LCB Mo. Da. Yr.		13. ... Yes-1 No-2	

PREVIOUS ASSIGNMENT

14. Organizational Designations CS/CS DEVELOPMENT COMPLEMENT DDP/WH DIVISION				Code		15. Location Of Official Station WASHINGTON, D. C.				Station Code	
16. Dept. - Field Dept. - USfld - Frqn -		17. Position Title				18. Position No.		19. Serr.		20. Occup. Series	
21. Grade & Step		22. Salary Or Rate \$		23. SD		24. Date Of Grade Mo. Da. Yr. 6 28 59		25. PSI Due Mo. Da. Yr. 6 26 60		26. Appropriation Number 0320-1998	

ACTION

27. Nature Of Action LEAVE WITHOUT PAY (Not to exceed 12 mos.)		Code		28. Eff. Date Mo. Da. Yr.		29. Type Of Employee REGULAR		30. Separation Data Case	
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PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station 1-2560				Station Code	
33. Dept. - Field Dept. - USfld - Frqn -		34. Position Title				35. Position No.		36. Serr.		37. Occup. Series	
38. Grade & Step		39. Salary Or Rate \$		40. SD		41. Date Of Grade Mo. Da. Yr.		42. PSI Due Mo. Da. Yr.		43. Appropriation Number	

SOURCE OF REQUEST

A. Requested By (Name And Title) P. C. BOWERS WH/PERSONNEL OFFICER		C. Request Approved By (Signature And Title)	
B. For Additional Information Call (Name & Telephone Ext.) Pat Case 11 X8242			

CLEARANCES

A. Career Progression Signature: <i>[Signature]</i> Date: 1/3/59		B. Placement Signature: <i>[Signature]</i> Date: 1-11-69	
C. Classification		F. Approved By	

Remarks
Leave Without Pay to begin upon expiration of annual leave. LWOP status not to exceed twelve months.

1 copy to Security 1 copy to Finance

SECRET

~~SECRET~~

REQUEST FOR PERSONNEL ACTION

1. Serial No.		2. Name (Last-First-Middle)			3. Date Of Birth Mo. Da. Yr.			4. Vac. Year None-0 5 Pt-1 10 Pt-2		5. Sex		6. C.S. EOD Mo. Da. Yr.			
7. <i>SCD</i>		8. <i>Count</i>			9. CSC Or Other Legal Authority			10. Appt. Affid. Yr. Mo. Da. Yr.		11. FEGLI <i>5</i> Yes-1 Code Mo. Da. Yr. No-2		12. TCD		13. <i>Ret. Stat. Vto.</i> Yes-1 Code No-2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
<i>DDP W4</i>						<i>MEXICO CITY, MEXICO</i>				<i>10-75</i>	
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
<i>DDP W4</i>		<i>BUYER</i>				<i>0910</i>				<i>0305.00</i>	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
<i>GS-1</i>		<i>\$ 12,000</i>		<i>00</i>		<i>6-15-59</i>				<i>9 0370 00 000</i>	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
<i>PROMOTION</i>		<i>01</i>		<i>6-15-59</i>		<i>REGULAR</i>		<i>d</i>			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
<i>DDP W4</i>		<i>BUYER</i>				<i>0910</i>		<i>08</i>			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
<i>GS-6 1</i>		<i>\$ 14,000</i>		<i>00</i>		<i>6-15-59</i>		<i>6-15-59</i>		<i>9 0370 00 000</i>	

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
<i>P. C. BOWERS MS/PERSONNEL OFFICER</i>		<i>[Signature]</i>	
B. For Additional Information Call (Name & Telephone Ext.)			
<i>Ronald Brandon 12242</i>			

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	<i>[Signature]</i>	<i>6-15-59</i>	B. Placement		
B. Pos. Control	<i>[Signature]</i>	<i>6-15-59</i>	C. Approved By	<i>[Signature]</i>	<i>6-15-59</i>
C. Classification					

Remarks

10/16

10-13 5 10-23-23

Recorded by *0322*

~~SECRET~~

REQUEST FOR PERSONNEL ACTION												SECRET					
1 Serial No		2 Name (Last-First Middle)						3 Date Of Birth			4 Var. Prof.		5 Sex		6 CS-100		
2158		FICCOLO JOSEPH S						12 0 33			None 1 Code 0		M 1		2 04 57		
7 CSC Reinst		8 CSC Or Other Legal Authority					10 Appt. Attd. Div			11 H. C. I.		12 LCD		13 Will. Serv. Code			
Mo. Da. Yr.		Yes-1 Code No-2					Mo. Da. Yr.			Yes-1 Code No-2		Mo. Da. Yr.		Yes-1 Code No-2			
12 27 54		50 USCA 403 J															

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
CAMP W BRANCH III MEXICO CITY, MEXICO STATION				4651		MEXICO CITY, MEXICO				45075	
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv. No.		20. Occup. Series	
Dept. - Field - Code		MAIL AND FILE CLERK				510		65		0305.05	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
04 & 2		\$ 3850. 3000 2500		05		02 10 157		02 10 157		5 3570 55 000	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
PROMOTION				19 JUN 1958		Regular					

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
				4652							
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept. - Field - Code											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
5 1		\$ 4040. 3670 00		05		1 1 159		6 12 159			

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
P. C. Powers Personnel Officer			
B. For Additional Information Call (Name & Telephone Ext.)			
John Washenko X-242			

CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Control		<i>[Signature]</i>		2/23/58		E.					
B. Post Control						F. Approved By		<i>[Signature]</i>			
C. Classification											

Remarks

Air Pouch

HD4-T-242
HYBAT-0728

Chief, WI Division
Chief of Station, Mexico City

4 June 1958

Administrative

Promotion Recommendation - [REDACTED] PICCOLO, Joseph S.

ACTION REQUESTED: Consideration of recommended promotion

1. It is recommended that [REDACTED] be promoted from GS-4 to GS-6. [REDACTED] has been in grade since 4 February 1957 and has been on duty at the Mexico City Station since 2 December 1957.

2. Since his arrival at this Station, [REDACTED] has demonstrated his ability to assume increasing responsibility and definite potential as a supervisor. He has displayed initiative and intelligence in the handling of records management problems and has come up with several time saving suggestions which have been adopted with resulting efficiency. He is a conscientious and very hard worker, putting in many hours of overtime in an attempt to bring the files up to date.

3. A separate dispatch is being prepared which will recommend a reorganization of the slots presently on the Mexico City T/O for the Registry Section, in order to bring the grades into a more realistic relation to the greatly increased workload which has developed during the past two years. A request for the reclassification of [REDACTED] slot, Slot #BAF-402 to GS-7 will be included in this separate dispatch, along with appropriate job descriptions.

Winston M. Scott
[REDACTED]

BT
3 June 1958

Distribution
3 - Hqs
2 - Files

SECRET

Classify According To Legend.

REQUEST FOR PERSONNEL ACTION												(10 Oct 57)		
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Ser. Pref.		5. Sex	6. CS - EOD		
		MR. JOSEPH E. PICCOLO				Mo	Da	Yr	Name - Code		M	Mo	Da	Yr
						12	8	35	5 7 16 2 1					
7. SCD		8. CSC Reiml		9. CSC Or Other Legal Authority			10. Apmt. Affidav.		11. FEEL		12. LCD		13. Ser. Lcd	
Mo	Da	Yr	Yes - 1	Code				Mo	Da	Yr	Yes - 1	Code	Yes - 1	Code
			No - 2	1							No - 2		No - 2	

PREVIOUS ASSIGNMENT VOUCHERED

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP/FI Records Integration Division Analysis & Operations Branch Index Section						Washington, D.C.					
16. Dept. Field		17. Position Title				18. Position No.		19. Serv.	20. Occup. Series		
Dept. X	Code	File Clerk				424.09		GS	0305.01		
Usfid.											
Frag.											
21. Grade & Step		22. Salary Or Rate		23. SD	24. Date Of Grade		25. PSI Due		26. Appropriation Number		
DB-4	1	\$ 3415		DB	Mo	Da	Yr	Mo	Da	Yr	S-2309-23

ACTION

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee		Code	30. Separation Date	
Reassignment Transfer of Funds		40000000	Mo Da Yr		Regular				
			11 10 57		L. P. W.				

PRESENT ASSIGNMENT UNVOUCHERED

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP/WH Branch III Mexico City, Mexico Station				46051		Mexico City, Mexico				46075	
33. Dept. Field		34. Position Title				35. Position No.		36. Serv.	37. Occup. Series		
Dept. X	Code	Mail & File Clerk				BAF * 510		GS	0305.05		
Usfid.											
Frag.											
38. Grade & Step		39. Salary Or Rate		40. SD	41. Date Of Grade		42. PSI Due		43. Appropriation Number		
DB-4	1	\$ 3415		DB	Mo	Da	Yr	Mo	Da	Yr	S-3570-55-000
					02	04	57	02	04	57	

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
P. C. BOWERS, WH/Personnel Officer			
B. For Additional Information Call (Name & Telephone Ext.)			
H. C. MONTAGUE, E-8242			

CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board		[Signature]		1957		D. Placement		[Signature]		11/15/57	
B. Pos. Control		[Signature]		1957		E.		[Signature]			
C. Classification		[Signature]		1957		F. Approved By		[Signature]			

Remarks: 2 Copies to Security of Transfer FROM Vouchered Funds TO Unvouchered Funds.
 * Memorandum submitted to Management on 27 September 1957 requesting the establishment of this position.

Handwritten notes:
 in-4 D-4 [unclear] 11-57
 See case by [unclear]
 [unclear]
 [unclear]

file

16 September 1957

PICCOLO, Joseph S.

Mexico City RAF-153

File Clerk*

Subject will be blocking Secy-Steno slot

Robert N. Dahlgren
R. N. DAHLGREN

Robert S. Waffles
Robert S. WAFFLES

J. C. King
J. C. KING

13 February 1957

TO: CIA Security Control Officer

VIA: 1) Chief, Interim Assignment Section
2) Chief, Employee Services

FROM: Joseph S. Piccolo

SUBJECT: Permission to continue in Course

1. It is requested that I be granted permission to continue in the following evening course at the University of Virginia's Northern Extension in Arlington:

U. S. History - Mondays - 7:00 to 9:40 P.M.

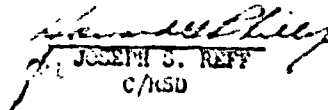
2. It is understood that tuition and all other expenses will be borne by the undersigned.


Joseph S. Piccolo

Distribution:
Original and 3 - Employee Services
1 - IAS

APPROVED FOR THE
DIRECTOR OF PERSONNEL

Employee will make no reference to, or discuss his CIA connection, assignment or duties while participating in above activity.


JOSEPH S. REFF
C/ASD

STANDARD FORM 52
 PREPARED BY THE
 U. S. CIVIL SERVICE COMMISSION
 EMPLOYMENT - PERSONNEL
 MANUAL, CHAPTER II

VOUCHERED

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D, except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in resignation data on reverse.

1. NAME (Mr - Miss - Mrs - One given name, initial(s), and surname) Mr. Joseph Stephan Piccolo	2. DATE OF BIRTH 8 Dec 1935	3. REQUEST NO. 22101	4. DATE OF REQUEST 1 Aug 1956
5. NATURE OF ACTION REQUESTED (Specify whether appointment, promotion, separation, etc.) Excepted Appointment		6. EFFECTIVE DATE & PROPOSED: 47msj	7. CIVIL OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)			

FROM—	9. POSITION TITLE AND NUMBER	TO—
	10. SERVICE GRADE AND SALARY	File Clerk BV-42L.09 / 1771
	11. ORGANIZATIONAL DESIGNATIONS	GS-0305.01-4 \$3415.00 pa
	12. FIELD OR DEPARTMENTAL	DDP/FI
		Records Integration Division
		Analysis & Operations Branch
		Index Section
		Washington, D.C.

9. REMARKS (Use reverse if necessary)

Applicant - double slot. *See subject's record for resignation of previous position.*

Draft deferment and restoration conditions per R 20-410, para. 5b.

10. REQUESTED BY (Name and title) John V. Scott, Chief/RI	11. REQUEST APPROVED BY <i>[Signature]</i>
---	---

12. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
Ruth Robinson, Ext. 2510

13. VETERAN PREFERENCE	14. POSITION CLASSIFICATION ACTION	15. CONCURRED IN BY DS Career																	
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">NONE</td> <td style="width: 33%;">OTHER</td> <td style="width: 33%;">10 POINT</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> <tr> <td colspan="3" style="text-align: center;">DISAB. OTHER</td> </tr> </table>	NONE	OTHER	10 POINT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	DISAB. OTHER			<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">REG.</td> <td style="width: 25%;">VICE</td> <td style="width: 25%;">I.A.</td> <td style="width: 25%;">REAL</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	REG.	VICE	I.A.	REAL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Service Panel SD: DS <i>[Signature]</i>
NONE	OTHER	10 POINT																	
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																	
DISAB. OTHER																			
REG.	VICE	I.A.	REAL																
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																

16. SEX FROM M TO 7-2309-23	17. SUBJECT TO C.S. RETIREMENT ACT (YES - NO) Yes	18. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)
-----------------------------------	--	---

19. STANDARD FORM 50 REMARKS

[Handwritten notes and signatures]

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A			
B. CIVIL OR PDS CONTR.			
C. CLASSIFICATION			
D. PAYMENT OF FUEL			

22. AUTHORITY

[Handwritten signature]

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO :

File

DATE:

1/30/57

FROM :

M. George Lido

SUBJECT:

Cisco Joseph

*Subject called today and will
be in Monday, 4 February 1957.*

30 January 1957

Mr. Joseph S. Piccolo
2210 - 20th Street, N. W.
Washington, D. C.

Dear Mr. Piccolo:

We are pleased to inform you that your appointment with this Agency has been approved at Grade GS-4, salary \$3415.00 per annum.

Your permanent employment will depend upon the completion of the following processing at the time of entering on duty: taking the oath of office, signing a loyalty affidavit, participating in a final security interview and completing a medical examination which will include determination of physical health and emotional stability. Should anything of an unfavorable nature arise during this period, your employment will not result in a permanent appointment.

We hope you will be able to join us at an early date. Please telephone Mrs. Martha George-Adis on Executive 3-6115, extension 2781, as soon as possible, in order to arrange an entrance-on-duty date. If at all possible, we would appreciate your selecting a Monday.

Please report to the Receptionist at Curle Hall at 8:15 a.m. and ask for Mrs. George-Adis on the reporting-for-duty date that you establish with this office. Curle Hall is located at the intersection of 23rd Street, Independence Avenue, and Ohio Drive, S. W., with entrance on Ohio Drive.

The gross salary quoted will be subject to deductions for Federal income tax and 6½ percent for the United States Civil Service Retirement Fund. In addition, the benefits of low-cost group life insurance are available to Federal civilian employees. The enclosed pamphlet outlines the features of the program and lists the amount which will be deducted from your salary each pay period for this term insurance. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Waiver of Life Insurance Coverage form at the time you enter on duty.

14-00000

You will not receive a pay check for approximately four weeks after your entrance on duty.

If you have any problems, Mrs. George-Adis will be glad to discuss them with you when you call.

Very truly yours,

G. M. Stewart
Director of Personnel

Enclosures (2)
Life Insurance Pamphlet
Map

CP/CORRES/bjs(George-Adis)

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Tals

DATE: 11 June 1957

FROM : M. Small

SUBJECT: Piccolo, Joseph

Checked with Gladys, M.C., who advised that subject will be a power user.

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Tals

DATE: 27 Nov 1956

FROM : M. Small

SUBJECT: Piccolo, Joseph

When called on June 10 this date, Gladys in M.C. advised that the Medical Division is collecting further information from subject and she will check some appropriate Medical Division files out if they have read it.

19 November 1956

Mr. Joseph S. Ficcolo
2210 - 20th Street, N. W.
Washington, D. C.

Dear Mr. Ficcolo:

This is to assure you that processing is continuing
on your application for employment with this Agency.

Please advise us if any circumstance should arise
which might affect your interest in employment with this
organization.

Your continued interest and patience are appreciated.

Very truly yours,

H. G. Reynolds
Director of Personnel

OP/CORRES/JN (Smith)

12 September 1956

Mr. Joseph S. Piccolo
2210 - 20th Street, N. W.
Washington, D. C.

Dear Mr. Piccolo:

A review of the medical history information which you submitted indicates that for proper medical evaluation it is necessary that you come to our medical office for a pre-employment medical examination which will include determination of physical health and emotional stability.

An appointment may be scheduled at 8:30 a.m., on any Tuesday, Thursday or Friday. Please advise Miss Ruth Griffin by letter, 2430 E Street, N.W., Washington 25, D.C., or by telephone EXecutive 3-8115, extension 2781, of the date you will be able to report. We would appreciate your giving us at least two weeks advance notice. When you come for your examination, please report to our Medical Office in Central Building, 2430 E Street, N.W. Inasmuch as some parts of the examination are given in the morning and others in the afternoon, it is necessary that you plan to be here the entire day.

We will not be able to reimburse you for any travel or incidental expenses which you incur for this purpose.

Very truly yours,

H. G. Reynolds
Director of Personnel

OP/CORRES/bjs(Griffin)

30 August 1956

Mr. Joseph S. Piccolo
2210 - 20th Street N. W.
Washington, D.C.

Dear Mr. Piccolo:

We are pleased to inform you that your application for employment with this Agency has been reviewed with interest by appropriate officials and that actual processing has been initiated for a position at Grade GS-4, salary \$3415.00 per annum.

Your final appointment is dependent upon a number of factors including character and reference investigations, and other processing procedures which may require as long as 120 days. You may be sure that this processing is being accomplished as rapidly as possible.

During this period please notify us of any changes in your present status such as change in address, employment, marital status, etc. If it should develop that you cannot accept the position, please let us know immediately. If you have any questions concerning your application, please do not hesitate to get in touch with us. Your future correspondence or inquiries should be directed to the attention of Miss Ruth Griffin.

Members of this Agency are entitled to the regular United States Government leave and retirement benefits. Our salaries conform to the rates prescribed by Congress for United States Government agencies.

Thank you for your cooperation and patience during this waiting period.

Very truly yours,

H. G. Reynolds
Director of Personnel

OP/Correw/sed/Griffin

SECRET
(When Filled In)

REQUEST FOR SECURITY CLEARANCE					REQUEST NO. (1-5) C-6351 VI
					REQUEST DATE (8 11) 21 Aug 56
NAME (LAST - FIRST - MIDDLE) PICCOLO, JOSEPH STEPHAN					YEAR OF BIRTH (29-30) 1935
POSITION TITLE File Clerk	POSITION NUMBER (31 - 36) 824.09	OCCUP. CODE (37 - 42) 0305.01	GRADE (43-44) GS-04		
LOCATION (CITY, STATE, COUNTRY) Washington, D. C.	ASSIGNMENT (OFFICE, DIVISION, BRANCH) DSP/PI/RI			ORGN. CODE (45-48)	
TYPE OF APPLICANT <input checked="" type="checkbox"/> REGULAR <input type="checkbox"/> CONTRACT	<input type="checkbox"/> CONSULTANT <input type="checkbox"/> MILITARY	CONVERSION ACTION		IF OTHER, SPECIFY:	
NAME OF REQUESTER (OR OFFICIAL) H. G. Reynolds		TYPE OF ASSIGNMENT AND FUNDS mhb		HEADERS & FUND (50) 2	
CLEARANCE REQUIRED	PROVISIONAL FOR (INDICATE NAME OF POOL OR GROUP):				CLEARANCE (51)
					<input checked="" type="checkbox"/> SECRET <input type="checkbox"/> FULL 1
ATTACHMENTS	<input checked="" type="checkbox"/> PERSONAL HISTORY STATEMENT	<input checked="" type="checkbox"/> APPENDIX I	REQUEST FOR WAIVER		
	<input checked="" type="checkbox"/> PHOTOGRAPH(S)	<input type="checkbox"/> APPENDIX II	<input checked="" type="checkbox"/> REPORT OF INTERVIEW 101		
VETERANS STATUS	<input checked="" type="checkbox"/> MALE - VETERAN		FEMALE - VETERAN		
	<input checked="" type="checkbox"/> MALE - NON-VETERAN		FEMALE - NON-VETERAN 2		
REMARKS:					
<p align="center">1(SO) 1(OTF)</p>					
SPACE BELOW FOR SO USE ONLY					

16 July 1956

Mr. Joseph Stephan Piccolo
2210 20th Street, N. W.
Washington, D. C.

Dear Mr. Piccolo:

Your application for employment with this Agency is presently under active review. Appropriate members of our staff will determine whether we have a position available for a person of your qualifications. Although we cannot predict the length of time needed for this review, we will make every effort to expedite a determination. Should there be unavoidable delays in reaching a decision, we shall do our best to keep you as fully informed as possible regarding the status of your case.

In the meantime, if you should have any questions, feel free to get in touch with us by mail. We ask your patience and assure you of our desire to make the review period as short as is compatible with the careful evaluation to which we feel each case is entitled.

Very truly yours,

H. G. Reynolds
Director of Personnel

OP/Correa/evm(Hennings)

CONFIDENTIAL
(When Filled In)

CLERICAL & COMMUNICATIONS REPORT OF INTERVIEW	DATE AND PLACE OF INTERVIEW 31 May 1956, Washington, D.C.	CLEARANCE REQUESTED	
	SOURCE Gordon B. Lamb, another applicant.	FULL	PROFESSIONAL
NAME (Last - First - Middle)		MARITAL STATUS	DATE OF BIRTH
PICCOLO, Joseph Stephan		Single	M 8 December 1935
PERMANENT ADDRESS		TELEPHONE	
1636 - N.E. 20th Street, Ft. Lauderdale, Florida		Logan 4-5834	
TEMPORARY ADDRESS		TELEPHONE	
2210 - 20th Street N.W., Washington, D.C.		Adams 4-2355	
POSITION RECOMMENDED (Grade and Title)	TEST SCORES		
GS-4 Clerk	LA-5	TYPING	SHORTHAND
	FILE		OTHER
ACCEPTABLE STATION		CITIZENSHIP	
<input checked="" type="checkbox"/> WASHINGTON, D.C. <input type="checkbox"/> ANYWHERE IN U.S. <input type="checkbox"/> OVERSEAS (Under conditions stipulated) LIMITATIONS		<input checked="" type="checkbox"/> U.S. BY BIRTH <input type="checkbox"/> U.S. BY NATURALIZATION DATE _____ PREVIOUS NATIONALITY _____ <input type="checkbox"/> OTHER (Specify) _____	
HEALTH	FOREIGN RELATIVES		
Good.			
BACKGROUND AND EVALUATION			
MILITARY SERVICE, IF ANY (Primary and duty MOS and length of time in each, training, dates of entrance and discharge, areas visited)			
Member: D.C. Air National Guard. Rank: Airman 1/C. Draft classification: 1-D.			
EVALUATION AND BACKGROUND DATA (Include education and work experience)			
<p>1953 - Present, Georgetown University (School of Foreign Service), Diplomatic & Consular, grade average: "75".</p> <p>August 1953 - September 1955, F.B.I., Clerk, GS-4 (\$3150.), to attend school full time.</p> <p>Mr. Piccolo is of medium height and weight, dark hair, and rather quiet, pleasant, not very talkative and does not give one the impression of being a Ball-of-Fire. Has no area knowledge. Has had slight knowledge of Spanish of which he is taking at the present time in school. Claims good health.</p> <p>Although has had some nervous disorder which were aftereffects of a gland virus, he had psychiatric consultation for about five months but no treatment. Apparently after this disease (this virus) he couldn't concentrate on his studies and consulted a psychiatrist to obviate the situation. Claims no restrictions otherwise. Tentatively planning to go to law school. Really isn't certain what to do in the future. No 10-9 that he knows of. Several years clerical experience with FBI. Based on past government clerical experience, believe he is worthy of consideration. Might be possibility for regular FI/RI job.</p> <p>Scheduled him for the GS-4 clerk test on 5 June 1956 and gave him forms.</p> <p>HOLD FOR FORMS AND TEST SCORES. SHOP TO ERNIE HARDT FOR FI/RI.</p>			
DATE REPORT AND FORMS FORWARDED TO HEADQUARTERS			
GEORGE S. RAD			

CENTRAL INTELLIGENCE AGENCY
WASHINGTON 25, D. C.

Applicant Information
Sheet No. 1

To all persons applying for employment
with the Central Intelligence Agency:

This paper is the first step in applying for employment or consultant status with the Central Intelligence Agency. No application may proceed beyond this first step if the applicant is not in agreement with the conditions stated below:

General Considerations:

1. The National Security Act of 26 July 1947 (Public Law 253, 80th Congress) which created the Central Intelligence Agency places upon the Agency the responsibility:
 - a. "to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to the national security;
 - b. "to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;
 - c. "to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government . . . ;
 - d. "to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;
 - e. "to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

The special character of this national responsibility requires the Agency to maintain correspondingly special employment criteria which may be different from the routine or normal employment standards of other Government departments and agencies which do not have the highly sensitive responsibility borne by the Central Intelligence Agency. It follows that the investigation of applicants, prerequisite to their acceptance is a time-consuming process which, in addition to loyalty and security checks, includes evaluation of competence, physical and emotional fitness, and availability of a suitable position at such time as employment may be offered. This is called "clearance" of an applicant.

2. Investigation of an applicant may reveal something which prevents his clearance - perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.

3. Employment by the Central Intelligence Agency is not a right upon which an applicant can insist. Offer of employment which is subject to full clearance does not constitute a commitment on the Agency's part giving an unsuccessful applicant grounds for any claim against the Agency. Acceptance of employment upon the condition of clearance is at the applicant's risk, taken with the knowledge that a very substantial percentage of applicants are not cleared.

Statement of Understanding
and Agreement

I have read, understand, and agree to the foregoing General Considerations. If not accepted for employment by the Central Intelligence Agency, I will make no claim or demand in conflict with those considerations.

I have also seen and read Applicant Information Sheet No. 2.


(Signature of Applicant)

SECRET

SELECTIVE SERVICE ACTION REQUEST		1 DATE OF REQUEST 10 October 1957
TO 1 DIRECTOR OF PERSONNEL		
SUBJECT: REQUEST FOR - <input type="checkbox"/> DRAFT DEPARTMENT <input checked="" type="checkbox"/> U.S. PERMISSION TO LEAVE COUNTRY <input type="checkbox"/> CANCELLATION OF DRAFT DEPARTMENT (Only items 1, 2, 17, 19 are required)		
2 NAME (Last-first-middle) PICCOLI, Joseph Stephen		3 DATE OF BIRTH 8 December 1935
4 PRESENT ADDRESS (Number, street, city, zone, state) 2210 20th Street, NW, Washington, D. C.		
5 PLACE OF BIRTH (City or town, state, country) Yonkers, New York		6 IF NONCITIZEN, INDICATE ALIEN REGISTRATION NUMBER
7 POSITION TITLE AND GRADE Mail and File Clerk, GS-4		8 OFFICE, DIVISION, BRANCH DOP/WI/III
9 SERVICE DESIGNATION 18	10 EOD DATE 4 February 1957	11 OFFICIAL STATION Mexico City
12 SELECTIVE SERVICE SERIAL NUMBER AP 229 209 14		13 SELECTIVE SERVICE CLASSIFICATION 1-D
14 NUMBER AND ADDRESS OF SELECTIVE SERVICE BOARD Local Board #44, 521 S. Andrews Avenue, Ft. Lauderdale, Florida		
15 APPROPRIATE BONDING FOR "PERMIT" (SSS Form No. 300) UNDER "INDIVIDUALS OF ORGANIZATION REPRESENTED" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
16 APPROPRIATE BONDING FOR "PERMIT" UNDER "NATURE OF BUSINESS" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
17 JUSTIFICATION		
18 EXPECTED DEPARTURE DATE FOR OVERSEAS 1 November 1957		19 TYPED NAME AND SIGNATURE OF AUTHORIZED OFFICIAL (Regulation 20-680) Robert S. MATHEWS, C/M/SUPPORT
REPORT OF ACTION FROM DIRECTOR OF PERSONNEL		
20 TO (Office of origin)		21 DATE OF ACTION
22 ACTION REGARDING THE ABOVE REQUEST		
<p>RECEIVED GENERAL INVESTIGATIVE SENT TO <u>W.H. Rivers</u> 11 Feb 58 18 Nov 57 Gordon M. Stewart</p>		
SIGNATURE OF DIRECTOR OF PERSONNEL		
DISTRIBUTION (By DD PERS): 1 - PERSONNEL FILES 2 - LPO 4 - OFFICE SECURITY		

SECRET

SECRET

BIOGRAPHY

REPRODUCTION MASTERS

BIOGRAPHIC PROFILE

SECRET

SECRET

H a n d l e W i t h C a r e

Office Memorandum • UNITED STATES GOVERNMENT

TO : Colonel Omer

DATE:

24 Nov 1960

FROM : Gordon M. Stewart *bl Gordon M. Stewart*SUBJECT: PICCOLO, Joseph Stephan - Cancel Permission to Leave the Country
and DIRECTED 4-F Deferment

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 and renewed on 8 December 1959 be cancelled. Please also cancel the DIRECTED 4-F Deferment allowed on 18 November 1957. SSS Form 110 is attached; SSS Forms 300 have been destroyed.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

STANDARD FORM NO. 64

Office Memorandum • UNITED STATES GOVERNMENT

TO : Colonel Omer

DATE:

FROM : Gordon M. Stewart *bl Gordon M. Stewart*

SUBJECT: PICCOLO, Joseph Stephan - Renew Permission to Leave the Country

It is requested that the Permission to Leave the Country granted subject on 18 November 1957 be renewed. SSS Form 300 issued on this date has been destroyed. Please retain the DIRECTED 4-F Deferment allowed subject on 18 November 1957. Subject will return by December 1960 at which time we will cancel his DIRECTED Deferment.

Mr. Piccolo was born on 8 December 1935 in Yonkers, New York. His permanent address is 1636 N. E. 20th Street, Fort Lauderdale, Florida.

14 December 1959

MEMORANDUM FOR: Chief, WH Personnel

SUBJECT: SSS Form 300 for Joseph S. Piccolo

1. Forwarded is SSS Form 300 for Mr. Piccolo. While the Director of Selective Service has issued this permit for a period of two years, the files of this office and the office of the Director of Selective Service reflect a termination date of his overseas service of at least December 1960.

2. As we discussed earlier, this termination date has been set to avoid the possibility of Mr. Piccolo's authorized absence placing him in a position which might preclude the necessity of his meeting his military obligation as established by his local board.

J. L. Olmstead
Deputy Chief, Personnel
Operations Division

Distribution:

Orig. and 1 - Addressee
1 - SSS File ✓

OP/POD/JLOlmstead:ahw (14 Dec 59)

SECRET

SELECTIVE SERVICE ACTION REQUEST		1 DATE OF REQUEST 10 October 1957
10 DIRECTOR OF PERSONNEL		
SUBJECT: REQUEST FOR - <input checked="" type="checkbox"/> DRAFT DEFERMENT <input checked="" type="checkbox"/> U.S. PERMISSION TO LEAVE COUNTRY <input type="checkbox"/> CANCELLATION OF DRAFT DEFERMENT (Only items 1, 2, 17, 19 are required)		
2 NAME (Last-first-middle) PICCOLI, Joseph Stephan		3 DATE OF BIRTH 8 December 1935
4 PRESENT ADDRESS (Number, street, city, zone, state) 2210 20th Street, NW, Washington, D. C. ?		
5 PLACE OF BIRTH (City or town, state, country) Yonkers, New York		6 IF NONCITIZEN, INDICATE ALIEN REGISTRATION NUMBER
7 POSITION TITLE AND GRADE Mail and File Clerk, GS-4		8 OFFICE, DIVISION, BRANCH DDP/WH/III
9 SERVICE DESIGNATION DS	10 EOD DATE 4 February 1957	11 OFFICIAL STATION Mexico City
12 SELECTIVE SERVICE SERIAL NUMBER AS 229 289 34 8-44-35-604		13 SELECTIVE SERVICE CLASSIFICATION L-D
14 NUMBER AND ADDRESS OF SELECTIVE SERVICE BOARD Local Board #44, 521 S. Andrews Avenue, Ft. Lauderdale, Florida		
15 APPROPRIATE WORDING FOR "PERMIT" (SSS Form No 300) UNDER "INDIVIDUALS OR ORGANIZATION REPRESENTED" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
16 APPROPRIATE WORDING FOR "PERMIT" UNDER "NATURE OF BUSINESS" (Check one) <input checked="" type="checkbox"/> U.S. GOVERNMENT <input type="checkbox"/> SELF <input type="checkbox"/> OTHER (Specify)		
17 JUSTIFICATION 3 years + 8 mos - Air National Guard Anderson Air Force Base no active duty of training. told he would be put on discharge + transfer to inactive reserve.		
18 EXPECTED DEPARTURE DATE FOR OVERSEAS 1 November 1957	19 TYPED NAME AND SIGNATURE OF AUTHORIZED OFFICIAL (Regulation 30-600) Robert S. WATPLES, C/WH/Support	
REPORT OF ACTION FROM DIRECTOR OF PERSONNEL		
20 TO (Office of origin)		21 DATE OF ACTION
22 ACTION REGARDING THE ABOVE REQUEST DESCRIBED WITH DATE AND OFFICE PER GENERAL ORDER 120 Nov 57 SENT TO W.H. Long 11 Feb 58 DATA Gordon A. Stewart		

R1 710
8325
8/09

position not established

NO 575 REPLACES FORM 37-55 JUN 55 WHICH MAY BE USED.

SECRET

Office Memorandum • UNITED STATES GOVERNMENT

TO : Record

DATE: 29 Oct 57

FROM : S. Richelderfer

SUBJECT: Piccolo, Joseph Stephan

Subject was advised this date that the Agency would request a directed deferment. He was told the meaning of a "directed deferment" and advised not to contact his local board and they will not contact him. He was sent to see Captain Noble in Reserve Affairs Branch. Captain Noble was not in and subject was interviewed by Sgt. MacKenzie. I talked to MacKenzie and stressed the fact that subject should be advised to be sure to drop out of the National Guard. MacKenzie said that he would have to request to be put in a standby reserve status. This seems to be a satisfactory arrangement, since we are requesting a directed deferment, the L.B. will not contact Piccolo.

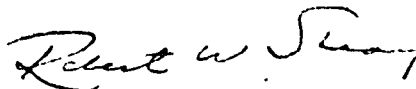
SECRET

MEMORANDUM FOR: Deputy Director of Personnel

SUBJECT: Mexico City Clerical Requirements

1. PAD has attempted to locate two suitable candidates for the WH vacancies who will not be eligible for the draft. Machine runs were used, as were file referrals, checks with appropriate Administrative and Personnel representatives in Agency components, and a thorough screening of Tables of Organization. A total of 25 individuals at the GS-5 or lower level were checked out. One candidate was located, a Mr. William G. Rawls, Clerk, GS-4, with WE. He has been accepted by the Division for the January requirement. The January deadline was chosen for him because he will be able to pass the typing requirement for [redacted]. We had no success in finding a candidate for the 1 November deadline. All of the others were disqualified, largely because of marriage, unwillingness to accept the assignment.

2. Under the circumstances, it is recommended that Mr. Rawls be processed against the January requirement and that Mr. Joseph Piccolo, who was originally submitted for the November departure, be processed for the assignment, and that a directed deferment be requested for him.



Robert W. Sheay
Chief, Personnel Assignment Division

WJD
28 Oct 67.

SECRET



OFFICE OF THE DIRECTOR

NATIONAL HEADQUARTERS
SELECTIVE SERVICE SYSTEM
451 INDIANA AVENUE NORTHWEST
WASHINGTON 25, D. C.

ADDRESS REPLY TO
THE DIRECTOR OF SELECTIVE SERVICE

July 18, 1958

Attention:
Colonel Omer

**FOR PERSONAL ATTENTION
OF STATE DIRECTOR**

State Director of Selective Service
310 Charlotte Street
St. Augustine, Florida

Subject: Joseph Stephan Piccolo
SS No. 8-44-35-604

Dear Colonel Wall:

Reference is made to our letter of November 18, 1957, advising you that the Director of Selective Service had directed that the above-named registrant be classified in Class IV-F until further notice, under section 1622.60 of the Selective Service Regulations.

Mr. Piccolo has now received SSS Form No. 80 (Standby Reserve Questionnaire). Due to circumstances beyond his control, Mr. Piccolo is unable to complete this form, which is enclosed. Please return it to the local board with the instruction that it not be re-mailed until such time as the Director withdraws his directed classification of Mr. Piccolo under the Universal Military Training and Service Act, as amended.

For The Director,

DANIEL O. OMER
Colonel, JAGC
General Counsel

Enclosure

cc: Mr. Gordon M. Stewart ✓



PILICHO JOSEPH
109709 1935

71010114 JULY 69

FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED,
YOU ARE DESIGNATED EXEMPT.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

PICCOLU JOSEPH S

025658

41351049

SECRET

NOTIFICATION OF ESTABLISHMENT OF MILITARY COVER BACKSTOP		DATE 21 January 1964
TO: <input checked="" type="checkbox"/> (Check)	CHIEF, RECORDS AND SERVICES DIVISION	ESTABLISHED FOR PICCOLO, Joseph S.,
	CHIEF, OPERATING COMPONENT, JOTP	
ATTN:	Mr. Wiley	FILE NO. 4455
REF:	Pre-employment Cover Briefing	ID CARD NO.
MILITARY COVER BACKSTOP ESTABLISHED		
US Army [redacted]		
<input checked="" type="checkbox"/> BLOCK RECORDS: (OPMEMO 20-800.11) a. TEMPORARILY FOR _____ DAYS, EFFECTIVE _____ <input checked="" type="checkbox"/> CONTINUING, EFFECTIVE 6 January 1964		
<input type="checkbox"/> SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY TO 3. (NB 20-800.2)		
<input type="checkbox"/> ASCERTAIN THAT ARMY W-2 BEING ISSUED. (NB 20-661.1)		
<input type="checkbox"/> SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (R 240.230)		
<input type="checkbox"/> SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (R 240.230)		
<input type="checkbox"/> REMARKS:		

THIS MESSAGE IS UNCLASSIFIED

James H. Franklin

COPY TO CPO/OP

AMM/SJ CHIEF, MILITARY COVER EC

DISTRIBUTION 1-PSO DS 1-APP/COMPY

1551

100-20-22

SECRET

NOTIFICATION OF CANCELLATION OF MILITARY COVER BACKSTOP		DATE 11 June 1963
TO: (CCP/CS)	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	SUBJECT PICCOLO, Joseph S.
	CHIEF, OPERATING COMPONENT (For Action) OS	
ATTN: Mr. White		
REF: Form 1322 dtd 4 June 63 removing cover		FILE NO. 4455
MILITARY COVER DISCONTINUED US Army 		ID CARD NO.

Unblock Records;
(OP Memo 20-800-11)

Effective EOD

Submit Form 642 To Change Limitation Category.
(HB 20-800-2 to be redesignated HMB 20-7)

Return All Military Documentation To CCS.

Remarks:

THIS MESSAGE SHOULD REMAIN
ON TOP OF FILE

COPY TO CPD/OP

James H. Triantafyllidis
CD/DD CHIEF, MILITARY COVER, CCS

DISTRIBUTION: 1 OSD GS 1-PSD GS

551a

SECRET

Excluded from automatic
downgrading and declassification

119-20-801

SECRET

15 August 1961
4455

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

SUBJECT : PICCOLO, Joseph B,

1. Cover arrangements are in process, and/or have been completed for the above-named Subject.
2. Effective 15 January 1961, it is requested that your records be properly blocked ~~reopened~~ to deny ~~acknowledge~~ Subject's current Agency employment to an external inquirer.
3. This memorandum confirms an oral request of _____

For GLEN E. MOORHOUSE
Acting Chief, Central Cover Group

cc: SSD/OS

THIS MEMO AND ALL COPIES
HEREOF ARE TO REMAIN
ON TOP OF FILE

FORM 1-58 5802

(4-13-60)

SECRET

10/15/57
10/16/57

MEMORANDUM FOR: Office of Personnel
Administration and Services Division
Personnel Security, CP

SUBJECT: Joseph Stephen Meeble (T)

1. Reference is made to the memorandum from this office
dated 16 October 1957 requesting that the subject individual's
records be blocked from all outside inquiries from 16 October
1957 forward. Inasmuch as it has now been determined that
Meeble's entire association with the Agency must be sealed,
you are requested to block his records for the entire period
of time that he has been employed by the Agency.

2. Thank you for your cooperation.

Thomas D. Charge
for
10/15/57

**THIS MEMO MUST REMAIN
ON TOP OF FILE**

BB

SECRET

16 October 1957
C-1641 (Miladenu)

MEMORANDUM FOR: Office of Personnel
Records & Services Division
Counseling Branch/CP

SUBJECT : Joseph Stephan Piccolo (T)

1. It is requested that you close your records concerning subject to all outside inquiries regarding Agency connection from 16 October 1957 forward. You will be advised in the future if it is deemed advisable to reopen these records.

2. Thank you for your cooperation.

Thomas N. Thompson
JOHN G. SOUTHWARD
JG CHIEF, CCB/NC

THIS COPY MUST REMAIN
ON TOP OF FILE

SECRET

28 September 1961
File No. 4455

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

THROUGH : Chief, PSD/OS
Attention: Mr. Robert C. Swendiman

SUBJECT : PICCOLO, Joseph S.
GS-7, WH - Cover Debriefing


1. Mr. Piccolo entered on duty with the Agency on 4 February 1957 and will resign on 4 October 1961. During his period of employment he utilized [redacted] cover in Mexico from 1 November 1957 to 14 January 1960, and from 15 January 1961 to resignation used nominal Department of the Army cover in Headquarters.

2. Mr. Piccolo was instructed to indicate his employer for the entire period as CIA, 2430 E Street, N. W., Washington 25, D. C.

3. He was further instructed to indicate, whenever necessary, that he travelled, listing various countries en route to and from Mexico, but not reveal the specific location or details of his cover assignment.

4. Mr. Piccolo's forwarding address will be 1636 N.E. 20th Street, Ft. Lauderdale, Florida. His new employment is 121st Tactical Fighter Sq., Andrews AFB.

5. The above information is furnished for your guidance and inclusion in the Subject's personnel and security files.

For 
ROBERT E. YOUNG
Chief, Military Cover Branch, CCG

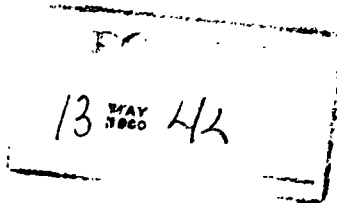

THIS INFORMATION IS UNCLASSIFIED

DATE 10-5-61 BY [redacted]

SECRET

27
10-5-61

SECRET

DATE PROCESSED 09-02-80		NOTIFICATION OF PERSONNEL ACTION						CONTINUATION NUMBER 202	
SSN 285441914		7 NAME (LAST, FIRST, MIDDLE) FIGGOLL JOSEPH S				8 DATE OF BIRTH 12-08-35		9 SEX M	10 CITIZEN U
11 RETIREMENT CLASS		12 SER. COMP DATE MO DA YR 12-27-54	13 LONG COMP DATE MO DA YR 12-24-51	14 DATE OF ORDER MO DA YR 05-04-80	15 LET DATE MO DA YR 05-04-80	16 VETERANS PREFERENCE NONE		17 ANNUITY STATUS	
ACTION TAKEN									
18 NATURE OF ACTION PROMOTION				19 EFFECTIVE DATE MO DA YR 05-04-80		20 LEGAL AUTHORITY 50 USCA 403			
				21 POSITION NUMBER C1089		22 AFFILIATION STAFF EMPLOYEE-CAREER			
23 ORGANIZATIONAL DESIGNATIONS DDC IAD COVER ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION				24 LOCATION OF OFFICIAL STATION WASHINGTON, D.C.					
				25 HEADQUARTERS DEPARTMENTAL		26 COVER TYPE		27 COVER ORGANIZATION	
28 EMPLOYEE OCCUPATIONAL TITLE OPERATIONS OFFICER			29 SUFFIX	30 SERV. DESIG. DNL	31 SCHEDULE GS	32 GIC SERIES 0136.01	33 GRADE 14	34 STEP 4	35 SALARY & PAY BASIS 50164 PA
36 HOURS 80	37 TOUR F	38 PROJECT NO 244163	39 PLSA E	40 NACA	41 SCC PRUF	42 DEVELOPMENT COMP CODE NTS (MO. DA YR.)		43 PERSONAL RANK ASSESS LODA NTS (MO. DA YR.)	
44 OCCUPATIONAL TITLE OPERATIONS OFFICER				45 SUFFIX	46 SERV. DESIG. U	47 SCHEDULE GS	48 GRADE 14	49 SCC PRUF	50 SPEC REF
								51 SEPARATION DATA CODE	
52 REMARKS <div style="text-align: right;">  13 MAY 1980 42 SFN = 0109705 SER = 0029658  </div>									

SECRET

DATE PROCESSED 04-17-80		NOTIFICATION OF PERSONNEL ACTION					CONTROL NUMBER 201	
1. ASN 265441914		2. NAME (LAST, FIRST, MIDDLE) FICCOLO JOSEPH S			3. DATE OF BIRTH 12-08-35		4. SEX M	5. CITIZEN U
6. RETIREMENT CIARDS		7. SERV. COMP. DATE MO DA YR 12-27-54	8. LONG COMP. DATE MO DA YR 12-24-57	9. DATE OF GRADE MO DA YR 02-04-73	10. EFF. DATE MO DA YR 01-28-79	11. VETERANS PREFERENCE ACNE		12. ANNUITY STATUS
ACTION TAKEN								
13. NATURE OF ACTION REASSIGNMENT CHANGE OF HOME BASE				14. EFFECTIVE DATE MO DA YR 04-15-80		15. LEGAL AUTHORITY 50 USCA 403		
				16. POSITION NUMBER C1069		17. AFFILIATION STAFF EMPLOYEE-CAREER		
18. ORGANIZATIONAL DESIGNATION CDC IAD COVERT ACTION STAFF AREA OPERATIONS BRANCH AREA SECTION				19. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.				
				20. HEADQUARTERS DEPARTMENTAL		21. COVER TYPE		22. COVER ORGANIZATION
23. EMPLOYE OCCUPATIONAL TITLE OPERATIONS OFFICER		24. SUPPLN	25. SERV DESIG DNC	26. SCHEDULE GS	27. OCC SERIES 0136.01	28. GRADE 13	29. STEP 7	30. SALARY & PAY BASIS 35249 PA
31. HOURS 80	32. TOUR F	33. PROJECT NO 244163	34. FLBA E	35. NSCA	36. RVC PROF	37. DEVELOPMENT COMP CODE NTE (MO DA YR) / CODE NTE (MO DA YR)		38. DETAIL ORGANIZATION
39. POSITION INFORMATION				40. OCCUPATIONAL TITLE OPERATIONS OFFICER		41. SUPPLN		42. SERV DESIG D
				43. SCHEDULE GS		44. GRADE 14		45. RVC PROF
				46. SPEC REF		47. SEPARATION DATA CODE		
48. REMARKS FROM: CIS								

SFN = 0109705 SER = 0025058

POSTED

2-100
1980

SIGNATURE OF AUTHENTICATOR

SECRET

FORM 1180 USE PREVIOUS EDITIONS

ALL

LCB 100 075

PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12165 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 OCTOBER 1979

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
PICCLELLO JOSEPH S	0025658	CIS	GS 13 7	\$35,249

11508

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS		
025658		PICCLELLO JOSEPH S		31 400						
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION		
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ.
GS	13 6	\$32,028	01/30/77	GS	13 7	\$32,543	01/28/79			
CERTIFICATION AND AUTHORIZATION										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE										
SIGNATURE <i>Stephen F. Piccolo</i>							DATE <i>4 Jan 79</i>			
<input checked="" 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										
SUPERVISOR'S INITIALS							APPROVED BY <i>[Signature]</i>			
FORM 10-73 560E Use previous editions										
PROMOTION/CHANGE NOTIFICATION										
14 511										

All

LOH 100 075

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 11707 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 6 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 06 OCTOBER 1978

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
PICCOLI JOSEPH S	0025658	CIS	GS 13 6	\$32,028


11566

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS		
025658		PICCOLO, JOSEPH S.		31400						
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION		
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ.
GS	13	5	\$29490	01-30-77	GS	13	6	\$30357	03-26-78	X
CERTIFICATION AND AUTHENTICATION										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE										
SIGNATURE							DATE			
/s/ FWH JARNEY							24 MARCH 1978			
<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										
QUALITY STEP INCREASE										
CLERKS INITIALS										
FORM 10-73 560E		Use previous editions		PAY CHANGE NOTIFICATION					(4-51)	

BRUB

LSM 122077

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION										
1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S								
3. NATURE OF PERSONNEL ACTION REASSIGNMENT-CHANGE OF FUNCTIONAL CATEGORY				4. EFFECTIVE DATE 11 07 77		5. CATEGORY OF EMPLOYMENT REGULAR				
6. FUNDS V TO V CF TO V		V TO CF CF TO CF		7. PAN AND AUSA 8027 0172 0000		8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J				
9. ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH					10. LOCATION OF OFFICIAL STATION WASH. D.C.					
11. POSITION TITLE OPERATIONS OFFICER				12. POSITION NUMBER GK67		13. SERVICE DESIGNATION DAS				
14. CLASSIFICATION SCHEDULE (GS, WG, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 5		17. SALARY OR RATE 29490				
18. REMARKS										
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL:										
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 31400 ALPHABETIC: CIS		22. STATION CODE 75013	23. OFFICE SYMBOL 150A	24. HOURS CODE 1	25. DATE OF BIRTH 12 03 35		26. DATE OF GRADE	27. DATE OF LEI
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/COMPARISON SIGN		33. SECURITY REG NO
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. HEALTH INSURANCE		40. SOCIAL SECURITY NO.
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT.		43. FEDERAL TAX DATA		44. STATE TAX DATA		
45. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 3 YRS.) 3. BREAK IN SERVICE (MORE THAN 3 YRS.)				46. FORM EXECUTED		47. NO. TAX EXEMPT CONC.		48. FORM EXECUTED		49. NO. TAX EXEMPT CONC.
SIGNATURE OR OTHER AUTHENTICATION:										
										

A11

LOB 100 075

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 09 OCTOBER 1977

NAME	ID NUMBER	CRG.	SCH-GR-STEP	NEW SALARY
PICCOLI JOSEPH S	0025658	CIS	GS 13 5	\$29,490
				11934

PLF: 112277

SECRET
(When Filled In)

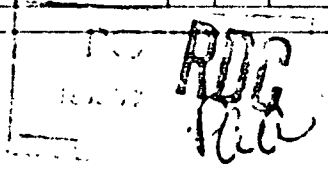
NOTIFICATION OF PERSONNEL ACTION														
1 SERIAL NUMBER		2 NAME (LAST-FIRST-MIDDLE)												
025658		PICCOLO JOSEPH S												
3 NATURE OF PERSONNEL ACTION						4 EFFECTIVE DATE			5 CATEGORY OF EMPLOYMENT					
REASSIGNMENT						11 01 77			REGULAR					
6 FUNDS		7 TO V		V TO CF		7 PAN AND NSCA			8 CSC OR OTHER LEGAL AUTHORITY					
CF TO V		CF TO CF		8027 0172 0000			50 USC 403 J							
9 ORGANIZATIONAL DESIGNATIONS						10 LOCATION OF OFFICIAL STATION								
DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH						WASH., D.C.								
11 POSITION TITLE						12 POSITION NUMBER			13 SERVICE DESIGNATION					
OPERATIONS OFFICER						GK67			DAG					
14 CLASSIFICATION SCHEDULE (25, 40, etc.)				15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE						
GS				0136.01		13 5		29490						
18 REMARKS														
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL														
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE SYMBOL		22 STATION CODE		23 INTEGREE CODE	24 MILITARY CODE		25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LEI	
37	10	31400 C15		75013		1	1		12 08 35		MO DA YR		MO DA YR	
28 NTE EXPIRES		29 SPECIAL REFERENCE		30 REGIMENT DATA		31 SEPARATION DATA CODE		32 CORRECTION/CANCELLATION DATA		33 SECURITY REQ NO		34 SEX		
MO DA YR										EOD DATA				
35 VET PREFERENCE		36 SERVICEMEN LEAVE COMP DATE				38 CARRIER CATEGORY		39 REG/HEALTH INSURANCE		40 SOCIAL SECURITY NO				
CODE		MO DA YR				CAR RSNV PRIV COMP		CODE CODE						
41 PREVIOUS CIVILIAN GOVERNMENT EMP.				42 LEAVE CAT CODE		43 FEDERAL TAX DATA				44 STATE TAX DATA				
CODE						FORM EMPLOYED 1 YES 2 NO				FORM EMPLOYED 1 YES 2 NO				
SIGNATURE OR OTHER AUTHENTICATION														
POSTED 23 NOV 77 AED														

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JH

ALO 15 JUL 77

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3 NATURE OF PERSONNEL ACTION					4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT				
REASSIGNMENT-CHANGE OF HOME BASE					MO DA YR 06 19 77		REGULAR				
6 FUNDS		V TO V		V TO CF		7 FAN AND NSCA		8 CSC OR OTHER LEGAL AUTHORITY			
CF TO V		CF TO CF		7027 0172		0000		50 USC 403 J			
9 ORGANIZATIONAL DESIGNATIONS					10 LOCATION OF OFFICIAL STATION						
DDO/C1 STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH					WASH., D.C.						
11 POSITION TITLE					12 POSITION NUMBER		13 SERVICE DESIGNATION				
OPERATIONS OFFICER					EP93		DAG				
14 CLASSIFICATION SCHEDULE (GS, LB, etc.)			15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE				
GS			0136.01		13 5		27548				
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. Employ Code	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs Code	25. DATE OF BIRTH		26. DATE OF GRADE	27. DATE OF LEI	
37	10	NUMERIC 31400	ALPHABETIC CIS	75013		1	MO DA YR 12 08 35	MO DA YR	MO DA YR		
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. Correction, Cancellation Data		33. SECURITY REQ NO	34. SEX
MO DA YR				1. CSC 2. CIA 3. NONE		TYPE		MO DA YR			
35. VET. PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. FEGLI, HEALTH INSURANCE		40. SOCIAL SECURITY NO	
CODE 0. NONE 1. 5 PT 2. 10 PT		MO DA YR		MO DA YR		CAR ESIV PROV TEMP		CODE 0. NONE 1. YES		HEALTH INS CODE	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE		43. FEDERAL TAX DATA			44. STATE TAX 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.						FORM EXECUTED 1. YES 2. NO			FORM EXECUTED 1. YES 2. NO		
45. SIGNATURE OR OTHER AUTHENTICATION											
											

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP REASON		
1000000		JOSEPH S. FICILE		33 400 V		V				
6. OLD SALARY RATE				7. NEW SALARY RATE				8. THIS ACTION		
Grade	Step	Salary	Time in Grade	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ.
GS 13	4	476.138	10/1/76	GS 13	4	476.138	10/1/76			
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 LEAVE <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD										
<i>PCO</i>										
CLERKS INITIALS: [Handwritten initials]										
FORM 10-73 560E Use previous editions PAY CHANGE NOTIFICATION (4-51)										

PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11541 PURSUANT TO AUTHORITY OF E.O. AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND FOR EFFECTIVE DATED 1 OCTOBER 1976.

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1976

NAME	SERIAL	CHG. FUNDS	CS-STEP	NEW SALARY
FICILE JOSEPH S	C25658	33 400 V	CS 13 4	476.138

KAN: 22 JULY 76

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

OCF

1 SERIAL NUMBER 025658		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS			4 EFFECTIVE DATE MO DA YR 07 18 76
5 CATEGORY OF EMPLOYMENT REGULAR			6 PAN AND NSCA T227 0172 0000
7 FUNDS X	V TO V CF TO V	V TO CF CF TO CF	8 CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J
9 ORGANIZATIONAL DESIGNATIONS DDO/CI STAFF OPERATIONS GROUP SPECIAL OPERATIONS BRANCH		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPERATIONS OFFICER		12 POSITION NUMBER EP93	13 SERVICE DESIGNATION DQG
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 13 4	17 SALARY OR RATE 25198

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 16	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 31400 CIS		22 STATION CODE 7501B	23 INTEGREE CODE 1	24 HOURS CODE 12 03 35	25 DATE OF BIRTH MO DA YR	26 DATE OF GRACE MO DA YR	27 DATE OF LEI MO DA YR
28 INT EMPRES MO DA YR	29 SPECIAL REFERENCE 1 CSC 2 CAC 3 FCL 4 NONE	30 RETIREMENT DATA CODE	31 SEPARATION DATA CODE	32 Correction / Cancellation Data TYPE MO DA YR		MOD DATA		33 SECURITY REG NO	34 SER
35 VET PREFERENCE CODE 1 NONE 2 5 YR 3 10 YR	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CODE 1 AS 2 SA 3 NOV 4 OAF		39 FECA / HEALTH INSURANCE CODE 1 YES 2 NO		40 SOCIAL SECURITY NO		
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1 NO PREVIOUS SERVICE 2 NO DSBA IN SERVICE 3 DSBA IN SERVICE (LESS THAN 3 YRS) 4 DSBA IN SERVICE (MORE THAN 3 YRS)		42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXCLUDED CODE 1 YES 2 NO		44 STATE TAX DATA FORM EXCLUDED CODE 1 YES 2 NO				

SIGNATURE OR OTHER AUTHENTICATION

FROM: LA

POSTED
JUL 1976

14-00000

PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11883 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	500	CF GS 13 4	\$25,198

11 SEPT 73

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER 12865		2 NAME (LAST FIRST MIDDLE) PICCOLO JAMES E	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE MO DA YR 10 31 73
5 CATEGORY OF EMPLOYMENT REGULAR			6 CSC OR OTHER LEGAL AUTHORITY
7 FUNDS	V TO V	V TO CF	8 CSC OR OTHER LEGAL AUTHORITY
	CF TO V	CF TO CF	97 430 433 J
9 ORGANIZATIONAL DESIGNATIONS DDO/IA DIVISION CUBA OPERATIONS GROUP DPS BRANCH		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPERATIONS OFFICER		12 POSITION NUMBER C065	13 SERVICE DESIGNATION DPS
14 CLASSIFICATION SCHEDULE (GS, LO, BK)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	7135.01	13 1	23777
18 REMARKS			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 27	20 EMPLOY CODE 1A	21 OFFICE CODING NUMERIC 5158 ALPHABETIC IA	22 STATION CODE 7553	23 INTEGRITY CODE	24 MILITARY CODE 1	25 DATE OF BIRTH MO DA YR 12 01 38	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 CSC 2 CIA 3 FCA 4 NONE	31 SEPARATION DATA CODE	32 CORRECTION / CANCELLATION DATA TYPE MO DA YR	EOD DATA		33 SECURITY REQ NO	34 SER
35 VET PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT	36 SERV COMP DATE MO DA YR	37 LONG TERM DATE MO DA YR	38 CAREER CATEGORY LCA BSV PROV ISMP	39 FEGLI / HEALTH INSURANCE CODE CODE 0 - WAIVER 1 - YES	HEALTH INS CODE		40 SOCIAL SECURITY NO	
41 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)		42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED 1 - YES 2 - NO		44 STATE TAX DATA FORM EXECUTED 1 - YES 2 - NO		45 STATE TAX EXEMPT	

SIGNATURE OR OTHER AUTHENTICATION

JCS

FORM: 22 AUG 75

SECRET
(When Filled In)

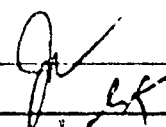
NOTIFICATION OF PERSONNEL ACTION																	
1 SERIAL NUMBER 025658		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S															
3 NATURE OF PERSONNEL ACTION CONVERSION FROM FSR STATUS						4 EFFECTIVE DATE MO DA YR 09 25 75		5 CATEGORY OF EMPLOYMENT REGULAR									
6 FUNDS		V TO V		V TO CF		7 PAN AND NSCA		8 CSC OR OTHER LEGAL AUTHORITY									
		CF TO V		X		CF TO CF		6135 1049 0002		50 USC 403 J							
9 ORGANIZATIONAL DESIGNATIONS DDO/LA DIVISION FOREIGN FIELD MANAGUA, NICARAGUA STATION						10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA											
11 POSITION TITLE OPS OFFICER DCOS						12 POSITION NUMBER CR49		13 SERVICE DESIGNATION DCG									
14 CLASSIFICATION (SCHEDULE GS, 18, OR)				15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE									
GS				0136.01		13 4		23997									
18 REMARKS MANAGUA, NICARAGUA																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19 ACTION CODE 56		20 EMPLOY CODE 10		21 OFFICE CODING NUMERIC ALPHABETIC 5166M LA		22 STATION CODE 52073		23 INTEGRAL CODE 3		24 HOURS CODE		25 DATE OF BIRTH MO DA YR 12 19 35		26 DATE OF GRADE MO DA YR		27 DATE OF IEI MO DA YR	
28 NTE EXPIRES MO DA YR		29 SPECIAL REFERENCE		30 RETIREMENT DATA 1 CSC 2 CIA 3 FICA 4 NONE		31 SEPARATION DATA CODE		32 CORRECTION / CANCELLATION DATA TYPE MO DA YR		33 SECURITY REQ NO		34 SEX					
35 VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT		36 SEPV COMP. DATE MO DA YR		37 LONG COMP. DATE MO DA YR		38 CAREER CATEGORY CAR PROV BPSV CODE		39 FICLI / HEALTH INSURANCE CODE 0 WAIVE 1 YES		40 SOCIAL SECURITY NO							
41 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)				42 LEAVE CAT CODE		43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS				44 STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS							
SIGNATURE OR OTHER AUTHENTICATION																	
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p style="font-size: 1.2em; margin: 0;">POSTED</p> <p style="font-size: 0.8em; margin: 0;">[Signature]</p> </div>																	

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11811 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: 13 OCTOBER 1974

					NEW SALARY
NAME	SERIAL	ORGN.	FUNDS	GR-STEP	
PICCOLO JOSEPH S	025058	51 600	CF	GS 13 3	\$23,270

L-5-2

1 SERIAL NO		2 NAME		3 ORGN. FUNDS		4 FUNDS		5 LWOP HOURS		
025058		PICCOLO JOSEPH S		51 600		CF				
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION		
Grade	Step	Salary	Low EM Code	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ
GS 13	3	\$23,270	02/03/74	GS 13	4	\$23,997	02/02/75			
CERTIFICATION AND AUTHORITY STATEMENT										
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 checked="" type="checkbox"/> PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD										
CLERK'S INITIALS										
FORM 10-73 500E						PAY CHANGE NOTIFICATION				
						(4-511)				

SECRET

(When Filled In)

DDO: 22 AUG 74

NOTIFICATION OF PERSONNEL ACTION

IDF

1 SERIAL NUMBER 25055		7 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S					
3 NATURE OF PERSONNEL ACTION CHANGE OF USCA				4 EFFECTIVE DATE 22 10 74		5 CATEGORY OF EMPLOYMENT REGULAR	
6 FUNDS		V TO V		V TO CF		7 PAN AND NSCA 5135 100 4002	
		CF TO V		CF TO CF		8 CSC OR OTHER LEGAL AUTHORITY 54 USC 413 J	
9 ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION				10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA			
11 POSITION TITLE OPS OFFICER			12 POSITION NUMBER 4306		13 SERVICE DESIGNATION DQC		
14 CLASSIFICATION SCHEDULE (GS, BR, etc.) FSR GS		15 OCCUPATIONAL SERIES 6136.01		16 GRADE AND STEP GS 4 13 3		17 SALARY OR RATE 16479 22755	
18 REMARKS MANAGUA, NICARAGUA							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51566 MR		22 STATION CODE 52873	23 INTEGER CODE	24 HOURS CODE 3	25 DATE OF BIRTH 12 10 30
26 DATE OF GRADE MO DA YR		27 DATE OF LEI MO DA YR		28-30 SPECIAL REFERENCE		31 SEPARATION DATA CODE	
32 SECURITY REQ NO		33 SECURITY REQ NO		34 SEX		EOD DATA	
35 REFERENCE		36 SERV COMP DATE MO DA YR		37 LONG COMP DATE MO DA YR		38 CAREER CATEGORY	
39 FEDERAL TAX DATA		40 STATE TAX DATA		41 PREVIOUS CIVILIAN GOVERNMENT SERVICE		42 LEAVE CAT CODE	
43 FEDERAL TAX DATA		44 STATE TAX DATA		45 PREVIOUS SERVICE		46 LEAVE CAT CODE	
47 FEDERAL TAX DATA		48 STATE TAX DATA		49 PREVIOUS SERVICE		50 LEAVE CAT CODE	
SIGNATURE OF OTHER AUTHENTICATION							
						<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p style="margin: 0;">POSTED</p> <p style="margin: 0; font-size: 1.2em;">JK 8/23/74</p> </div>	

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OF OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTOBER 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51 660	CF	GS 13 2	\$21,366

G-52

1	SERIAL NO	2	NAME	3	ORGANIZATION	4	FUNDS	5	LWOP HOURS			
	025658		PICCOLO JOSEPH S		51 660		CF					
6	OLD SALARY RATE			7			NEW SALARY RATE		8	TYPE ACTION		
	Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADI		
	GS	13	2	\$21,366	02/04/73	GS	13	3	\$22,055	02/03/74		
CERTIFICATION AND AUTHENTICATION												
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE												
SIGNATURE								DATE				
<input checked="" 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												
CLAIMS DETAILS NO												
FORM 500E Use previous editions PAY CHANGE NOTIFICATION												

RCS: 20 SEP 73

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

ODF

1 SERIAL NUMBER 025658	2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S
----------------------------------	---

3 NATURE OF PERSONNEL ACTION REASSIGNMENT	4 EFFECTIVE DATE MO DA YR 09 17 73	5 CATEGORY OF EMPLOYMENT REGULAR
---	---	--

6 FUNDS	V TO V	V TO CF	7 FAN AND NSCA 4135 1049 0001	8 CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J
	CF TO V	X CF TO CF		

9 ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION	10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA
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11 POSITION TITLE OPS OFFICER DCOS	12 POSITION NUMBER 0396	13 SERVICE DESIGNATION D
--	-----------------------------------	------------------------------------

14 CLASSIFICATION SCHEDULE (GS LB etc.) FSR GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 05 3 13 2	17 SALARY OR RATE 17075 20357
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18 REMARKS
**OPS OFFICER DCOS OCCUPYING OPS OFFICER POSITION
RIO DE JANEIRO, BRAZIL**

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51660 WH	22 STATION CODE 52073	23 INTER-CODE CODE <input type="checkbox"/>	24 HQ/PTS CODE 3	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR	27 DATE OF LET MO DA YR
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28 INTL EMPRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1 CSC 2 LIA 3 FLSA 4 NONE CODE	31 SEPARATION DATA CODE TYPE MO DA YR	32 CORRECTION / CANCELLATION DATA MO DA YR	33 SECURITY REG NO	34 SEX
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35 VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY LAW MILITARY CODE	39 REGAL / HEALTH INSURANCE CODE 0 NONE 1 YES	40 SOCIAL SECURITY NO
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41 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	42 LEAVE CAT CODE	43 FEDERAL TAX DATA NO EXEMPT NO CODE NO TAX EXEMPTIONS	44 STATE TAX DATA FORM EMPLOYED CODE NO TAX EXEMPT
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SIGNATURE OR OTHER AUTHENTICATION

[Handwritten Signature]
10 SEP 73

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

0305 07/21/73

1 SERIAL NUMBER 025658	2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S
---------------------------	--

3 NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHANGE IN N.S.C.A.	4 EFFECTIVE DATE MO DA '73 07 01 73	5 CATEGORY OF EMPLOYMENT
---	---	--------------------------

6 FUNDS	V TO V	V TO CF	7 FAN AND NSCA 4135 0694 0001	8 CSC OR OTHER LEGAL AUTHORITY
	CF TO V	CF TO CF		

9 ORGANIZATIONAL DESIGNATIONS DDC/WH DIVISION	10 LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL
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11 POSITION TITLE OPS OFFICER	12 POSITION NUMBER 1865	13 CAREER SERVICE DESIGNATION D
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14 CLASSIFICATION SCHEDULE (GS, 18, etc.) GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 13	17 SALARY OR RATE
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18 REMARKS

SIGNATURE OR OTHER AUTHENTICATION

POSTED
MAR 25 72

THIS EMPLOYEE HAS BEEN IDENTIFIED AS
A C.I.A. EMPLOYEE FOR PURPOSES OF
WITHOLDING STATE AND FEDERAL TAXES

DATE DESIGNATED JANUARY 03 1961

25658 JOSEPH S PICCOLO 635500080

SECRET
(When Filled In)

LML: 06 FEB 73

NOTIFICATION OF PERSONNEL ACTION

ODE

1 SERIAL NUMBER 025658		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION PROMOTION		4 EFFECTIVE DATE MO DA YR 02 04 73	
6 FUNDS 3135 0694 0002		5 CATEGORY OF EMPLOYMENT REGULAR	
9 ORGANIZATIONAL DESIGNATIONS DDP/WH DIVISION FOREIGN FIELD BRANCH 5-BRASILIA, BRAZIL STATION RIO DE JANEIRO, BRAZIL BASE		7 Financial Analysis No Chargeable X	
11 POSITION TITLE OPS OFFICER		8 CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J	
14 CLASSIFICATION-SCHEDULE (GS, LO, etc.) FSR GS		10 LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
15 OCCUPATIONAL SERIES 0136,01		12 POSITION NUMBER 1865	
16 GRADE AND STEP 05 3 13 2		13 SERVICE DESIGNATION D	
17 SALARY OR RATE 17075 20357			
18 REMARKS RIO DE JANEIRO, BRAZIL HOME BASE: WH			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 22	20 Employ Code 10	21 OFFICE CODING NUMERIC ALPHABETIC 51825 WH	22 STATION CODE 09037	23 INTEGREE CODE <input type="checkbox"/>	24 High Code 3	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR 02 04 73	27 DATE OF LEI MO DA YR 02 04 73
28 NTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1 CSC 2 CIA 3 FICA 4 NONE	31 SEPARATION DATA CODE	32 Correction / Cancellation Data TYPE MO DA YR	EOD DATA →		33 SECURITY REQ NO	34 SEX
35 VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	36 SRV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAP BRV PROV IEMP	39 FEGLI/HEALTH INSURANCE CODE CODE 0 WAIVER 1 YES	HEALTH INS CODE		40 SOCIAL SECURITY NO	
41 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)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED 1 YES 2 NO	44 STATE TAX DATA CODE NO TAX STATE CODE EXEMP					

SIGNATURE OR OTHER AUTHENTICATION

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FOR USE IN AGENCY...
When Filled In

U.S. GOVERNMENT PRINTING OFFICE: 1967 O 341-100

"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
PICCOLI JOSEPH S	025658	51	825	CF GS 12 5	\$18,906

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER 125000		2 NAME (LAST FIRST MIDDLE) MICHAEL J. SHERIN	
3 NATURE OF PERSONNEL ACTION DELEGATION OF A.S.C.A.			4 EFFECTIVE DATE MO DA YR 06 01 72
5 CATEGORY OF EMPLOYMENT		6 FUNDS V TO V CF TO V A V TO CF CF TO CF	
7 Financial Analysis No. Chargeable		8 CSC OR OTHER LEGAL AUTHORITY	
9 ORGANIZATIONAL DESIGNATIONS DDP/01 DIVISION		10 LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11 POSITION TITLE CPS OFFICER		12 POSITION NUMBER 1800	13 SERVICE DESIGNATION U
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	15 OCCUPATIONAL SERIES 013001	16 GRADE AND STEP 2	17 SALARY OR RATE

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 CARVE CODING NUMBER	22 STATION CODE	23 INTEGRAL CODE	24 Hdqtrs Code	25 DATE OF BEGIN	26 DATE OF GRADE	27 DATE OF LEI
		ALPHABETIC				MO DA YR	MO DA YR	MO DA YR
28 NTE EXPIRES	29 SPECIAL PREFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 Correction / Completion Date			33 SECURITY REQ NO	34 SEX
MO DA YR	1 CSC 2 CIA 3 NCA 4 NONE	CODE		TYPE	MO DA YR	EOD DATA →		
35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY	39 FEHLT HEALTH INSURANCE	40 SOCIAL SECURITY NO			
CODE 0 NONE 1 5 PT 2 10 PT	MO DA YR	MO DA YR	SAR SERV CODE PROV TEMP	CODE 0 W/AVR 1 YES	HEALTH INS CODE			
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE		42 LEAVE CAT CODE	43 FEDERAL TAX DATA		44 STATE TAX 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)			FORM EXECUTED 1 YES 2 NO		FORM EXECUTED 1 YES 2 NO			

SIGNATURE OR OTHER AUTHENTICATION

POSTED

11 20 72 *[Signature]*

G-5?

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP STATUS	
025657		PICCOLO JOSEPH S		91 825		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Post Eff Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ
GS 12	4	\$17,453	09/20/70	GS 12	5	\$17,987	09/17/72		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<i>Stephen C. [Signature]</i>						10/2/72			
<input type="checkbox"/> NO EXCESS LWOP 0 <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS						AUDITED BY			
M. B. [Initials]						[Signature]			
FORM 7 (A) 560 E		Use previous editions		PAY CHANGE NOTIFICATION				(4-51)	

314 DIVISION
 11/15/72

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 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: 9 JANUARY 1972

NAME	SERIAL	ORGN.	FUNDS	GP-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	91 825	CF	GS 12 4	\$17,443

SECRET
(When Filled In)

FD-302 (Rev. 7-2)

NOTIFICATION OF PERSONNEL ACTION

GJF

1 SERIAL NUMBER 029656		2 NAME (LAST-FIRST-MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE MO DA YR 12 21 72
5 CATEGORY OF EMPLOYMENT REGULAR			6 FUNDS V TO V CF TO V A V TO CF CF TO CF
7 Financial Analysis No. Chargeable 2135 0694 (XXXX)		8 CSC OR OTHER LEGAL AUTHORITY 37 USC 403 J	
9 ORGANIZATIONAL DESIGNATIONS DDP/WH DIVISION FOREIGN FIELD BRANCH 5-BRASILIA, BRAZIL STATION RIO DE JANEIRO, BRAZIL BASE		10 LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11 POSITION TITLE OPS OFFICER		12 POSITION NUMBER 1865	13 SERVICE DESIGNATION 5
14 CLASSIFICATION SCHEDULE (GS, 18, etc.) FSR GS	15 OCCUPATIONAL SERIES 0135.01	16 GRADE AND STEP GS 2 12 4	17 SALARY OR RATE 15732 17453
18 REMARKS RIO DE JANEIRO, BRAZIL HOME BASE: WH			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 Empl. Code 10	21 OFFICE CODING NUMBER ALPHABETIC 51825 WH	22 STATION CODE (13037)	23 INTEGREE CODE <input type="checkbox"/>	24 INQUIRY CODE 3	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR	27 DATE OF LST MO DA YR
28 NTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1. CS 2. CA 3. FA 4. NONE	31 SEPARATION DATA CODE	32 Correction / Cancellation Data TYPE MO DA YR	EOD DATA →		33 SECURITY REG. NO.	34 SEX
35 VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	36 SERV. COMP. DATE MO DA YR	37 LONG COMP. DATE MO DA YR	38 CAREER CATEGORY CAR 291V PRTV TEMP	39 FEGLI / HEALTH INSURANCE CODE 0 WAIVER 1 YES			40 SOCIAL SECURITY NO.	
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE (LESS THAN 2 YRS) 3 BREAK IN SERVICE (MORE THAN 2 YRS)		42 LEAVE CAT. CODE	43 FEDERAL TAX DATA FORM EXCLUDED CODE YES TAX EXEMPTIONS		44 STATE TAX DATA FORM EXCLUDED CODE YES TAX EXEMPTIONS			

SIGNATURE OR OTHER AUTHENTICATION

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SECRET

"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
PICCOLO JOSEPH S	025658	51 730	CF	GS 12 4	\$16,543

657

1/5/71

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS			
025658		PICCOLO JOSEPH S		51 730		CF					
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.		
GS	12	3	\$15,138	09/21/69	GS	12	4	\$15,611	09/20/70		
CERTIFICATION AND AUTHENTICATION											
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.											
SIGNATURE						DATE					
<i>Joseph S. Piccolo</i>						7/14/70					
<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											
CLEARED INITIALS						APPROVED BY					
P						JRP					
FORM 560E Use previous editions PAY CHANGE NOTIFICATION 14-511											

SECRET
(When Filled In)

000: 3 JUN 70

NOTIFICATION OF PERSONNEL ACTION

00F

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE 15 31 70
			5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS	V TO V	V TO CF	7. Financial Analysts Fee Chargeable
	CF TO V	CF TO CF	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH/FOREIGN FIELD BRANCH 5 RIO DE JANEIRO, BRAZIL STATION		8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J	
11. POSITION TITLE OPS OFFICER		12. LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc) FSR GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP GS 1 12 3
17. SALARY OR RATE 13618 15138			
18. REMARKS WASH., D.C. HOME BASE: WH			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 51730 ALPHABETIC: WH	22. STATION CODE 09037	23. INTEREST CODE	24. MONTHS CODE	25. DATE OF BIRTH 12 19 35	26. DATE OF GRADE	27. DATE OF LEI
28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA	32. CORRECTION / CORRECTION DATA	BOD DATA			33. SECURITY REQ NO
35. NET PREFERENCE	36. SERV COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. FEEDBACK HEALTH INSURANCE	40. SOCIAL SECURITY NO			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE		42. LEAVE CAT CODE	43. FEDERAL TAX DATA		44. STATE TAX DATA			

SIGNATURE OR OTHER AUTHENTICATION

POSTED
06-10-70 JJS

FORM 500 (Rev. 1-67)

SECRET

BBG

U.S. GOVERNMENT PRINTING OFFICE: 1967 O 282-000

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 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
PICCOLO JOSEPH S	025658	51	997	CF GS 12 3	\$15,138

OSU: 10 FEB 70

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER 025650		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE 12 1 70
5 CATEGORY OF EMPLOYMENT REGULAR			6 FUNDS V TO V CF TO V X v to CF CF TO CF
9 ORGANIZATIONAL DESIGNATIONS DDP/WH DEVELOPMENT COMPLEMENT		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPS OFFICER		12 POSITION NUMBER 3037	13 SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS		15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 12 3 14231
17 SALARY OR RATE 10962			
18 REMARKS WASH., D.C. TRAINING.			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 13	21 OFFICE CODING NUMERIC: 51597 WH ALPHABETIC: 75413		22 STATION CODE 75413	23 INTEGRITY CODE <input type="checkbox"/>	24 INSURANCE CODE 1	25 DATE OF BIRTH 12 1 33	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. CIV 2. CIA 3. FICA 4. NONE		31 SEPARATION DATA CODE	32 COMPENSATION CONCURRENCE DATA TYPE MO DA YR		33 SECURITY REQ NO	34 SEX	
35 VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAR BIV CODE PROV TEMP		39 PROJ HEALTH INSURANCE COV W/VAIVER HEALTH INS CODE		40 SOCIAL SECURITY NO		
41 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			42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE NOT TAX EXEMPTIONS			44 STATE TAX DATA FORM EXECUTED CODE NOT TAX EXEMPT STATE CODE		

SIGNATURE OR OTHER AUTHENTICATION

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FOOTED

02-1670 JIK

(When Filled In)

REPRODUCED BY THE STRATEGIC INFORMATION CENTER 1-7-8

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 217 OF 50 USC 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 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	500	CF GS 12 2	\$13,835

COG

E42

COMPUTER STATION

SEP 11 4 16 PM '69

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
025658		PICCOLO JOSEPH S		51 500		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS	12	2	09/22/68	GS	12	3	09/21/69		
		\$13,835				\$14,281			
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
						22 July 1969			
<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									
CLERK'S INITIALS						AUDITED BY			
J. S. Piccolo									
FORM 7-68 560 E Use previous editions		PAY CHANGE NOTIFICATION						(4-31)	

3: 7 JUL 69

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

DDF

1 SERIAL NUMBER 025658		2 NAME (LAST FIRST MIDDLE) FISCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE 07 03 69
			5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS	7 TO V	8 V TO CF	9 FROM OF ANALYSIS FOR CHARGEABLE
	CF TO V	X	CF TO CF
		10 LOCATION OR OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OFS OFFICER		12 POSITION NUMBER 1159	13 SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (SEE 1A, 1B)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
FSR GS	0136.01	06 1 12 2	9721 12580
18 REMARKS WASH., D.C.			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 SPACE CODING 51500 WH	22 STATION CODE 75013	23 INVENTORY CODE	24 PAY PLAN CODE 1	25 DATE OF BIRTH 12 08 35	26 DATE OF GRADE MO CA YR	27 DATE OF LET MO DA YR
28 HTE EMPRES MO DA YR	29 SPECIAL REFERENCE 1 CSC 2 CAP 3 PCA 4 WEAB	30 RETIREMENT DATA CODE	31 SEPARATION DATA CODE	32 CORRECTION / AMENDMENT DATA TYPE MO CA YR	33 SECURITY REQ NO	34 SER	EOD DATA	
35 VET PREFERENCE CODE 1 NONE 2 10 PT 3 10 PT	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAR BEV CODE PRIV EMP	39 REGUL HEALTH INSURANCE TEAM 4 MEMBER 1 YES	40 SOCIAL SECURITY NO	HEALTH INS CODE		
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1 NO PREVIOUS SERVICE 2 NO BIRTH IN SERVICE 3 ABILE IN SERVICE AFTER THREE (3) YRS. 4 ABILE IN SERVICE AFTER THREE (3) YRS.	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED 1 YES 2 NO	44 STATE TAX DATA FORM EXECUTED 1 YES 2 NO	CODE	NO. TAX EXEMPT	CODE	NO. TAX EXEMPT	STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

POSTED

070769 JKS

SECRETARY OF DEFENSE

OFFICE OF PERSONNEL

WASHINGTON, D.C.

FVO: 25 FEB 69

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

DDF

1 SERIAL NUMBER 025656		7 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE MO DA YR 02 25 69
			5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS	V TO V	V TO CF	7 Financial Analysis No. Chargeable
	CF TO V	CF TO CF	8 CSC OF OTHER LEGAL AUTHORITY
	X		9135 0620 0000 50 USC 403 J
9 ORGANIZATIONAL DESIGNATIONS DDP/WH WH/COG THIRD COUNTRY BRANCH		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPS OFFICER		12 POSITION NUMBER 1152	13 SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (OS LB, etc) PSK GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP (10 1 12 2	17 SALARY OR RATE J721 12580

18 REMARKS
MANAGUA, NICARAGUA

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC ALPHABETIC 51500 WH		22 STATION CODE 75013	23 INTEGRAL CODE <input type="checkbox"/>	24 HOURS CODE 1	25 DATE OF BIRTH MO DA YR 12 08 35	26 DATE OF GRADE MO DA YR	27 DATE OF LST MO DA YR
28 NTE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1 CF 2 CA 3 PA 4 NCMW CODE		31 SEPARATION DATA CODE TYP	32 Correction / Cancellation Date MO DA YR		33 SECURITY REG NO	34 SER	
35 VET PREFERENCE CODE	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY CAR 2514 PROV 1200 CODE		39 PEGU / HEALTH INSURANCE CODE		40 SOCIAL SECURITY NO		
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE		42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EMPLOYED 1 YES 2 NO			44 STATE TAX DATA FORM EMPLOYED 1 YES 2 NO			

SIGNATURE OR OTHER AUTHENTICATION

POSTED
27
JLB

FORM 1150
3-66 May 19-67

Use Previous Edition

SECRET

JLB

Excluded from automatic
downgrading and
declassification

(When Filled In)

2

COMPENSATION & TAX SERVICE

SEP 10 2 02 PM '68

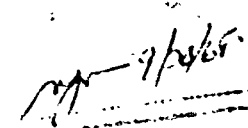
1. SERIAL NO.		2. NAME			3. ORGANIZATION		4. FUNDS		5. LWOP HOURS		
025658		PICCOLO JOSEPH S			51 650		CF				
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION			
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.		
GS 11	4	11223	09/25/66	GS 11	5	11563	09/22/68				
CERTIFICATION AND AUTHENTICATION											
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.											
SIGNATURE						DATE					
<i>E. E. Farrell</i>						12 July 68					
<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											
CLERKS INITIALS						AUDITED BY					
FORM 7-66 560 E		PAY CHANGE NOTIFICATION							(4-51)		

0000

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SECRET
(When Filled In)

JLE:

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER 025633		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S															
3. NATURE OF PERSONNEL ACTION PROMOTION				4. EFFECTIVE DATE MO DA '68 09 22 68		5. CATEGORY OF EMPLOYMENT REGULAR											
6. FUNDS		V TO V		V TO CF		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY									
CF TO V		X		CF TO CF		9135 1049 0000		50 USC 403 J									
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION					10. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA												
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 0396		13. SERVICE DESIGNATION -D											
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS			15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 07 4 12 2		17. SALARY OR RATE 8969 12580										
18. REMARKS MANAGUA, NICARAGUA																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. OFFICE CODE		20. EMPLOY CODE		21. OFFICE CODING NUMBER ALPHABETIC 51650 WH		22. STATION CODE 52073		23. GRADE CODE		24. MILITARY CODE		25. DATE OF BIRTH MO DA '68 12 08 35		26. DATE OF GRADE MO DA '68 09 22 68		27. DATE OF LEI MO DA '68 09 22 68	
28. RATE EXP. DATE		29. SPECIAL REFERENCE		30. RETIREMENT DATA CSC C/A P/A P/S		31. SEPARATION DATA CODE		32. Correction / Cancellation Data TYPE MO DA '68 EOD DATA				33. SECURITY REG NO		34. SEA			
35. VET. PREFERENCE		36. SERV. COMP. DATE MO DA '68		37. LONG. COMP. DATE MO DA '68		38. CAREER CATEGORY CAB SER CODE CODE PROF 1200		39. FEGLI - HEALTH INSURANCE CODE 8 WAIVE 1 YES HEALTH RES CODE		40. SOCIAL SECURITY NO							
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1. YES 2. NO 3. OTHER				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA FORM EXEMPTED CODE NO TAX EXEMPTIONS 1 YES 2 NO				44. STATE TAX DATA FORM EXEMPTED CODE NO TAX EXEMPTIONS 1 YES 2 NO							
45. SIGNATURE OR OTHER AUTHENTICATION																	
																	

PC 68 17 35
1-68

Use Previous Edition

SECRET SF

Excluded from automatic
downgrading and
declassification

(When Filled In)

"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 6 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	OPGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
PICCOLI JOSEPH S	029998	91	650	CF GS 11 4	\$10,623	\$11,223

SECRET
(When Filled In)

PLW:

NOTIFICATION OF PERSONNEL ACTION

ODF	
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1 SERIAL NUMBER 025658	2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S
---------------------------	--

3 NATURE OF PERSONNEL ACTION CHANGE OF FAN	4 EFFECTIVE DATE MO DA '68 07 02 68	5 CATEGORY OF EMPLOYMENT REGULAR
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6 FUNDS	V TO V	V TO CF	7 Financial Analysis No Chargeable	8 CSC OR OTHER LEGAL AUTHORITY
	CF TO V	X	CF TO CF	9135 1049 0000 50 USC 403 J

9 ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION	10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA
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11 POSITION TITLE OPS OFFICER	12 POSITION NUMBER 0396	13 SERVICE DESIGNATION D
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14 CLASSIFICATION SCHEDULE (GS 18 44) FSR GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 07 4 11 4	17 SALARY OR RATE 3596 10623
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18 REMARKS
MANAGUA, NICARAGUA

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE 37	20 EMPLOY CODE 10	21 OFFICE CODING NUMERIC: 51650 ALPHABETIC: WH	22 STATION CODE 52073	23 INTEGRER CODE <input type="checkbox"/>	24 MGRY CODE 3	25 DATE OF BIRTH MO DA '35 12 08 35	26 DATE OF GRADE MO DA '68	27 DATE OF LET MO DA '68
28 NTE EXPIRES MO DA '68	29 SPECIAL REFERENCE	30 RETIREMENT DATA CODE	31 SEPARATION DATA CODE	32 Correction/Cancellation Data TYPE MO DA '68	33 SECURITY REG NO		34 SER	
35 VET PREFERENCE CODE 1 2 3	36 SERV COMP DATE MO DA '68	37 LONG COMP DATE MO DA '68	38 CAREER CATEGORY CODE	39 FEGLI - HEALTH INSURANCE CODE 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00		40 SOCIAL SECURITY NO		
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00		42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EMPLOYING FORM EXECUTED CODE		44 STATE TAX DATA FORM EXECUTED CODE NO TAX EMPLOYING FORM EXECUTED CODE			

SIGNATURE OR OTHER AUTHENTICATION

POSTED
11/15/68

PLW: 11:30 10/10/68

Use Previous Edition

SECRET

SF

FORM 7-68 (REV 1-68)

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-286
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
PICCOLO JOSEPH S	025658	51	620	CF GS 11 4	\$10,166	\$10,623

SECRET
(When Filled In)

PLW:

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER 025053		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S									
3 NATURE OF PERSONNEL ACTION REASSIGNMENT					4 EFFECTIVE DATE 04 21 63		5 CATEGORY OF EMPLOYMENT REGULAR				
6 FUNDS		V TO V		V TO CF		7 Financial Analysis No. Chargeable		8 CSC OR OTHER LEGAL AUTHORITY			
		CF TO V		X CF TO CF		0135 1004 0000		50 USC 403 C			
9 ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION					10 LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA						
11 POSITION TITLE OPS OFFICER					12 POSITION NUMBER 0396		13 SERVICE DESIGNATION D				
14 CLASSIFICATION SCHEDULE (GS, BR, etc.) FSR GS			15 OCCUPATIONAL SERIES 0136.01		16 GRADE AND STEP 07.4 11 4		17 SALARY OR RATE 6596 10623				
18 REMARKS MEXICO CITY, MEXICO											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE 37	20 Employ Code 10	21 OFFICE CODING NUMERIC ALPHABETIC 51630 WH		22 STATION CODE 52073	23 INTEGREE CODE	24 Hdqtrs Code 3	25 DATE OF BIRTH 12 00 35		26 DATE OF GRADE	27 DATE OF LEI	
28 INT. EXPIRES		29 SPECIAL REFERENCE	30 RETIREMENT DATA		31 SEPARATION DATA CODE	32 Correction /Cancellation Data		33 SECURITY REQ NO		34 SER	
						EOD DATA					
28 VET PREFERENCE		29 SERV COMP DATE		30 LONG COMP DATE		31 CAREER CATEGORY		32 REG. HEALTH INSURANCE		33 SOCIAL SECURITY NO	
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE				42 LEAVE CAT CODE		43 FEDERAL TAX DATA		44 STATE TAX DATA			
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>025053</p> <p><i>[Signature]</i> 4/23/63</p> </div>											

SECRET
(When Filled In)

BJT: 17 MAY 67

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM			4. EFFECTIVE DATE MO. DA. YR. 05 07 67
5. CATEGORY OF EMPLOYMENT REGULAR			6. CSC OR OTHER LEGAL AUTHORITY PL 88-643 SECT. 203
7. Financial Authority, Chargeable	8. CSC OR OTHER LEGAL AUTHORITY		
7135 0990 0000	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. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP 11	17. SALARY OR RATE

18. REMARKS
EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION: 20. EMPLOY. CODE	21. OFFICE CODING	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs. Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
	NUMERIC ALPHABETIC				MO DA YR	MO DA YR	MO DA YR
28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA	EOD DATA		33. SECURITY REG NO
MO DA YR	1. CSC 2. FIA 3. FICA 4. NONE	COGE		TYPE MO DA YR			
35. VET PREFERENCE	36. SERV COMP DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO.		
CODE 0 - NONE 1 - 5 PT 2 - 10 PT	MO DA YR	MO DA YR	CODE	CODE 0 - WAIVED 1 - YES	HEALTH INS CODE		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEAVE CAT CODE	43. FEDERAL TAX DATA		44. STATE TAX 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)		FORM EXECUTED CODE	4. TAX EXEMPTIONS	FORM EXECUTED	CODE	NO TAX STATE CODE	
		1 - YES 2 - NO		1 - YES 2 - NO			

SIGNATURE OR OTHER AUTHENTICATION

POSTED
8/5/86-11

BJT

GROUP 1 Excluded from automatic downgrading and declassification

N.M.: 23 SEPT 66

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

COF

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST-MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION PROMOTION			4. EFFECTIVE DATE MO DA YR 09 25 66
5. CATEGORY OF EMPLOYMENT REGULAR			6. CSC OR OTHER LEGAL AUTHORITY
7. COST CENTER NO (CHARGEABLE) 7135 0000 0000		8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J	
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		12. POSITION NUMBER 0939	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 3 11 4
17. SALARY OR RATE 7975 10166			

18. REMARKS
MEXICO CITY, MEXICO

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51620 WH		22. STATION CODE 45075	23. INTEGRITY CODE	24. MGRN CODE 3	25. DATE OF BIRTH MO DA YR 12 01 35	26. DATE OF GRADE MO DA YR 09 25 66	27. DATE OF LEI MO DA YR 11 25 66
28. NTE EXPIRES MO DA YR		29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 - CSC 2 - FICA 3 - NONE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO DA YR			33. SECURITY REG NO.	34. SEX
35. VET PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT		36. SERV. COMP DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CAREER CATEGORY CAN SP... PRIVY TEMP		39. PERS/ HEALTH INSURANCE CODE W WAIVER HEALTH INS CODE		40. SOCIAL SECURITY NO.	
41. 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)			42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED CODE NO TAX STATE CODE 1 - YES 2 - NO			

EOD DATA

SIGNATURE OR OTHER AUTHENTICATION

104210W

546

1		2		3		4				
025658		PICCOLO JOSEPH S		51 620 CF		LWOP Hours				
5				6				7		
OLD SALARY RATE				NEW SALARY RATE				TYPE ACTION		
Grade	Step	Salary	Inst. Eff. Date	Grade	Step	Salary	Effective Date	PSI	ISI	ADI
GS 10	3	8,744 8,997	08/29/65	GS 10	4	8,744 12,85	08/29/66			
8 Remarks and Substitution										
/ / NO EXCESS LWOP / / III: 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>7-16-66</i>										
PAY CHANGE NOTIFICATION										

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 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,	FUNDS	GH-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	025658	51	620	CF GS 10 3	\$ 8,744	\$ 8,997

FORM 1150 27 AUG 65

SECRET (When Filled In)

NOTIFICATION OF PERSONNEL ACTION

025

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST-MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION PROMOTION		4. EFFECTIVE DATE MO DA YR 08 29 65	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V X V TO CF CF TO CF		7. POST CENTER NO. CHARGEABLE 6135 0930 0000	8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J
9. ORGANIZATIONAL DESIGNATIONS DDP WH FOREIGN FIELD BRANCH 1 MEXICO CITY STATION		10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO	
11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER 0939	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 2 10 3
17. SALARY OR RATE 7245 8440			

18. REMARKS
MEXICO CITY, MEXICO

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51620 WH		22. STATION CODE 45075	23. INTEGREE CODE []	24. HDQTR CODE 3	25. DATE OF BIRTH MO DA YR 12 08 35			26. DATE OF GRADE MO DA YR 08 29 65			27. DATE OF LEI MO DA YR 02 29 65		
28. NTE EXPIRES MO DA YR		29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 - CSC 2 - FICA 3 - NONE		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO DA YR			33. SECURITY REG NO.			34. SEX			
35. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT		36. SERV. COMP DATE MO DA YR		37. LONG COMP. DATE MO DA YR		38. CAREER CATEGORY CODE 0 - REG 1 - TEMP		39. FEGLI / HEALTH INSURANCE CODE 0 - WAIVED 1 - YES			40. SOCIAL SECURITY NO.				
41. 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)				42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX DEDUCTIONS			44. STATE TAX DATA FORM EXECUTED CODE NO TAX DEDUCTIONS							

EOD DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
94656

SECRET
(When Filled In)

PJH: 27 AUG 65

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER: 025658
2. NAME (LAST FIRST MIDDLE): PICCOLO JOSEPH S

3. NATURE OF PERSONNEL ACTION: [Blank]
4. EFFECTIVE DATE: 08 | 27 | 65
5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: [Blank] V TO V, V TO CF, CF TO V, 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 1 MEXICO CITY
10. LOCATION OF OFFICIAL STATION: MEXICO CITY, MEXICO

11. POSITION TITLE: OPS OFFICER
12. POSITION NUMBER: 0939
13. SERVICE DESIGNATION: D

14. CLASSIFICATION SCHEDULE (GS, LD, etc.): FSR GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 07 2, 09 3
17. SALARY OR RATE: 7245, 7710

18. REMARKS: SUBJECT IS TO BE PAID THE DIFFERENCE BETWEEN CIA SALARY OF \$7710 AND ALLOWANCES IN ACCORDANCE THEREWITH. ALL HOURS SICK AND ANNUAL LEAVE TO BE TRANSFERRED. MARITAL STATUS: SINGLE

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

Grid of fields for personnel data including: 19 ACTION CODE (55), 20 EMPLOY CODE (10), 21 OFFICE CODING (51620 WH), 22 STATION CODE (45075), 24 MGRS CODE (3), 25 DATE OF BIRTH (12 | 08 | 35), 26 DATE OF GRADE, 27 DATE OF LEI, 28 NTE EXPIRES, 29 SPECIAL REFERENCE, 30 RETIREMENT DATA, 31 SEPARATION DATA CODE, 32 CORRELATION/CANCELLATION DATA, 33 VET. PREFERENCE, 34 SERV. COMP DATE, 35 LONG COMP. DATE, 36 CAREER CATEGORY, 37 FEGLI / HEALTH INSURANCE, 38 SOCIAL SECURITY NO., 39 PREVIOUS GOVERNMENT SERVICE DATA, 40 LEAVE CAT CODE, 41 FEDERAL TAX DATA, 42 STATE TAX DATA.

EOD DATA

POSTED
9-9-65 WH

CO 07 7412

342

Jul 22 1 34 PM '65

1 Serial No.		2 Name		3 Cost Center Number		4 LWOP Hours				
02565A		PICCOLO JOSEPH S		49 200 V						
5 OLD SALARY RATE				6 NEW SALARY RATE				7 TYPE ACTION		
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADI
GS 09	2	\$ 7,464	07/19/64	GS 09	3	\$ 7,710	07/19/65			
8 Remarks and Authorization										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD 559 / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY 68										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE:							DATE 16 June 65			
PAY CHANGE NOTIFICATION										

Form 961 560 Obsolete Previous Edition (4-51)

"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 9 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GR+STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S.	02565A	51	620	CF GS 10 3	\$ 8,444	\$ 8,744

SECRET
(When Filled In)

RZR: 2 JUL 65

OCF
NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 025658
2. NAME (LAST-FIRST-MIDDLE) PICCOLO JOSEPH S

3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS
4. EFFECTIVE DATE 07 04 65
5. CATEGORY OF EMPLOYMENT REGULAR

6. FUNDS
7. COST CENTER NO. CHARGEABLE 6135 0990 0000
8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS ODP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY STATION
10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO

11. POSITION TITLE OPS OFFICER
12. POSITION NUMBER 0939
13. SERVICE DESIGNATION D

14. CLASSIFICATION SCHEDULE (GS, LB, etc) GS
15. OCCUPATIONAL SERIES 0136.01
16. GRADE AND STEP 09 2
17. SALARY OR RATE 7465

18. REMARKS
SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 20	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC 51620 ALPHABETIC WH		22. STATION CODE 45075	23. INTEGREE CODE	24. MGR. CODE 3	25. DATE OF BIRTH 12 08 35		26. DATE OF GRADE		27. DATE OF LEI	
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA 1 - CSC 2 - PICA 3 - NONE		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA EOD DATA		33. SECURITY REQ NO.		34. SER
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.		
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT CODE		43. FEDERAL TAX DATA				44. STATE TAX DATA		
41. 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)				42. CODE		43. FEDERAL TAX DATA FCRM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO		44. STATE TAX DATA FCRM EXECUTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO		44. STATE TAX DATA CODE NO TAX EXEMPTIONS STATE CODE		44. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
7-22-65 HA

J. J. J.

OLD: 5 MAR 65

SECRET
(When Filled In)

OFC		NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHG OF SERVICE DESIGNATION				4. EFFECTIVE DATE MO DA YR 03 05 65		5. CATEGORY OF EMPLOYMENT REGULAR					
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY							
X V TO V CF TO V		V TO CF CF TO CF		5235 1162 0000		50 USC 403 J					
9. ORGANIZATIONAL DESIGNATIONS DDP/SAS INTELLIGENCE STAFF RESEARCH SECTION				10. LOCATION OF OFFICIAL STATION WASH., D. C.							
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 0908		13. SERVICE DESIGNATION D					
14. CLASSIFICATION SCHEDULE (GS, LO, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 09 2		17. SALARY OR RATE 7425					
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 49200 SAS		22. STATION CODE 75013	23. INTEGREE CODE	24. MONTHS Code 1	25. DATE OF BIRTH MO DA YR 12 08 35	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 - CSC 3 - PICA 8 - NONE		31. SEPARATION DATA CODE	32. CORRECTION-CANCELLATION DATA TYPE MO DA YR		33. SECURITY REQ NO	34. SEX		
35. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT		36. SERV. COMP DATE MO DA YR		37. LONG COMP DATE MO DA YR		38. CAREER CATEGORY CAN GEN/ PRNU TEMP		39. FEGLI / HEALTH INSURANCE CODE CODE 1 - YES		40. SOCIAL SECURITY NO	
41. 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)			42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED CODE NO TAX STATE CODE					
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>FROM POSTED H 03/08/65 ZK</p> </div>											

JOS: 17 JULY 64

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER 025558		2 NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION PROMOTION		4 EFFECTIVE DATE 07 19 64	
5 CATEGORY OF EMPLOYMENT REGULAR		6 USE OR OTHER LEGAL AUTHORITY 50 USC 403 J	
7 FUND CENTER NO. CHARGEABLE 5275 2100 0000		8 USE OR OTHER LEGAL AUTHORITY 50 USC 403 J	
9 ORGANIZATIONAL DESIGNATIONS DDS/OTR JUNIOR OFFICER TRAINEE CORPS		10 LOCATION OF OFFICIAL STATION WASH., D. C.	
11 POSITION TITLE JR OF TRAINEE		12 POSITION NUMBER 0748	
13 SERVICE DESIGNATION SJ		14 CLASSIFICATION SCHEDULE (GS, LD, SM, ...) GS	
15 OCCUPATIONAL SERIES 0090.01		16 GRADE AND STEP GS 2	
17 SALARY OR RATE 7260		18 REMARKS	

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 AGENCY CODE 22	20 EMPLOY CODE 10	21 OFFICE CODING NUMBER-ALPHABETIC 28300 JOTC	22 STATION CODE 75013	23 INTEGRATE CODE	24 ADPT CODE	25 DATE OF BIRTH 12 08 35	26 DATE OF GRADE 07 19 64	27 DATE OF LET 07 19 64
28 WTE EXPIRES NO DA YA	29 SPECIAL REFERENCE 1 FOC 2 FIC 3 FIC 4 NONE	30 RETIREMENT DATA CODE	31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA TYPE NO DA YA	EOD DATA		33 SECURITY REG NO	34 SER
35 PRT PREFERENCE CODE	36 SERV COMP DATE NO DA YA	37 LONG COMP DATE NO DA YA	38 CAREER CATEGORY CAP PRT ALG	39 FEGLI/HEALTH INSURANCE CODE 0 WAIVED 1 YES	40 SOCIAL SECURITY NO			
41 PREVIOUS GOVERNMENT SERVICE DATA CODE 1 NO SERVICE 2 NO SERVICE 3 DELAY IN SERVICE LESS THAN 1 YEAR 4 DELAY IN SERVICE MORE THAN 1 YEAR		42 LEAVE CAT CODE	43 FEDERAL TAX DATA PROVISIONAL FILE NO TAX EXEMPTIONS		44 STATE TAX DATA CODE NO TAX STATE/STATE			

SIGNATURE OR OTHER AUTHENTICATION

POSTED
7-21-64

FORM 1130

Use Previous Edition

SECRET

80 JUL 1964

GROUP 1
Excluded from automatic
downgrading and
declassification

(NLT on Filled In)

SECRET
(When Filled In)

DD FORM 1300-10

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 2. NAME (LAST FIRST MI/POB)
005658 BRITTON, JAMES S

3. NATURE OF PERSONNEL ACTION
CLASSIFICATION AND CHG. OF SERVICE DESIGNATION
4. EFFECTIVE DATE
01/01/88
5. CATEGORY OF EMPLOYMENT
REGULAR

6. FUNDS
7. COST CENTER NO. CHARGEABLE
4027 1100 1000
8. CSC OR OTHER LEGAL AUTHORITY
50 USC 4007

9. ORGANIZATIONAL DESIGNATIONS
10. LOCATION OF OFFICIAL STATION
DDSA/CTR
JUNIOR OFFICER TRAINEE CORPS
WASH, D. C.

11. POSITION TITLE
12. POSITION NUMBER
13. SERVICE DESIGNATION
JR OF TRAINEE
07419
SJ

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)
15. OCCUPATIONAL SERIES
16. GRADE AND STEP
17. SALARY OR RATE
GS
GSC01
GS-9
\$5000

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE
20. EMPLOY CODE
21. OFFICE CODING
22. STATION CODE
23. INTEGRIS CODE
24. MONTH CODE
25. DATE OF BIRTH
26. DATE OF GRADE
27. DATE OF SET
28. NTE EXPIRES
29. SPECIAL DEFERMENT
30. RETIREMENT DATA
31. SEPARATION DATA CODE
32. CORRECTION/CANCELLATION DATA
33. SECURITY REG NO
34. SET
35. VET. PREFERENCE
36. SERV COMP DATE
37. LONG COMP DATE
38. CAREER CATEGORY
39. FEGLI / HEALTH INSURANCE
40. SOCIAL SECURITY NO
41. PREVIOUS GOVERNMENT SERVICE DATA
42. LEAVE CAT
43. FEDERAL TAX DATA
44. STATE TAX DATA

EOD DATA

SIGNATURE OR OTHER AUTHENTICATION

FROM: SAS

POSTED

145-1196

1 Serial No		2 Name		3 Loc Center Number		4 (WTRP Hours)				
025658		PICCOLO JOSEPH S		28 300 V						
5 OLD SALARY RATE				6 NEW SALARY RATE				7 TIME ACTION		
Grade	Step	Salary	Last PM Date	Grade	Step	Salary	Effective Date	PSI	ISI	ADJ
GS 08	2	\$ 6,600	04/26/63	GS 08	3	\$ 6,810	04/26/64			
8 Remarks and Authentication										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>UN</i> AUDITED BY										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE: <i>[Signature]</i>						DATE 2/11/64				
PAY CHANGE NOTIFICATION										

REC'D PAYROLL DIVISION
APR 20 2 15 PM '64

Form 9-61 560 Obsolete Previous Edition (4-51)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1959, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	GRGN FUNDS	GR-ST	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	025658	49 300 V	GS 08 2	\$ 6,795	\$ 6,600

SECRET
(When Filled In)

RZR: 20 APR 63

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT				
PROMOTION					04 20 63		REGULAR				
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY							
X		3232 1000 1000		50 USC 403 J							
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION						
ODP/SPECIAL AFFAIRS STAFF FI/CI BRANCH					WASH., D.C.						
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION					
OPS OFFICER				0583		D					
14. CLASSIFICATION SCHEDULE (GS, LB, etc)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE				
GS			0136.01		08 2		5295				
18. REMARKS											
INTELLIGENCE ANALYST OCCUPYING OPERATIONS OFFICER POSITION.											
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. REGIONS CODE	25. DATE OF BIRTH		26. DATE OF GRADE	27. DATE OF LEI	
22	10	61300 SAS		75013		1	12 09 35		04 29 63	04 23 63	
28. NTE EXPIRES		29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA			33. SECURITY REQ NO		
						EOD DATA					
35. VET PREFERENCE	36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. PERSL / HEALTH INSURANCE		40. SOCIAL SECURITY NO		
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT		43. FEDERAL TAX DATA		44. STATE TAX DATA			
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 2px solid black; padding: 5px; display: inline-block;"> <p>POSTED</p> <p>05/01/63 WK</p> </div>											

FORM 1150 11 62

Use Previous Edition

29 APR 63

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA. 87 - 793 AND
 DCI MEMORANDUM DATED 1 AUGUST 1962, SALARY IS ADJUSTED AS FOLLOWS,
 EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GR-ST	OLD SALARY	NEW GR-ST	NEW SALARY
PICCOLO JOSEPH S	028688	41300	V	07 3	\$ 5685	07 3	\$ 5910

SECRET
(When Filled In)

PLC : 5 SEPT 52

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
025058		PICCOLO JOSEPH S							
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT		
REEMPLOYMENT (MILITARY) (CAREER)					08 25 52		REGULAR		
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. (CHARGEABLE)		8. ESC OR OTHER LEGAL AUTHORITY	
X						3232 1000 1000		C.S. REG. 35.204	
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION				
DDP TASK FORCE W FI - CI BRANCH					WASH., D.C.				
11. POSITION TITLE					12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION		
INTELLIGENCE ASST					0685		D		
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE		
GS			0301.23		07 3		5685		
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	31. OFFICE CODING		22. STATION CODE	23. INTEGRAL CODE	24. MONTH CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
12	10	F1300 TFW		75013			12 08 35	07 24 00	07 22 52
28. DED EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION (CANCELLATION) DATA			33. SECURITY REG NO	34. SER
					EOD DATA			10776	M1
35. NET PREFERENCE	36. SERV COMP DATE	37. LONG COMP DATE	38. MIL SERV CODE/CLASS	39. REG. HEALTH INSURANCE	40. SOCIAL SECURITY NO				
0	12 27 54	12 24 57			2-44111314				
41. PREVIOUS GOVERNMENT SERVICE DATA			42. LEAVE CAT	43. FEDERAL TAX DATA		44. STATE TAX DATA			
0									
SIGNATURE OF OFFICIAL AUTHORIZED TO SIGN									

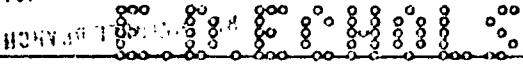
POSTED
[Signature]

PSC: 6 OCT 1961

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION										
OEF										
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)								
025658		PICCOLO JOSEPH S								
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
SEPARATION (MILITARY)					10 04 61		REGULAR			
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY		
X						2635 5000 8021		C.S. REG. 35.2		
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION					
DDP WH BRANCH 4					WASH., D.C.					
11. POSITION TITLE					12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
INTELLIGENCE ASST -					0629		D			
14. CLASSIFICATION SCHEDULE (GS, WB, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS			0301.28		07 2		5520			
18. REMARKS										
ANNUAL LEAVE AND RETIREMENT TO BE HELD IN ESCROW.										
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL										
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRATED CODE	24. REGIONS CODE	25. DATE OF BIRTH		26. DATE OF GRADE	27. DATE OF LEE
48	10						12 09 35			
28. DIB EXPIRES		29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA		33. SECURITY REG NO	34. LEE
					BCC0051				EOD DATA	
35. VET PREFERENCE		36. LEAVY COMP DATE		37. LONG COMP DATE		38. MIL SER (CREDIT) LEO		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO
41. PREVIOUS GOVERNMENT SERVICE DATA			42. LEAVE CAT		43. FEDERAL TAX DATA		44. STATE TAX DATA			
SIGNATURE OR OTHER AUTHENTICATION										
10/21/61 ZJK										

SECRET
(When Filled In)

1. Rerral No.		2. Name			3. Cost Center Number			4. LWOP Hou.e		
125658		PICCOLO JOSEPH S			DDP/wit 3A V-20					
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	FSI	LSI	ADJ.
GS	07	1 \$ 5,355	07/24/60	07	2	\$ 5,520	07/23/61			
8. Remarks and Authentication										
<p align="center"> <i>+</i> NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / IN LWOP STATUS AT END OF WAITING PERIOD </p> <p align="right"> <i>JK</i> <i>Jan</i> </p>										
 PAY CHANGE NOTIFICATION										

Form 560
7-60

Obsolete Previous Edition

SECRET

(4-51)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

PAS: 22 JULY 1960

1. Serial No. 125658			2. Name (Last-First-Middle) PICCOLO JOSEPH S			3. Date Of Birth Mo. Da. Yr. 12 08 35			4. Ven. Pref. Non-0 5 Pt-1 10 Pt-2 0		5. Sex M 1		6. CS-EOD Mo. Da. Yr. 02 04 57				
7. SCB			8. CSC Point. Yes-1 No-2 1			9. CSC Or Other Legal Authority 50 USCA 403 J			10. Apmt Affidav. Mo. Da. Yr.			11. FEGLI Yes-1 No-2		12. LCD Mo. Da. Yr. 02 04 57		13. Special Pay Yes-1 No-2 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP WH BRANCH 4				Code 4617		15. Location Of Official Station WASH., D.C.				Station Code 75013	
16. Dept. - Field Dept - 2 USfld - 4 Frqn - 6 Code 2		17. Position Title INTELL ASST				18. Position No. 0629		19. Serv. GS		20. Occup. Series 0301.28	
21. Grade & Step 06 2		22. Salary Or Rate \$ 4995		23. SD D		24. Date Of Grade Mo. Da. Yr. 06 28 59		25. PSI Due Mo. Da. Yr. 06 26 60		26. Appropriation Number 0235 1000 1000	

ACTION

27. Nature Of Action PROMOTION			Code 30		28. Eff. Date Mo. Da. Yr. 07 24 60		29. Type Of Employee REGULAR		Code 01		30. Separation Data
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PRESENT ASSIGNMENT

31. Organizational Designations DDP WH BRANCH 4				Code 4617		32. Location Of Official Station WASH., D.C.				Station Code 75013	
33. Dept. - Field Dept - 2 USfld - 4 Frqn - 6 Code 2		34. Position Title INTEL ASST				35. Position No. 0629		36. Serv. GS		37. Occup. Series 0301.28	
38. Grade & Step 07 1		39. Salary Or Rate \$ 5355		40. SD D		41. Date Of Grade Mo. Da. Yr. 07 24 60		42. PSI Due Mo. Da. Yr. 07 23 61		43. Appropriation Number 1235 1000 1000	

44. Remarks

POSTED
28-08-60 WK

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	PICCOLO JOSEPH S	125658	46 17	GS-06 2	\$ 4,640	\$ 4,995

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 525638		2. NAME PICCOLO JOSEPH S			3. ASSIGNED ORGAN. DDP/WH 1		4. FUNDR UV	5. ALLOTMENT			
6. OLD SALARY RATE					7. NEW SALARY RATE						
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA	YR				MO	DA	YR
GS 06	1	\$ 4,490	06	28	59	GS 06	2	\$ 4,640	06	26	60
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LWOP, CHECK FOLLOWING: <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD						10. INITIALS OF CLERK			11. AUDITED BY		
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. TYPE OF ACTION <input type="checkbox"/> P.S.I. <input type="checkbox"/> L.S.I. <input type="checkbox"/> PAY ADJUSTMENT						13. REMARKS					
14. AUTHENTICATION											
<p>OS. 11/17/59</p> <p>ENTHUS</p> <p style="text-align: right;">WK</p>											
PAY CHANGE NOTIFICATION											

FORM 5-59

560 OBSOLETE PREVIOUS EDITION REPLACES FORM 560a AND 560b.

SECRET

OFFICIAL PERSONNEL FOLDER

(4)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION												
BES: 15 APRIL 1960												
1. Serial No.		5. Name (Last-First-Middle)				3. Date Of Birth			4. Vacancies			
125658		PICCOLO JOSEPH S				12 08 35			5 Pt-1 10 Pt-2 0 M 1			
7. ZCD		8. CSC Point		9. CSC Or Other Legal Authority		10. Agmt. Attach			11. ECCL		12. LCD	
12 27 54		Yes-1 No-2 1		50 USCA 403 J		Mo. Da. Yr. 1 1 1			Mo. Da. Yr. 02 04 57		Yes-1 No-2 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP WH DIVISION CS/CS DEV COMP				4688		WASH., D.C.				75013	
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept - 2 Field - 4 Frgn - 6		MAIL AND FILE SUP				011060		GS		0305.05	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. P/I Due		26. Appropriation Number	
06 1		\$ 4490		DS		Mo. Da. Yr. 06 28 59		Mo. Da. Yr. 06 26 60		0320 1998.	

ACTION

27. Nature Of Action			Code		28. Eff. Date			29. Type Of Employee			Code		30. Separation Data	
REASSIGNMENT & TRANSFER TO VOUCHERED FUNDS			01		Mo. Da. Yr. 04 17 60			REGULAR			01			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP WH BRANCH 4				4617		WASH., D.C.				75013	
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept - 2 Field - 4 Frgn - 6		INTELL ASST				0629		GS		0301.28	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. P/I Due		43. Appropriation Number	
06 1		\$ 4490		D		Mo. Da. Yr. 06 28 59		Mo. Da. Yr. 06 26 60		0235 1000 1000	

44. Remarks

04-19-60 WK

SECRET

NOTIFICATION OF PERSONNEL ACTION

AES: 8 JAN 60

1. Serial No. 525658		2. Name (Last-First-Middle) PICCOLO JOSEPH S			3. Date Of Birth 12 09 35			4. Vet Prof. None-0 5. Pr-1 10 Pr-9 0		5. Sex M		6. CS-FOB 02 04 57		
7. SCB 12 27 54		8. CSC Point Yes-1 No-2 1		9. CSC Or Other Legal Authority 50 USCA 403		10. Appt. Affidav. Mo. Da. Yr.		11. FECA Yes-1 No-2 02 04 57		12. LCO Yr. 57		13. Code Yes-1 No-2 2		

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP WH BRANCH III MEXICO CITY, MEXICO STATION			Code 4652		15. Location Of Official Station MEXICO CITY, MEXICO			Station Code 35075	
16. Dept. Field Dept - 1 USStd - 3 Fign - 5 Code 5		17. Position Title MAIL AND FILE SUP			18. Position No. 0510		19. Serv. GS	20. Occup Series 0305.05	
21. Grade & Step 06 1		22. Salary Or Rate \$ 4490	23. SD DS	24. Date Of Grade Mo Da Yr 06 28 59		25. PSI Due Mo Da Yr 06 26 60		26. Appropriation Number 9 3570 55 060	

ACTION

27. Nature Of Action REASSIGNMENT		Code 67	28. Eff. Date Mo Da Yr 01 10 60		29. Type Of Employee REGULAR		Code 29 09	30. Separation Data	
--------------------------------------	--	------------	---------------------------------------	--	---------------------------------	--	------------------	---------------------	--

PRESENT ASSIGNMENT

31. Organizational Designations CS/CS DEV COMP DDP WH DIVISION			Code 4688		32. Location Of Official Station WASH., D.C.			Station Code 75013	
33. Dept. Field Dept - 1 USStd - 3 Fign - 5 Code 1		34. Position Title MAIL AND FILE SUP			35. Position No. 011060		36. Serv. GS	37. Occup Series 0305.05	
38. Grade & Step 06 1		39. Salary Or Rate \$ 4490	40. SD DS	41. Date Of Grade Mo Da Yr 06 28 59		42. PSI Due Mo Da Yr 06 26 60		43. Appropriation Number 0320 1998	

44. Remarks
OTHER

10170
1-28-60
AMH

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 525659		2. NAME PICCOLO JOSEPH S			3. ASSIGNED GRADE DDP/WH		4. FUNDS UV	5. ALLOTMENT			
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
GS	5	\$ 4,040	06	29	58	GS	5	4 170	06	28	58
TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER											
8. CHECK ONE <input type="checkbox"/> NO RECORD <input checked="" type="checkbox"/> EXCESS LEAVE						9. NUMBER OF HOURS LWO					
IF EXCESS LEAVE, CHECK FOLLOWING: <input type="checkbox"/> TO PAY AT END OF WAITING PERIOD						10. INITIALS OF CLERK			11. AUDITED BY		
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS					
GRADE	STEP	SALARY	MO	DA	YR.	4 655340 559					
						JH. OK AK					
14. AUTHENTICATION											
PERIODIC STEP INCREASE - AUTHENTICATION											

FORM NO. 5600
1 MAR. 58

SECRET

PERSONNEL FOLDER (4)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 525658		2. NAME PICCOLO JOSEPH S			3. ASSIGNED GRADE DDP/WH ?		4. FUNDS UV	5. ALLOTMENT			
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
4	1	\$ 3,415	02	04	57	4	2	\$ 3,500	02	09	58
REMARKS P.S.D. effected 2/7/58 to GS-4-2 \$3,500 per advise from UV Payroll (Addendum) R 2/8/58											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED OR PRINTED, NAME OF SUPERVISOR ROBERT N. DAHLGREN				DATE 21 Jan 58	SIGNATURE OF SUPERVISOR <i>Robert N. Dahlgren</i>						
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO. 5600
1 MAR. 58

SECRET

PERSONNEL FOLDER (4)

SECRET

NOTIFICATION OF PERSONNEL ACTION

AES: 25 JUNE 1959

1. Serial No		2. Name (Last-First-Middle)			3. Date Of Birth			4. Vet. Pref		5. Serv		6. CS-FOB					
525658		PICCOLO JOSEPH S			Mo.	Da.	Yr.	Nono-0	Code	M	I	Mo.	Da.	Yr.			
12		08		35		3 Pt-1 10 Pt-2		0				02		04		57	
7. SCD		8. CSC Rmt.		9. CSC Or Other Legal Authority			10. Appt. Allidiv.			11. FLG 112. LCD			13. Min. Serv. 120				
Mo.	Da.	Yr.	Yes-1	Code				Mo.	Da.	Yr.	Yes-1	Code					
12	27	54	No-2	1	50 USCA 403 J						02	04	57	No-2	2		

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code	15. Location Of Official Station				Station Code		
DDP WH BRANCH 111 MEXICO CITY, MEXICO STATION				4652	MEXICO CITY, MEXICO				45075		
16. Dept. - Field		17. Position Title			18. Position No.		19. Serv.		20. Occup. Series		
Code				0510		GS		0305.05			
Doct - 1 USM - 3 Frgn - 5	5			MAIL AND FILE CLK							
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSL Due		26. Appropriation Number	
05 2		\$ 4100		DS		Mo. Da. Yr. 06 29 58		Mo. Da. Yr. 06 28 59		8 3570 55 060	

ACTION

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee		Code	30. Separation Data	
PROMOTION		30	Mo. Da. Yr. 06 28 59		REGULAR		01		

PRESENT ASSIGNMENT

31. Organizational Designations				Code	32. Location Of Official Station				Station Code		
DDP WH BRANCH 111 MEXICO CITY, MEXICO STATION				4652	MEXICO CITY, MEXICO				35075		
33. Dept. - Field		34. Position Title			35. Position No.		36. Serv.		37. Occup. Series		
Code		5			0510		GS		0305.05		
Doct - 1 USM - 3 Frgn - 5	MAIL AND FILE SUP										
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSL Due		43. Appropriation Number	
06 1		\$ 4400		DS		Mo. Da. Yr. 06 28 59		Mo. Da. Yr. 06 27 60		3 3570 55 060	

44. Remarks

POSTED
20 JUN 1959
W.P.

SECRET

(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

LLC 27 JUNE 58

1. Serial No. 525658		2. Name (Last-First-Middle) PICCOLO JOSEPH S			3. Date Of Birth Mo. Da. Yr. 12 08 35			4. Vot. Pref None-0 5 Pt-1 10 Pt-2 Code 0		5. Sex M 1		6. CS-EOD Mo. Da. Yr. 02 04 57			
7. SCD Mo. Da. Yr. 12 27 54		8. CSC Point. Yes-1 No-2 Code 1		9. CSC Or Other Legal Authority 50 USCA 403 J			10. Appt. Affidav Mo. Da. Yr.			11. FEGLI Yes-1 No-2 Code 02		12. LCD Mo. Da. Yr. 04 57		13. Mil. Serv. Crdt. Lto Yes-1 No-2 Code 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP WH BRANCH III MEXICO CITY, MEXICO STATION				Code 4651		15. Location Of Official Station MEXICO CITY, MEXICO				Station Code 45075		
16. Dept. - Field Dept - 1 USfld - 3 Frgn - 5 Code 5		17. Position Title MAIL AND FILE CLERK				18. Position No. 510		19. Serv. GS		20. Occup. Series 0305.05		
21. Grade & Step 04 2		22. Salary Or Rate \$ 3850		23. SD OS		24. Date Of Grade Mo. Da. Yr. 02 04 57		25. PSI Due Mo. Da. Yr. 02 09 58		26. Appropriation Number 8 3570 55 060		

ACTION

27. Nature Of Action PROMOTION		Code 30		28. Eff. Date Mo. Da. Yr. 06 29 58		29. Type Of Employee REGULAR		Code 01		30. Separation Data	
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PRESENT ASSIGNMENT

31. Organizational Designations DDP WH BRANCH III MEXICO CITY, MEXICO STATION				Code 4652		32. Location Of Official Station MEXICO CITY, MEXICO				Station Code 45075		
33. Dept. - Field Dept - 1 USfld - 3 Frgn - 5 Code 5		34. Position Title MAIL AND FILE CLK				35. Position No. 0510		36. Serv. GS		37. Occup. Series 0305.05		
38. Grade & Step 05 1		39. Salary Or Rate \$ 4040		40. SD OS		41. Date Of Grade Mo. Da. Yr. 06 12 58		42. PSI Due Mo. Da. Yr. 06 12 59		43. Appropriation Number 8 3570 55 060		

44. Remarks

POSTED

Cp 8 16 58

S E C R E T

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

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	525658	GS-04-2	\$ 3,500	\$ 3,850

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

S E C R E T

SECRET
(When Filled)

NOTIFICATION OF PERSONNEL ACTION														
MCC														
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Prof.		5. Sex		6. CS. EOD	
52535		PICCOLO JOSEPH S				10 07 25			None-0 5 Pt-1 10 Pt-2		M 1		02 04 57	
7. SCD		8. CSC Retmt.		9. CSC Or Other Legal Authority		10. Apmt. Affidav			11. FEGLI		12. LCD		13. Present Acc.	
12 27 04		Yes-1 No-2		1 50 USCA 102 J		Mo. Da. Yr.			Yes-1 No-2		Mo. Da. Yr.		Yes-1 No-2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP FI RECORDS INTEGRATION DIVISION ANALYSIS AND OPERATIONS BRANCH INDEX SECT.OM						WASH. D. C.					
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept - 1 USfld - 3 Frqn - 5		2 FILE CLERK				424 00		GS		0305.01	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
04 1		\$ 3415		DS		Mo. Da. Yr.		Mo. Da. Yr.		8 2309 23	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT (TRANSFER TO UNVOUCHERED FUNDS)		01		11 03 57		REGULAR		01			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP WH BRANCH III MEXICO CITY, MEXICO STATION				451		MEXICO CITY, MEXICO				45075	
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept - 1 USfld - 3 Frqn - 5		5 MAIL AND FILE CLERK				516		GS		0205.05	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
04 1		\$ 3415		DS		02 04 15		02 16 15		8 3570 45 0 0	

44. Remarks
SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.

FORWARDED

8/15/57

M

CENTRAL INTELLIGENCE AGENCY

F. O. 20 Dec 1957

NOTIFICATION OF PERSONNEL ACTION 6351

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIALS, AND SURNAME) MR. JOSEPH S. PIGNOLO	2. DATE OF BIRTH 125658 9 Dec 1935	3. JOURNAL OR ACTION NO.	4. DATE 4 February 1957
---	---	--------------------------	-----------------------------------

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) RECEIVED ASSIGNMENT	6. EFFECTIVE DATE 4 Feb 1957	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY SO CE A 603 J
--	--	---

8. POSITION TITLE File Clerk	HW-126-09
9. SERVICE, SERIES, GRADE, SALARY GS-0305-01-4	\$345.00 per annum
10. ORGANIZATIONAL DESIGNATIONS Records Integration Division Analysis & Operations Branch Index Section	
11. HEADQUARTERS Washington, D. C.	
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	

13. VETERAN'S PREFERENCE NONE <input checked="" type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> 5 PT. <input type="checkbox"/> 10 POINT <input type="checkbox"/>	14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/>
---	---

15. SEX M	16. APPROPRIATION FROM: TO: 7-239-23	17. SUBJECT TO C.S. RETIREMENT ACT (YES-NO) Yes	18. DATE OF APPOINTMENT AFFIDAVIT (ACCESSION ONLY) 4 Feb 1957	19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input checked="" type="checkbox"/> PROVED STATE: Florida
---------------------	---	---	---	---

20. REMARKS:

RC-101

Subject to the satisfactory completion of a trial period of one year.
 Subject to the satisfactory completion of a medical examination.

Pay rate shown is subject to adjustment upon verification of prior service.

DOG: 2/4/57
 GSHOD: 2/4/57
 LCD: 2/4/57
 SCD: 12/27/56

PSI DUE 2/9/58

Personnel Folder Requested 2-1-57
 from 161
 Initials 161

ENTRANCE PERFORMANCE RATING: 00 01 02 03 04 05 06 07 08 09 10

Director of Personnel

4. PERSONNEL FOLDER COPY

SECRET
CLASSIFICATION

FITNESS REPORT

SECTION A 265 441914 GENERAL INFORMATION

1. EMPLOYEE NUMBER: 025658
 2. NAME (Last, First, Middle): Piccolo, Joseph S.
 3. DATE OF BIRTH: 8 Dec 35
 4. GRADE: GS-13
 5. DUTY STATION: DAG
 6. OFFICIAL POSITION: Ops Officer
 7. TYPE OF APPOINTMENT: DDO/CI/O/C/LA
 8. TYPE OF REPORT: Hqs
 9. REPORTING PERIOD: 1 Oct 78 - 30 Sept 79

SECTION B QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT

SECTION C PERFORMANCE EVALUATION

U--Unsatisfactory
 M--Marginal
 P--Proficient
 S--Strong
 O--Outstanding

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 & proposed in Section D.

Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

Performance is satisfactory. Desired results are being produced in the manner expected.

Performance is characterized by exceptional proficiency.

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.

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 Serve as senior CI coordinator for LA Division; to monitor the Division's CI activities; to provide guidance and support for its CI problems and operations.	RATING LETTER S
SPECIFIC DUTY NO. 2 Participate in Counterintelligence and Operational Security Surveys.	RATING LETTER S
SPECIFIC DUTY NO. 3 Screen LA Division traffic containing items of CI significance; maintain liaison with other CI components of the USG; perform special CI case assignments.	RATING LETTER S
SPECIFIC DUTY NO. 4 Maintain CI working files including basic information on the CI objectives of LA Division.	RATING LETTER 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 this rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

DERIVATIVE CI BY 052260

SECRET
CLASSIFICATION

SECTION D	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 C 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 D, attach a separate sheet of paper.	
<p>Mr. Piccolo's work experience in LA Division and Cuban operations, his inquisitive instincts, his activist style, and his keen analytical skills, superbly qualify him to serve as the senior CI Staff coordinator for LA Division. One obvious measure of his strong, continued effectiveness, is that in any given week he receives more requests for guidance, CI file reviews, and other forms of CI support, than any of our other area division coordinators. On the other hand, because of his in-depth, across the board knowledge of LA's operational activities, he represents a unique resource to C/CI when the latter has to respond knowledgeably and rapidly to inquiries from the DDO level on LA related matters. On that score alone, C/CI has commented on his deep satisfaction with Mr. Piccolo's impressive performance.</p> <p>During the year, Mr. Piccolo led the team which conducted an in-depth CI and Operational Security Survey of Brasilia Station and its two Bases. The final report was well received by the Division and the Station, which began implementing certain of the team's suggested recommendations before its return to Headquarters. As with other CI survey reports, the Brasilia study was forwarded to the DDO and the DCI for their information. Mr. Piccolo is one of the more experienced survey officers, having participated in or led five station survey exercises in AF and LA Divisions.</p> <p align="right">//continued//</p>	

SECTION E CERTIFICATION AND COMMENTS		
1. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION <p align="center">14</p>	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION Filled in report meeting Profile O 2 S 13 P M U	
DATE <p align="center">10 Dec 1979</p>	OFFICIAL TITLE OF SUPERVISOR <p align="center">Chief, CI/OG/OC</p>	TYPED OR PRINTED NAME AND SIGNATURE <p align="center"><i>Stephen F. Creane</i> Stephen F. Creane</p>
2. BY EMPLOYEE		
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE <p align="center">10 Dec 79</p>	SIGNATURE OF EMPLOYEE <p align="center"><i>Joseph J. Piccolo</i></p>
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL <p>Mr. Piccolo is a very competent, serious and ambitious officer. As the senior CI coordinator for LA Division, he has represented the Staff extremely well and, more importantly, has ensured rapid, professional and informed follow-up on counter-intelligence problems and leads in that active area. He knows his client division well, his advice and support are regularly sought, and he has an unusual ability to penetrate to the essentials of a given operational matter. All with whom he deals in LA Division hold him in high esteem.</p> <p align="right">(continued)</p>		
DATE 	OFFICIAL TITLE OF REVIEWING OFFICIAL <p align="center">C/CI/OG</p>	TYPED OR PRINTED NAME AND SIGNATURE <p align="center"><i>Jack Friedlander</i> Jack Friedlander</p>
4. BY EMPLOYEE		
I CERTIFY I HAVE READ THE ENTIRE CONTENTS OF THIS REPORT AND HAVE SIGNATURED IT AS TRULY AND FAITHFULLY REPRESENTING THE REPORTING OFFICER'S EVALUATION OF MY PERFORMANCE.		SIGNATURE OF EMPLOYEE <p align="center"><i>Joseph J. Piccolo</i></p>

SECRET

SECRET

The operational traffic Mr. Piccolo screens for the "front office" is usually accompanied by pertinent insights on the significance of the development or event reported. He has been praised more frequently for his commentaries than any of our other coordinators, which is another reflection on his intimate familiarity with the LA operational scene. Numerous examples of his productive and versatile service to the Division and Staff can be cited but we will note for the sake of brevity only three to underscore our point. (1) For the past two years he has been the guiding and principal referent on a joint Agency/FBI proposal which would enable the FBI to

[redacted] His perseverance in shepherding the instrument through its various approval stages in the Agency and the Department of Justice, is finally paying off with the recent notification that the SCC/CI had informally approved the agreement. (2) This past summer Mr. Piccolo was temporarily assigned to assist NE Division as a consultant, because of his Brazilian expertise, in a case involving a [redacted]. Ultimately Mr. Piccolo participated directly in the [redacted] assessment process, and was a key factor in finally persuading the [redacted]. Finally (3), he has quite justifiably earned the reputation (per student critiques and faculty commentary) as one of the most effective instructors on the CI Staff. He lectures regularly in the CI and BOC courses, and participates in the [redacted] and [redacted] seminars for our military and FBI colleagues.

Again, Mr. Piccolo's performance during this past year, as in previous years, reflected a sustained superior effort, which, I am convinced, will continue to be the pattern in the future.

SECTION E. REVIEWING COMMENTS (continued)

Rating officer properly highlights Mr. Piccolo's determination and perseverance in pushing a major joint CIA-FBI program through Washington's often unbelievable bureaucracy. A lesser man would have thrown in the towel long ago. Mr. Piccolo, understanding the importance of this proposal, was determined to "hang in there;" success resulted.

A veteran CI survey officer, Mr. Piccolo headed a team inspecting Brasilia Station during this year. Perceptive identification of a number of potential counterintelligence and operational security problems, have induced this Station to take certain corrective action and its future operational programs will surely benefit from these.

Major contamination via Philip Agee has severely limited this officer's ability to serve in his area of specialty, Latin America. Nonetheless, we need to identify in the not too distant future a challenging overseas assignment that will take advantage of his impressive operational skills and experience. He is patently an officer with highly developed on-the-street instincts and, if he is to achieve his considerable potential, needs additional overseas postings.

In the meantime we are fortunate indeed to have him on our Staff; he is one of our best. I unhesitatingly concur in the Rating Officer's letter grades and narrative comments.

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SECRET

14 March 1979

MEMORANDUM FOR: Mr. Joseph S. Piccolo, Jr.
CI Staff/Operations Group
Operations Coordination Branch/LA

SUBJECT : Letter of Instruction

General:

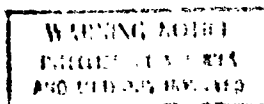
1. As the Latin America Division Coordinator for the Operations Coordination Branch, CI/OG, your basic duty is to serve as the initial and principal point of contact between the CI Staff and LA Division with respect to counterintelligence activities involving the Division and its respective Stations. While the position of Coordinator has certain liaison aspects it also requires that the incumbent, in support of the DDO's objective to reintegrate CI disciplines within the Operations Directorate, take an active role in stimulating CI practices and operations in LA Division. Accordingly, you are expected to be fully knowledgeable of the missions and responsibilities of the CI Staff (See DDO Notice No. 1-1339, dated 16 July 1975; DDO Notice No. 51-54, Coordination on Counterintelligence Matters, dated 4 May 1976); and in general the interests and activities of the other functional branches of the Operations Group as they relate to LA Division. To enable you to accomplish your specific duties you will be supported by an Assistant LA Coordinator.

Specific Duties:

2. As the LA Coordinator, your major continuing duties will be:

a. To develop close and effective working relationships with LA Division to ensure you are currently and fully aware of CI problems and activities in that Division; to provide LA Division with guidance and support for its counterintelligence operations.

b. To participate when requested in the planning and conduct of Field Counterintelligence and Operational Security Surveys designated by the C/CI Staff.



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SECRET

SECRET

c. To monitor and screen LA cable traffic and select items of CI significance for routing to appropriate CI Staff components, together with supplemental information as needed; to maintain liaison with other USG components as appropriate; to perform special assignments on CI cases as may be required by CI Staff.

d. To maintain CI working files, including basic information with respect to the CI Objectives of each LA Division Station.

e. To serve as back-up Coordinator for other divisions as may be required, and as your work schedule permits.

3. During your assignment to CI/OG/OCB Fitness Reports on your performance will be based on the provisions of this LOI. Any major changes in this LOI will be made in writing and will require your signature to be effective.

Stephen F. Creane
Stephen F. Creane
Chief, CI/OG/OC

I have read and understood the above.

Joseph S. Piccolo, Jr.
Joseph S. Piccolo, Jr.
LA Division CI Coordinator

14 Mar 79
Date

SECRET

SECRET
CLASSIFICATION

0265-44-1714

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 025658	2. NAME (Last, First, Middle) PICCOLO, Joseph S.	3. DATE OF BIRTH 8 Dec. 35	4. GRADE M	5. SECURITY CS-13	6. SSN DAG
7. CURRENT POSITION/TITLE Operations Officer		8. OFFICE SYMBOL/ASSIGNMENT DIO/CIOC/LANE	9. IDENTIFICATION Hqs.	10. CODE (See 1-1)	
11. TYPE OF APPOINTMENT			12. 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"/> REASSIGNMENT
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (From-To) 1 Oct. 77 - 30 Sept. 78		14. DATE REPORT DUE IN O.P. October 78

SECTION B

QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C

PERFORMANCE EVALUATION

U - Unsatisfactory Performance is unsatisfactory. 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 D.

D - Deficient Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

S - Satisfactory Performance is satisfactory. Desired results are being produced in the manner expected.

EX - Exceptional Performance is characterized by exceptional proficiency.

O - Outstanding 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.

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 Maintain close working relationships with IA Division personnel in support of DIO counterintelligence operations and activities; and provide guidance and support in the furtherance of those activities.	RATING LETTER S
SPECIFIC DUTY NO. 2 Assist in the review and coordination of [redacted] cases in your geographic area which are [redacted] and other U.S. agencies; and help manage certain select foreign CI cases.	RATING LETTER S
SPECIFIC DUTY NO. 3 Monitor hostile intelligence approaches to U.S. persons in your geographic area.	RATING LETTER S
SPECIFIC DUTY NO. 4 Participate in the LAST Section contribution to an overall CI Staff annual evaluation of counterintelligence programs in IA Division field STATIONS.	RATING LETTER S
SPECIFIC DUTY NO. 5 Screen non-restricted DIO operational telecommunications for items of CI significance.	RATING LETTER S
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Rate the overall performance of the employee which includes his effectiveness in his current position and in performance of specific duties. Performance should be judged on the basis of his overall performance during the rating period. Place the letter in the rating box corresponding to the statement which most closely reflects the level of performance.

RATING LETTER

S

[Handwritten signature]

SECRET
CLASSIFICATION

SECTION D

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 C 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 D, attach a separate sheet of paper.

During the period under review Mr. Piccolo was the senior referent in the Branch for LA Division affairs. In this capacity he functioned most effectively and efficiently, and fully exploited his more than 17 year's association with LA Division.

With respect to Specific Duties, No's 3 and 5 are pretty much self explanatory and are the bread-and-butter type activities that provide you a data base for approaching other responsibilities and keep you au courant of operational conditions. There is no rating for No. 4 as this activity this year was handled by O/C/CI.

In terms of Specific Duty No. 1., Mr. Piccolo has had several field station assignments in LA Division plus several at Headquarters. He maintains close and continuing contact with country desks and staff officers and when appropriate has initiated operational comments and suggestions. For example, when reviewing the traffic from an [redacted] reporting source [redacted]

and sent forward a memorandum outlining these indications to COG while deferring to them for further action. On another occasion when a [redacted] he again approached COG

-Continued -

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

12

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

5

DATE

1 Dec 78

OFFICIAL TITLE OF SUPERVISOR

DC/OG/OCR

TYPED OR PRINTED NAME AND SIGNATURE

John F. Markham

2. BY EMPLOYEE

I HAVE OR HAVE NOT ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.

DATE

1 Dec 78

SIGNATURE OF EMPLOYEE

Joseph S. Piccolo

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This Fitness Report is one of the most thorough and balanced from a substantive view which I have reviewed in some time. I find it to be accurate from my perspective and reflects my own contention that Mr. Piccolo is for his grade one of the most productive, aggressive and versatile officers we have in the DO.

Earlier this year Mr. Piccolo received a QSI in recognition of his fine performance on the CI Staff during the previous year. There is no question that a sustained superior effort on Mr. Piccolo's part will continue to be the pattern in the future. He has a prosperous career ahead of him.

DATE

1 December 1978

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, CI/O/C

TYPED OR PRINTED NAME AND SIGNATURE

Stephen J. Creano

4. BY EMPLOYEE

SIGNATURE OF EMPLOYEE

CLASSIFICATION

SECRET

Continuation of Fitness

Joseph S. Piccolo

and outlined to them the reasons he believed the [redacted] [redacted] COG agreed to withhold any attempts at operational exploitation [redacted]

With respect to Duty No. 2, usually focused on the activities of [redacted] while his colleague focused on those of [redacted]. In any event, each could readily fill in as substitute if the other were absent. The range of operational initiatives available to us in these cases is, for the most part, limited and our main in-put is in terms of area knowledge and operational experience. Nevertheless, Mr. Piccolo did address himself to the problem of coverage of [redacted] when travelling overseas and drafted a general consent agreement for [redacted].

The suggestion is in the hands of the military services the FBI and Agency legal authorities and its ultimate fate is not known.

In terms of ad hoc assignments Mr. Piccolo has participated in two CI Operational Surveys, n [redacted]. In both instances he was the team leader. A [redacted] by and

determine the capabilities [redacted] and to [redacted]. The [redacted] are time

consuming and taxing, requiring a review of all pertinent Headquarters files, [redacted] all operational personnel, and then return to Hqs. to compile a report that may run as few as fifty pages or more than one hundred. The reports are addressed [redacted] the DDO, although the DCI has instructed that he be routinely included on the distribution of each report. Mr. Piccolo's level of performance is reflected in the fact that [redacted] was his fourth survey.

In another ad hoc activity Mr. Piccolo was responsible for retrieving a proposal regarding joint activities with the FBI in a very sensitive area from the Bench Mark paper being submitted to the National Security Council/Special Coordination Committee NSC/SCC) on counterintelligence programs, and suggesting that it be submitted jointly with the FBI to appropriate USC authorities. This suggestion is currently being implemented and in so doing has required consultation and meetings with the FBI from the working level to very senior officers.

Mr. Piccolo is an experienced and professional officer requiring a minimum of supervision. He is aggressive, imaginative and has demonstrated his initiative. He writes well and is even stronger in his verbal skills. He can defend his position vigorously and skillfully but is disciplined and will accept the final decision if contrary to his own view without growling. He has an engaging personality. I would be happy to serve with him again either at Hqs or overseas.

SECRET

SECRET

1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo
CI/LANE Section

SUBJECT : Letter of Instruction

I. Introduction

This LOI is intended to provide you with the general missions and goals of the Operations Coordination Branch (CI/OC) and the specific duties which you, as an officer in the LANE Section, have been assigned.

II. Operations Coordination Branch - General Missions and Goals

CI/OC is responsible for monitoring and coordinating the foreign CI activities of CIA and other U.S. agencies, and providing appropriate support and guidance to such activities. It conducts CI and Operational Security Surveys of Directorate field stations, and manages certain select, sensitive foreign CI operations. It investigates and issues the necessary approvals for the operational use of all prospective DDO agents and assists in the monitoring of agent performance for CI purposes. It contributes critiques annually to EPDS on the progress of field stations toward their CI objectives, and in general monitors the counterintelligence performance of CIA elements in accordance with the pertinent provisions of Executive Order 12036.

III. The Operations Group was reorganized in December 1977 and its functions and responsibilities were restructured along geographic lines. The effect was an amalgamation of the former Area Operations Branch and the functional branches into three geographic components consisting of an EAAF Section, a EURFR Section, and a LANE Section. Also at that time, the Clearance Section, formerly the Ops Clearance Branch, R&A Group, was transferred to CI/OC.

IV. Specific Duties

As an officer in the LANE Section, CI/OC, your duties are as follows.

F2 IMPDET
CL BY 057250

SECRET

1. Develop and maintain close and effective working relationships with LA Division personnel in support of DDO counterintelligence operations and activities; and to provide guidance and support in the furtherance of those operations and activities.

2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routing of items of CI significance to appropriate Branch and Staff officers.

3. To assist in the review and coordination, in conjunction with the central referent, of [redacted] cases in your geographic area which are [redacted] and other U.S. agencies; and to help manage certain select, foreign CI cases.

4. To monitor hostile intelligence approaches to U.S. persons in your geographic area, including U.S. Government military and civilian employees, tourists and U.S. resident aliens.

5. To participate in the LANE Section contribution to an overall CI Staff annual evaluation of the counterintelligence program conducted under the Operating Directive of the respective stations in the LA area.

During your tour with CI/OC fitness reports on your performance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above:

Joseph S. Piccolo
Joseph S. Piccolo

John F. Markham
John F. Markham

1 Sept 78
Date

SECRET

1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo
CI/LANE Section

SUBJECT : Letter of Instruction

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F2 IMPDET
CL BY 057250

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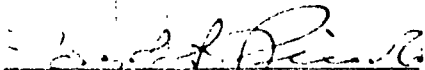
3. To assist in the review and coordination, in conjunction with the central referent, of [redacted] cases in your geographic area which are [redacted] by [redacted] and other U.S. agencies; and to help manage certain select, foreign CI cases.

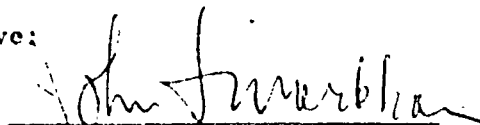
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During your tour with CI/OC fitness reports on your performance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above:


Joseph S. Piccolo


John F. Markham

1 Sept 78
Date

SECRET
CLASSIFICATION

FITNESS REPORT										
SECTION A GENERAL INFORMATION										
1. EMPLOYEE NUMBER 025658		2. NAME (Last, First, Middle) Piccolo, Joseph			3. DATE OF BIRTH 8 Dec 35		4. SEX M	5. GRADE GS-13	6. SO DAG	
7. OFFICIAL POSITION TITLE Operations Officer				8. OFF/DIV/BR OF ASSIGNMENT DDO/CI/OG/SO		9. CURRENT STATION HQ		10. POST (PER ID) XX HQS. OF		
11. TYPE OF APPOINTMENT					12. 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"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL				
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (FROM-TO) 1 Oct 76-30 Sep 77			14. DATE REPORT DUE IN O.P. 31 Oct 77				
SECTION B QUALIFICATIONS UPDATE										
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.										
SECTION C PERFORMANCE EVALUATION										
<p>U—Unsatisfactory 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 D.</p> <p>M—Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p>P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S—Strong Performance is characterized by exceptional proficiency.</p> <p>O—Outstanding 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 Operations officer for CI project.								RATING LETTER S		
SPECIFIC DUTY NO. 2 Case officer for CI/FBI project involving extensive international and domestic travel.								RATING LETTER O		
SPECIFIC DUTY NO. 3 Investigation and exploitation of CI leads derived from Agency and/or FBI operations.								RATING LETTER S		
SPECIFIC DUTY NO. 4 Ad hoc assignments; i.e. CI Operational Surveys, CI training of foreign liaison, etc.								RATING LETTER O		
SPECIFIC DUTY NO. 5 To serve as Acting Branch Chief.								RATING LETTER S		
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.								RATING LETTER S		

[Handwritten initials]

SECRET

SECTION D 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 C 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 D, attach a separate sheet of paper.

Mr. Piccolo is an integral part of the Special Operations Branch which, in way of explanation, is charged with undertaking certain sensitive operations assigned by Chief, CI; it is also responsible for a variety of ad hoc requirements not normally found elsewhere in the DDO which require the handling of off beat but CI related investigations; and in rendering support to the FBI in its cases abroad. Mr. Piccolo in the fulfillment of these assorted tasks of the Branch has demonstrated discretion, tact, flexibility, open mindedness, operational knowhow and good common sense. He is viewed as a highly experienced, completely dependable officer, requiring a minimum of supervision. He does, however, know when to seek guidance and accepts it with good cheer. His approach to operational problems is based on a solid appreciation of what is required and is not afraid to express his views on a problem when necessary, but he will implement a decision once made. These attributes coupled with his fairness, single minded approach to his work and dedication, mark him as a professional in the true sense of the word.

/Continued/

SECTION E CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 15	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 25 October 1977	OFFICIAL TITLE OF SUPERVISOR AC/CI/OG/SO	TYPED OR PRINTED NAME AND SIGNATURE Daniel R. Niesciur

2. BY EMPLOYEE

I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE 25 OCT 77	SIGNATURE OF EMPLOYEE Joseph S. Piccolo
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3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I have known Mr. Piccolo since early this year and have been much impressed by his professionalism, conscientiousness and capacity for just plain hard work. He has done everything that we have asked him to do quickly and well. His work both on the sensitive and productive CI project mentioned by the rating officer and on several counterintelligence surveys has been consistently first-rate. He thinks well and he writes well. Based on his broad field experience, his language skill and his deep dedication to the Agency, he would appear to have considerable growth potential. He is one of our very best officers. I unhesitatingly concur in the rating officer's letter grades and narrative comments.

DATE 26 OCT 1977	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, CI Ops Group	TYPED OR PRINTED NAME AND SIGNATURE Jack Friedlander
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4. BY EMPLOYEE

I CERTAINLY HAVE BEEN IMPRESSED BY THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE. I HAVE NOT ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	SIGNATURE OF EMPLOYEE Joseph S. Piccolo
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SECRET

SECRET

FITNESS REPORT
October 1977

Joseph S. Piccolo

SECTION D NARRATIVE COMMENTS - /Continued/

In addressing the specific duties, Mr. Piccolo has been engaged during the past year in the exploitation of a [redacted] which has resulted in a [redacted] of some [redacted]. In the furtherance of this project he supervised, with an even hand, one intelligence assistant. Mr. Piccolo has been called upon to support CI activities requiring extensive travel abroad in support of joint Agency and [redacted] objectives. He executed these assignments with a singular degree of professionalism. Recently he organized and ran a CI training course [redacted]. This required the preparation of course material in [redacted] and personally delivering lectures in the [redacted] language. The Station described this effort as an outstanding contribution to the current task of [redacted] into an efficient and effective counterintelligence organization. More recently, based on previous experience and participation in CI Operational Surveys, he has been designated to head a CI Survey team going to Latin America. Finally, during the period of this report, due to the absence of the Branch Chief, Mr. Piccolo has served well as the Acting Branch Chief and during his tenure kept work flowing smoothly, efficiently and without change of pace. To sum up, Mr. Piccolo is in the opinion of this rater a solid first class officer whose judgment is totally dependable and whose accomplishments have been significant. We would commend Mr. Piccolo for any assignment in field operations above any of his peers.

SECRET

25 October 1977

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT : Letter of Instruction

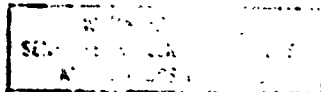
Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counter-intelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

General

1. Working under the supervision of the Chief, CI/OG/SO, you are responsible for the initiation, coordination and support of certain counterintelligence operations designed to detect and neutralize efforts by adversary foreign intelligence services which seek to penetrate U.S. Government agencies (especially CIA) as well as any [redacted] with which CIA [redacted]. To do this effectively you will be expected to develop and maintain close working contact with other components of this Agency as well as officers of other U.S. agencies involved in counterintelligence.

2. Through perusal of pertinent cable traffic and other available data you should keep abreast on a continuing basis of the activities, personnel and political factors affecting the [redacted] as well as problems which confront [redacted] and Agency installations overseas. It is further expected that you will contribute sound operational planning and participate actively in decisions reached concerning those counterintelligence operations assigned to you. You will also be expected to keep your immediate supervisor fully informed of all major developments and problems of an operational or administrative nature.



E2 IMPDET
CL BY 061197

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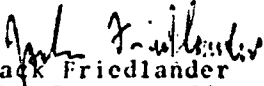
SECRET

3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

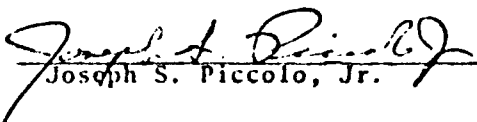
Duties

4. In fulfilling your responsibilities you will be expected to perform the following duties:

- a. Operations officer for multiple lead highly sensitive CI project.
- b. Case officer for CI/FBI project involving extensive international and domestic travel.
- c. Investigation and exploitation of CI leads derived from Agency and/or FBI operations.
- d. Ad hoc assignments; i.e. CI Operational Surveys, CI training of foreign liaison, etc.
- e. To serve as Acting Branch Chief.


Jack Friedlander
Chief, CI Staff
Operations Group

I have read and understood the above.


Joseph S. Piccolo, Jr.

2
SECRET

SECRET
CLASSIFICATION

FITNESS REPORT							
SECTION A				GENERAL INFORMATION			
1. EMPLOYEE NUMBER 025658	2. NAME (Last, first, middle) Piccolo, Joseph S.			3. DATE OF BIRTH 12/08/35	4. SEX M	5. GRADE GS-15	6. SO DQG
7. OFFICIAL POSITION TITLE Operations Officer		8. OFF/DIV/BR OF ASSIGNMENT DDO/CI/OG/AO & SO		9. CURRENT STATION HQS		10. CODE (CA, F) X HQS	
11. TYPE OF APPOINTMENT				12. 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"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL	
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (FROM-TO) 01/12/76 - 09/30/76		14. DATE REPORT DUE IN O.P. October 1976		
SECTION B QUALIFICATIONS UPDATE							
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.							
SECTION C PERFORMANCE EVALUATION							
<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 D.					
<u>M—Marginal</u>		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D 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.					
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 Conduct CI operational surveys						RATING LETTER S	
SPECIFIC DUTY NO. 2 To serve as acting branch chief						RATING LETTER S	
SPECIFIC DUTY NO. 3 To serve as operations officer for a multiple lead CI project.						RATING LETTER S	
SPECIFIC DUTY NO. 4 To case officer a CI project involving inter-division travel abroad.						RATING LETTER S	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION							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, cooperation, 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
CLASSIFICATION

SECTION D 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 C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

Mr. Piccolo joined the CI Staff at his initiative and has served in several different roles in the period of this report. These included positions as survey officer in the Area Operations Branch for six months, operations officer in the Special Operations Branch for three months and then acting chief of that branch for two months. Overall he has performed his duties in these positions with efficiency and thoroughness.

During the six month period Mr. Piccolo was assigned to the Area Operations Branch, his duties consisted of participation in CI operational surveys of two countries, e.g., [redacted] By way of explanation, a CI operational survey is defined as an [redacted]

[redacted] The surveys are conducted by a team of two or more operations officers and their final report may be 100 or more pages in length. The report is addressed to the DDO and the Area Division Chief and gives them a detailed CI profile of the Station.

(CONTINUED)

SECTION E CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 14 DEC 1976	OFFICIAL TITLE OF SUPERVISOR DC/CI Staff Ops Group	TYPED OR PRINTED NAME AND SIGNATURE Robert G. L. Wall

2. BY EMPLOYEE

I HAVE <input type="checkbox"/> OR HAVE NOT <input type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE 14 DEC 1976	SIGNATURE OF EMPLOYEE Joseph S. Piccolo
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3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I fully concur with the comments of the supervisor. I have been most pleased with the manner in which Mr. Piccolo has moved in and taken over the management of his branch in the absence of the branch chief who departed with little warning. Mr. Piccolo is a hard-nosed, honest evaluator of CI problems. He has, however, the ability to manage problems and people with tact and professionalism.

DATE 14 DEC 1976	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, CI Staff Ops Group	TYPED OR PRINTED NAME AND SIGNATURE Lawrence M. Sternfield
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4. BY EMPLOYEE

I HAVE <input type="checkbox"/> OR HAVE NOT <input type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	DATE 14 DEC 1976	SIGNATURE OF EMPLOYEE Joseph S. Piccolo
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CLASSIFICATION

S E C R E T

FITNESS REPORT

Joseph S. Piccolo, Employee #025658

SECTION D - NARRATIVE COMMENTS (Continued)

The two countries which Mr. Piccolo helped survey represent widely varying operational and social environments. In both instances, however, the Station Chiefs cabled Headquarters at the end of the field aspect of the survey complimenting the team on the thoroughness and understanding with which they conducted the survey, and commented on the usefulness and practicality of the team's recommendations. It should be noted that these cables had considerable impact on DDO management and were used widely in the extension of the survey program into other areas.

Although Mr. Piccolo's field exposure has been exclusively in the Latin American area, he has a widely varied operational background, having served in varying operational capacities in several stations, and he is perceptive in his understanding of operational realities. His personality is positive and outgoing, and in most instances he is able to initiate very quickly a responsive dialogue with fellow officers. He is adaptable in outlook and reads quickly and with understanding; qualities almost indispensable in an activity of this kind. In sum, Mr. Piccolo approached both Surveys with enthusiasm and a sense of responsibility, completed his written report (he had a different partner in each case) promptly and accurately. He undoubtedly would have been engaged in a third survey except his temporary tour ended and he was assigned permanently elsewhere in the Staff.

In his duties in the Special Operations Branch, Mr. Piccolo has excelled in his management responsibilities in the sense of both getting the work out of his people and in getting along with them. He is on good terms with all of them. He has shown good CI mentality and a thoroughness which is essential to good CI work. His dedication to his work is shown by his punctuality in the morning and his presence in his office well after five most evenings. His production as operations officer has been steady and thorough for both of the projects for which he has responsibility. Unfortunately, he experienced a period of ill health following a hectic TDY; however, he returned to duty at the first opportunity and resumed his duties with vigor. His versatility was recently demonstrated by his participation in a joint meeting with representatives of a foreign service over a period of several days and evenings during which he proved fully effective in achieving Agency objectives in a liaison and social environment.

The most impressive aspect of Mr. Piccolo's performance and one deserving special mention in this fitness report is his ability with the written word. It is fully accurate to say that the survey reports to which he contributed were much better written than were those of his peers. He has the ability to describe an operational situation in terms which are at the same time meaningful, concise and easy to read. It is a pleasure to read his material and to compliment him on this ability in this report.

S E C R E T

SECRET

15 December 1976

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT: Letter of Instruction

Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counterintelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

General

1. Working under the supervision of the Chief, CI/OG/SO, you are responsible for the initiation, coordination and support of certain counterintelligence operations designed to detect and neutralize efforts by adversary foreign intelligence services which seek to penetrate U.S. Government agencies (especially CIA) as well as any [redacted] with which CIA

[redacted] To do this effectively you will be expected to develop and maintain close working contact with other components of this Agency as well as officers of other U.S. agencies involved in counterintelligence.

2. Through perusal of pertinent cable traffic and other available data you should keep abreast on a continuing basis of the activities, personnel and political factors affecting the [redacted] as well as problems which confront [redacted] and Agency installations overseas. It is further expected that you will contribute sound operational planning and participate actively in decisions reached concerning those counterintelligence operations assigned to you. You will also be expected to keep your immediate supervisor fully informed of all major developments and problems of an operational or administrative nature.

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3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

Duties


4. In fulfilling your responsibilities you will be expected to perform the following duties:

a. To carry out ad hoc operational requirements as may be assigned such as the conduct of CI Surveys at overseas stations.

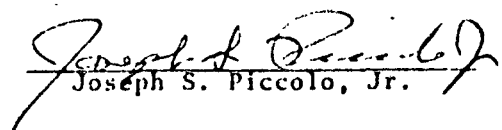
b. To serve as Branch Chief or Deputy Branch Chief as required in the absence of the incumbent.

c. To serve as the Headquarters case officer for certain highly sensitive CI operations.

d.


Lawrence M. Sternfield
Chief, CI Staff
Operations Group

I have read and understood the above.


Joseph S. Piccolo, Jr.

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CONFIDENTIAL

FITNESS REPORT		NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.					
SECTION A. GENERAL INFORMATION							
1. EMPLOYEE NUMBER		2. NAME (last, first, middle)		3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
		Joseph S. Piccolo		8 Dec 1935	M	GS-13	D
7. OFFICIAL POSITION TITLE				8. OFF. DIV/BR OF ASSIGNMENT		9. CURRENT STATION	
Operations Officer						Managua	
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> CAREER PROVISIONAL	<input type="checkbox"/> RESERVE	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> 21-MONTH	<input type="checkbox"/> 30-MONTH	<input checked="" type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> TEMPORARY	12. REPORTING PERIOD (From-to)		13. DATE REPORT DUE IN O.P.		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	21 Jan - 7 Aug 1975				
SECTION B PERFORMANCE EVALUATION							
<p>U—Unsatisfactory 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>M—Marginal 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>P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S—Strong Performance is characterized by exceptional proficiency.</p> <p>O—Outstanding 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	
Responsible for the Station's Operational Program targetted against Communist, Terrorist and political Left target						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Conducts daily [] and operational support for Station [] efforts and to assess and cultivate [] or other []						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Cultivates a [] target for eventual []						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Acts as DCOS and, in the absence of the COS, as ACOS						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
Develops [] in the MIABYSS []						(*)	
SPECIFIC DUTY NO. 6						RATING LETTER	
Serves as Station Technical Referent						(*)	
OVERALL PERFORMANCE IN CURRENT POSITION						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, political personal habits or habits and particular weaknesses 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 about what your rating reflects his level of performance.						S	

30 DEC 1975

CONFIDENTIAL

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.		
<p>This is an end of tour report covering the fourteen months in which this Officer has been under my supervision. Managua Station has just submitted its first Statement of Accomplishment Goals under the newly-established MBO reporting system and schedule. Consequently, this report combines Subject's duties as specified in two previous LOI's which run from 1 June 1974 to 30 May 1975 and from 1 June 1975 through 31 July 1975. The duties listed are therefore broader than those to be reflected in the latest LOI now being formulated as a logical adjunct to the new MBO format and content.</p> <p>(*) (On specific duties No. 5 and 6, there is so little content or substance associated with these duties as to make a Letter Rating meaningless. The [] target in Nicaragua is practically non-existent and there is no current need for technical operations to support approved operational activities. The duties are listed only because they were included in the LOI.)</p> <p><u>DUTY NO. 1</u></p> <p>Responsible for the operational program against the [] target, this officer handles [] agents and a contract agent in a highly proficient manner. (See Attached Sheet)</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	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
14		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
7 August 1975	Chief of Station	
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
The assessment given above of Mr. Piccolo's performance seems to be well-balanced and generally fair. His performance as described fits with my knowledge of it. It should be noted that it is very difficult to establish much of an operational record in Managua because of [] the low level of community interest in developments in Nicaragua. It is to his credit that Mr. Piccolo was able to recruit in the only [] available--the [].		
Mr. Piccolo is poised and quiet in demeanor. He is a reliable, dependable officer of good judgment.		
I agree with the rater that Mr. Piccolo should be given the opportunity to do something different. A rotational tour to another DDO component would probably be very helpful to his overall development and motivation at this time. I concur in the overall assessment of his performance as "Strong."		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
2 December 1975	Deputy Chief, IA Division	Raymond A. []

I certify that I have seen [] entries in this report.

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SECTION C NARRATIVE COMMENTS

He handles a contract agent who, in turn, handles a low level penetration of the [redacted]. This marginal asset is kept on the payroll at a modicum cost for the purpose of filling gaps, and for spotting, until better coverage can be developed. The contract agent, whose administration is almost identical to that required for a [redacted] also produces information on the extremist target through his marital connections.

Also handled under Duty No. 1 is a [redacted] of a legal political party of socialist persuasion, which has traditionally demonstrated a propensity for cooperation with the communists and/or extremists in Nicaragua. This paid agent produced twenty eight intelligence reports with a Value Quotient (VQ) average of 4.07 over this period. This agent, handled directly, requires and receives close and alert guidance. He has provided valuable spotting information, which the Case Officer has followed up, accomplishing the full cycle of assessment, development and successful recruitment of a member of the [redacted] who will be targetted against both [redacted] and hopefully, into the [redacted].

Acting upon a lead from ERHATCHET-2, a [redacted] this Officer also contacted, assessed, developed and recruited a [redacted].

Considering the paucity of leads available on the elusive but important [redacted] (a Priority 1 Objective of the Station), these two recent recruitments are judged to be very significant achievements, attributable to this Officer's language fluency, sincerity, experience and style, which makes it all look easier than it really is.

Subject has been criticized in his last two Fitness Reports for not developing new assets into the key target area (terrorists). It is important, therefore, to recognize his efforts and achievements now, as detailed above. He had never been a strong recruiter, but had always been an above-average agent handler who could extract more information and services

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- 3 -

NARRATIVE COMMENTS (Continued)

from agents than most Case Officers. His two new recruitments represent the Station's most promising prospects against the [] in the long history of [] in Nicaragua. It is suggested that this Officer's contribution of only two recruitments (at the very end of his tour of duty) could well be more meaningful and productive than the efforts of a super-salesman whose acquisitions later prove to be marginal or useless.

DUTY NO. 2

Subject conducts Station liaison at the working level with two contacts. His main job is the maintenance of the relationship, an effort handicapped by political considerations which oblige him to take but never give, to cancel scheduled training, and to maintain a low profile. Nevertheless, he does manage to [] of interest on the terrorist and political targets, and the relationship does provide him with [] certain []. Additionally, this Officer shares the task with the COS of conducting liaison at the policy level, an even more difficult, and less productive effort. Subject's warm and winning personality and extensive experience are key factors in his ability to maintain the relationship at all, which results in clear net gain to the Organization.

DUTY NO. 3

Subject has done exceedingly well in the development and cultivation of ERLANK-1 for gradual recruitment as an agent of influence. [] and [] have been submitted, and ERLANK-1 is responding to Subject's []. ERLANK-1 has agreed to a [] and this was accomplished very recently.

DUTY NO. 4

In this very small Station, the DCOS function is not a critical one, but when obliged to exercise his authority in this

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- 4 -

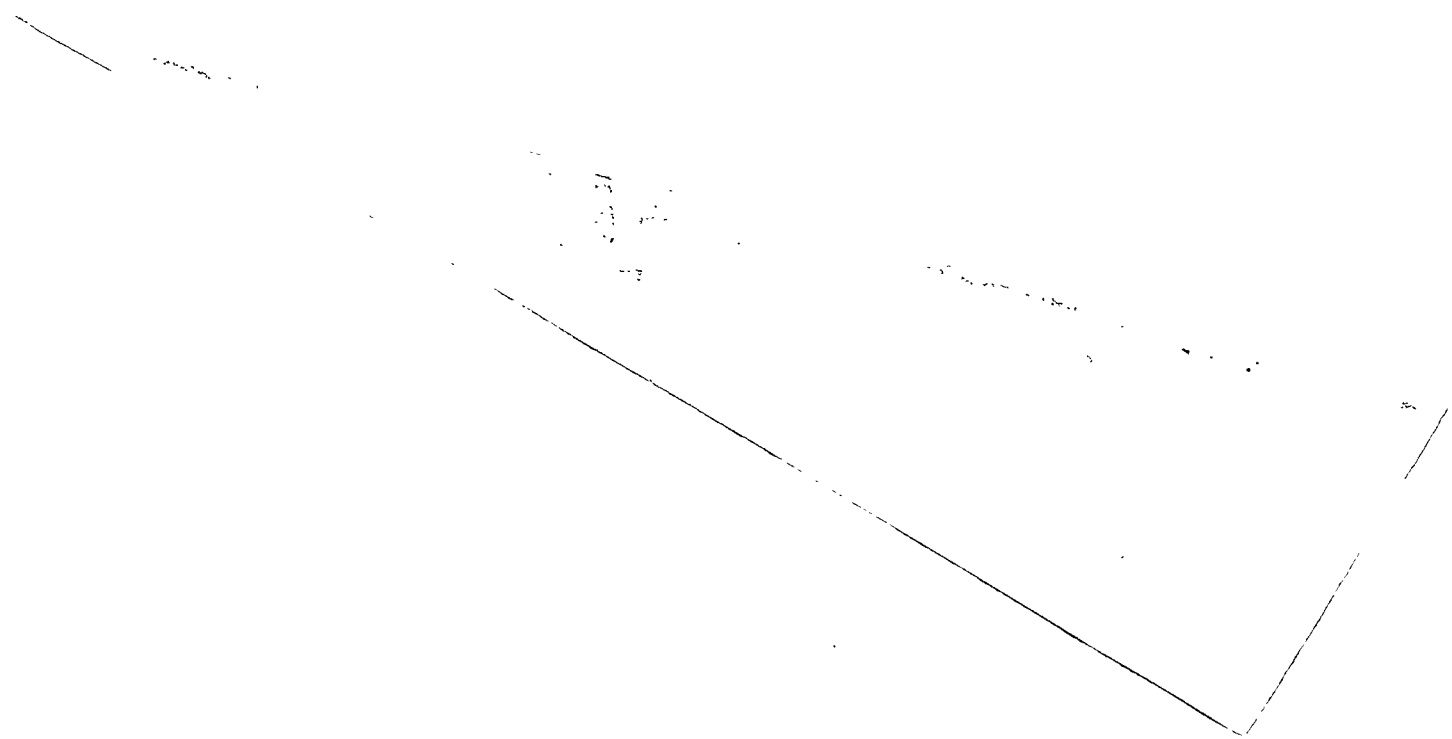
NARRATIVE COMMENTS (Continued)

function, Subject has done very well. More importantly, in his several stints as ACOS (during COS illness which required hospitalization and medical consultations out of country), Subject really shone in his performance. He was obliged to deal with the most difficult Ambassador ever encountered by this rater, and represented and protected Station interests with skill and dignity.

Subject requires little supervision, by virtue of his thorough knowledge and extensive experience in practically every aspect of the mechanics of clandestine operations in Latin America. His avocation is "Administration", in the full sense of the word, and he administers his work load impeccably. The assignment just completed was his first command job, and he has acquired the additional managerial skills necessary for him to progress in his career. There is no question of his additional potential, and it is natural to envision him as a Deputy Chief of Station at a larger Latin American Station, or, better, as a Chief of Base in his next field assignment. He is above average in security and cost-consciousness. He is fluent not only in Spanish, but also in Portuguese, and more importantly, in human relations. He can establish rapport with people at all levels of society.

His personality is a pleasant one. He is low-keyed, soft-spoken, sincere and methodical and establishes natural excellent rapport with his co-workers, both subordinate and superior. While easy to get along with, he still knows how to effectively administer training, guidance, advice and discipline to his subordinates without alienating them. This rater has gotten on well with Subject. His experience, self-confidence and directness are such, however, that he might well be difficult to supervise if there were any kind of personality clash involved. In sum he knows what he is doing, and would be inclined to resent and resist advice or guidance which he might judge as unwound. While some might consider the trait a shortcoming, this rater considers it a strength, overall.

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NARRATIVE COMMENTS (Continued)

If forced to search for a deficiency in his performance over the past fourteen months under my supervision, it would be necessary to point to a weak showing in operational and representational entertaining. In the former category, particularly, he could have spent more of his weekend and night hours with [redacted] and other [redacted] purposes. In his regular work hours, however, which included some nights and weekends, he was more than gainfully employed in the accomplishment of his assigned duties. He is not a clock-watcher, but stays with the Liaison, and agent meetings, as well as with the paperwork until they are completed.

This Officer is the victim of personnel requirements, which has resulted in an Organizational failure to challenge his talents and ingenuity. His re-assignment to the Cuban Operations Section next, for example, will be his fifth assignment in that area in 15 years. It is recommended that he obtain rotational experience in another geographical or functional area, to broaden him.

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FITNESS REPORT

SECTION A GENERAL INFORMATION							
1. EMPLOYEE NUMBER 025658	2. NAME (Last, first, middle) Piccolo, Joseph S.	3. DATE OF BIRTH 1935	4. SEX M	5. GRADE 13	6. SD D		
7. OFFICIAL POSITION TITLE Ops Officer -- DCOS		8. OFF. DIV./BR OF ASSIGNMENT DDO/LA/CAN	9. CURRENT STATION Managua		10. CODE (if one) MGR. <input checked="" type="checkbox"/> OF		
11. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> CONTRACT <input type="checkbox"/> OTHER (Spk) <input type="checkbox"/> TEMPORARY				12. TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT <input type="checkbox"/> SPECIAL			
13. REPORTING PERIOD (from-to) 6 June 1974 - 30 September 1974				14. DATE REPORT DUE IN O.P. ASAP			

SECTION B QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C PERFORMANCE EVALUATION

U-Unsatisfactory 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 D.

M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.

S-Strong Performance is characterized by exceptional proficiency.

O-Outstanding 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.

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 See attached Cable in Lieu of Fitness Report.	RATING LETTER
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

List into general everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, responsibility, 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 nearly reflects his level of performance.

RATING LETTER: **S**

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CLASSIFICATION

SECTION D 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 C 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 D, attach a separate sheet of paper.

See attached Cable in Lieu of Fitness Report

SECTION E CERTIFICATION AND COMMENTS

1. 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
20 January 1975	Chief of Station	/s/ Raymond J. Swider

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED <input checked="" type="checkbox"/> HAVE NOT ATTACHED	20 January 1975	/s/ Joseph Piccolo

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

See Attached

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
05 February 75	DC/LA Division	/s/ Raymond A. Warren

4. BY EMPLOYEE

I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT	DATE	SIGNATURE OF EMPLOYEE
	20 February 1975	/s/ Joseph S. Piccolo

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CLASSIFICATION

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CITE MANAGUA 11575 SECTION 1 OF 2

TO: DIRECTOR,

ADMIN PERS

RYBAT

REF: DIRECTOR 644201.

*CABLE SEC SUGGESTS DISSEM TO: MCP
IF DESIRED, SEND FORM 1604 TO CABLE SEC.

1. FOLLOWING IS SUBMITTED PER REFERENCE. SECTION "B":

SPECIFIC DUTY NUMBER ONE: STATION OFFICER RESPONSIBLE

FOR OPERATIONAL PROGRAM DIRECTED AGAINST COMMUNIST,

TERRORISTS AND POLITICAL LEFT. RATING LETTER "S";

SPECIFIC DUTY NUMBER TWO: STATION LIAISON OFFICER.

RATING LETTER "S";

SPECIFIC DUTY NUMBER THREE: MANAGES []

[] RATING LETTER "S";

SPECIFIC DUTY NUMBER FOUR: SUPERVISES CONTRACT AGENT

WHO []

[]

ASSETS. RATING LETTER "B";

SPECIFIC DUTY NUMBER FIVE: DCOS, SUPERVISING []

CLERICAL, [] CONTRACT AND [] COMMUNICATORS AND ACTING OFFICER

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Piccolo
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PAGE 02

IN 471163

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IN CHARGE IN ABSENCE OF COS. RATING LETTER "S". OVERALL RATING LETTER "SM".

2. SECTION "C" NARRATIVE COMMENTS FOLLOW:

(1) IN HIS CAPACITY AS THE STATION OFFICER RESPONSIBLE FOR OPERATIONS AGAINST THE COMMUNIST AND POLITICAL LEFT AND [REDACTED] TERRORIST MOVEMENT, SUBJECT HAS PERFORMED VERY WELL ALTHOUGH NOT YET SUCCESSFUL IN EFFECTING ADDITIONAL PENETRATIONS. RECRUITMENT NOT HIS STRONGEST POINT. ADDITIONALLY, HE WAS BURDENED WITH TOO MUCH AND TOO DIVERSIFIED A WORKLOAD. THIS OFFICER WILL RECEIVE A NEW LETTER OF INSTRUCTION SHORTLY, REFLECTING THE SUDDEN AND URGENT NEED OF SUCCESSFUL EFFORTS AGAINST THE [REDACTED] WHICH HAS EMERGED AS REAL THREAT TO PHYSICAL SECURITY OF OFFICIAL PERSONNEL AND TO POLITICAL STABILITY OF NICARAGUA. HIS HANDLING OF ESTABLISHED ASSETS IN THIS FIELD HAS RESULTED, OVER THE PAST SIX MONTHS, TREBLING THE INTELLIGENCE REPORTING OVER THE PREVIOUS SIX MONTH PERIOD. AN ADJUNCT TO THESE DUTIES IS THE HANDLING OF [REDACTED] U.S. CONTRACT AGENT WHO [REDACTED] OF THE [REDACTED] THIS CONTRACT AGENT

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PAGE 03

IN 471163

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ABSORBS MORE OF THE CASE OFFICERS TIME THAN HE MERITS, AND THIS IS ATTRIBUTABLE TO UNFORTUNATE LACK OF NATURAL APTITUDE ON PART OF THIS PARTICULAR CONTRACT AGENT. ADJUSTMENTS WILL BE MADE TO MAKE BETTER USE OF CASE OFFICER TIME.

(2) AS STATION LIAISON OFFICER, HE PERFORMS IN AN EXTREMELY STRONG MANNER, USING HIS WINNING WAYS WITH THE NICARAGUAN INTELLIGENCE OFFICERS [REDACTED] ON CONTINUING BASIS, NET GAIN FOR OUR MISSION. THE CHIEF [REDACTED] OF THE OFFICER AND BECAUSE OF THE FRIENDSHIP OCCASIONALLY [REDACTED] [REDACTED] WHICH ARE TECHNICALLY STILL [REDACTED]. TRECKLER IS NOW IN THE PROCESS OF ATTEMPTING TO REDIRECT [REDACTED] EFFORTS TOWARDS BETTER AND INCREASED COVERAGE OF THE COMMUNIST AND TERRORIST TARGETS. WHILE WALKING THAT TIGHTROPE OF AVOIDING AGENCY COMMITMENT TO ANY NEW LARGE EXPENDITURES OF RESOURCES. WITHIN THE [REDACTED] CONTEXT, HE HANDLES THE [REDACTED] WHO COMPLEMENTS STATION COVERAGE OF THE LOCAL SUBVERSIVE

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TOR12114322 JAN 75

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SCENE WITH VITAL INFORMATION CURRENTLY NOT AVAILABRL
FROM ANY OTHER SOURCE, THIS ACTIVITY TAKES MUCH LATE
HOUR EFFORT TO ENSURE GOOD OPERATIONAL SECURITY, WHICH
SUBJECT PERFORMS FAITHFULLY TO HIGH STANDARDS AND WITH
GOOD CHEER.

(3) DCOS AND OCCASIONAL ACOS, SUPERVISING CLERICAL,
 CONTRACT AND COMMUNICATORS, SUBJECT SHOWS MUCH
STRENGTH AND POTENTIAL FOR INCREASED RESPONSIBILITY
IN THE FUTURE. HIS LOW KEY AND DELIBERATE SPEECH AND
BODY MOVEMENTS ARE MOST DECEPTIVE. HE IS, IN FACT,

0 PAGE 3 MANAGUA 11575 S E C R E T
SELF CONFIDENT, PLEASANT, AND FIRM BUT COMPASSIONATE
WITH SUBORDINATES. AS ACOS HE DOES AN EXCELLENT JOB
OF DEALING WITH THE MOST DIFFICULT AMBASSADOR EVER
ENCOUNTERED BY THE RATER.

(4) IN THE SEVEN AND A HALF MONTHS IN WHICH THE OFFICER
HAS BEEN UNDER MY SUPERVISION, HE HAS ALWAYS IMPRESSED
WITH THE DEPTH OF HIS KNOWLEDGE OF THE FUNCTION AND
MISSION OF A FIELD STATION. HE IS A "NATURAL" FIELD
INTELLIGENCE OFFICER, HIGHLY FLEXIBLE, HARD WORKING

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TOR:211432Z JAN 75

MANA 11575

AND WITH THE INVALUABLE ABILITY TO GET ALONG WITH A WIDE VARIETY OF PEOPLE AT ALL SOCIAL AND EDUCATIONAL LEVELS, FROM THE PRESIDENT OF THE COUNTRY TO THE MOST ILLITERATE OF NICARAGUANS, UPON ARRIVING AT THE STATION FIFTEEN MONTHS AGO, IN THE WAKE OF THE DISASTROUS EARTHQUAKE, HE SET ABOUT TO INSTITUTE SOME SEMBLANCE OF SECURITY OVER STATION DOCUMENTS, ESTABLISHED A SECURE PAPER FLOW ROUTINE, SET UP MISSING FILES AND SUGGESTED MANY NEW OFFICE PROCEDURES WHICH HAVE CONTINUED TO THE PRESENT, WHEN THE STATION WAS BURDENED WITH A PERSONNEL SITUATION IN WHICH THE STATION FINANCES, LOGISTICS AND SUPPORT WERE NOT BEING HANDLED COMPETENTLY, SUBJECT STEPPED IN QUIETLY AND ENSURED THAT THESE ESSENTIAL DUTIES WERE BEING PERFORMED TO ACCEPTABLE STANDARDS, THAT BURDEN LASTED FOR A YEAR BUT HE NEVER COMPLAINED OR RECEIVED RECOGNITION, HE IS REMARKABLE IN THAT HE KNOWS ALMOST EVERY ASPECT OF EACH FIELD STATION JOB, BY VIRTUE OF HAVING DONE THEM PROFESSIONALLY HIMSELF IN THE PAST, HE HAS SERVED AS A FILE CLERK, AN INTELLIGENCE ASSISTANT AND CASE OFFICER, NOW,

S E C R E T

CABLE SEC DISSEM BY _____ PER _____ TOTAL COPIES _____ RUN BY _____

PERSON UNIT NOTIFIED _____

S E C R E T 011 75

REPRODUCTION BY OTHER THAN ISSUING OFFICE IS PROHIBITED

ADVANCE COPY ISSUED, SLOTTED _____ BY _____ AT _____		STAFF	
ACTION UNIT	I	RF FILE VR	1
	N		2
	F		3
ACTION #	O		4
			5
			6

T 724290

EIA353

PAGE 06-06

IN 471163

TOR1211432E JAN 75

MANA 11575

AT THIRTY NINE YEARS OF AGE, HE STANDS IN MY OPINION, HEAD AND SHOULDERS ABOVE HIS GRADE PEERS IN EXPERIENCE, MATURITY, RELIABILITY, DEPENDABILITY AND UNFAILINGLY GOOD COMMON SENSE, HIS 17 YEARS OF SERVICE IN THE ORGANIZATION, 10 OF THEM ABROAD, HAVE RESULTED IN HIS FORMATION AS JA UNUSUALLY VERSATILE, HIGHLY KNOWLEDGEABLE AND COMPLETELY PROFESSIONAL OPERATIONS OFFICER. HIS OPERATIONAL EXPERIENCE OVER THE YEARS HAS RUN THE GAMUT FROM

[Redacted]

[Redacted]

CABLE SEC DISSEM BY _____ PER _____ TOTAL COPIES _____ RUN BY _____

PERSON/UNIT NOTIFIED _____

S E C R E T

REPRODUCTION BY OTHER THAN ISSUING OFFICE IS PROHIBITED

ADVANCE COPY ISSUED/SLOTTED _____ BY _____ AT _____ X _____

ACTION UNIT

I RF FILE VR

ACTION #

I
N
F
O

STAFF

1	4
2	5
3	6

T 724275

EIA340

PAGE 01

IN 471155 ⁶³

TOR:211427Z JAN 75

MANA 11575

S E C R E T 211330Z JAN 75 STAFF

CITE MANAGUA 11575 FINAL SECTION OF 2

TO: DIRECTOR,

ADMIN PERS

RYBAT

PROGRAMS TO HIS CURRENT DUTIES, AND INCLUDE EXTENSIVE SUCCESSFUL MANAGEMENT OF [] HE IS ABOVE AVERAGE IN HIS COST-AND SECURITY-CONSCIOUSNESS, KEEPS EXCELLENT RECORDS, SPEAKS FLUENT SPANISH AND IS A VALUABLE MEMBER OF THE EMBASSY TEAM.

(5) THE RATER APPRECIATES THE ROCK-SOLID RELIABILITY OF THIS OFFICER, CONSIDERS HIM TO BE AN IDEAL DEPUTY CHIEF OF STATION, AND WOULD GLADLY SERVE AGAIN WITH HIM IN ANY CAPACITY AT ANY TIME. IN VIEW OF HIS PERFORMANCE, ABILITY, PROFOUND CONCEPT OF STATION FUNCTION PLUS CONTINUED POTENTIAL FOR ADVANCEMENT, HE SHOULD BE GIVEN SERIOUS CONSIDERATION FOR ADVANCEMENT TO THE NEXT GRADE, AT THE NEXT APPROPRIATE OPPORTUNITY.

3, SUBJECT WAS SEEN AND SIGNED ABOVE ON 20 JANUARY 1975, E2, IMPDET.

..

S E C R E T

14-00000

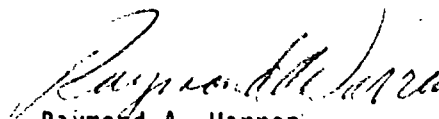
S E C R E T

5 February 1975

COMMENTS OF REVIEWING OFFICIAL:

Subject: Joseph S. Piccolo
6 June 1974 - 30 September 1974

I concur in the above assessment. As indicated above Mr. Piccolo is a quiet officer but at the same time solid and dependable.


Raymond A. Warren
Deputy Chief
Latin America Division

E2 IMPOET
CL BY 009560

S E C R E T

CONFIDENTIAL

FITNESS REPORT		NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
SECTION A. GENERAL INFORMATION					
1. EMPLOYEE NUMBER 025658	2. NAME (last, first, middle) Piccolo, Joseph S.		3. DATE OF BIRTH 1935	4. SEX M	5. GRADE GS-13
7. OFFICIAL POSITION TITLE Ops Officer-DCOS		8. OFF/DIV/BR OF ASSIGNMENT DDO/WH/2	9. CURRENT STATION Managua		
10. TYPE OF APPOINTMENT			11. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> CAREER PROVISIONAL	<input type="checkbox"/> RESERVE	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> 21-MONTH	<input type="checkbox"/> 30-MONTH
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> TEMPORARY	12. REPORTING PERIOD (From-to) 20 Sept 1973-5 June 1974		13. DATE REPORT DUE IN O.P. N/A
SECTION B. PERFORMANCE EVALUATION					
<p>U—Unsatisfactory 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>M—Marginal 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>P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S—Strong Performance is characterized by exceptional proficiency.</p> <p>O—Outstanding 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 Acting COS Duties. Supervises <input type="checkbox"/> clerical, <input type="checkbox"/> officer and <input type="checkbox"/> communicators					RATING LETTER S
SPECIFIC DUTY NO. 2 Station operations officer with direct agent handling responsibilities for Communist Party and related targets					RATING LETTER S
SPECIFIC DUTY NO. 3 Liaison Officer					RATING LETTER S
SPECIFIC DUTY NO. 4 Station operations officer for operations directed against the Narcotics target					RATING LETTER P
SPECIFIC DUTY NO. 5 Operations Officer handling a sensitive <input type="checkbox"/> operation					RATING LETTER P
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.					RATING LETTER S

MH

CONFIDENTIAL

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.

(The following is directly keyed to Subject's "Letter of Instructions")

As ACOS he has demonstrated a thorough understanding of Agency policies and regulations. He works well with those he supervises and has exhibited unusual patience while diligently instructing and correcting employees. During my absences, he has worked well with Senior members of the Embassy and has been accepted by Embassy and Station personnel alike as a mature, sensible and experienced officer.

As Liaison Officer for the Station, he has done an excellent job of improving the effectiveness of the "Special Unit" by offering his expertise, improving their physical working conditions and convincing them to expand their horizons. The unit appears to be responding well to his leadership and should prove more productive in the future.

His handling of a sensitive [redacted] has resulted in obtaining what information the [redacted]. Although categorized as a [redacted] the operation is more that of a [redacted] to clarify certain situations and events rather than an aggressive [redacted]. This is a [redacted] contact with whom a good working relationship must be maintained and such a relationship does exist.

He has made very little progress in operations against the Narcotics target. Subject inherited very little in sources and has not developed any new prospects. (Continued)

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE 4 June 1974	SIGNATURE OF EMPLOYEE /s/ Joseph Piccolo
---------------------	---

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 8	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
--	---

DATE 4 June 1974	OFFICIAL TITLE OF SUPERVISOR COS	TYPED OR PRINTED NAME AND SIGNATURE /s/ George Fill
---------------------	-------------------------------------	--

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This seems to be a fair report which rates Subject about the same way that I would, based on my understanding of his performance. Subject is a mature and competent officer who does a fine job of handling existing operations and administrative tasks but has not been very aggressive in developmental work. The sleepy tropical atmosphere of Managua may not be very inspiring operationally, but new business is needed and Subject is believed to be capable of turning in a stronger performance in that area. He has the potential for further career advancement.

DATE 3 July 1974	OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief, WH Division	TYPED OR PRINTED NAME AND SIGNATURE George A. Warren
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CONFIDENTIAL

EMPLOYEE NUMBER: 25658

Section C - Narrative Comments (Continued)

Subject's performance is strong in handling the present unilateral sources directed against the internal domestic target. Specifically, he has a thorough understanding and knowledge of the [redacted] and [redacted] Subject, however, has not made an effort to develop new potential sources.

In summation, it is clear that Subject has the background, experience and knowledge to perform the tasks in an outstanding manner. Some of these tasks, those that interest him most, he does very well now; Others, that he has determined are not of sufficient value or interest, he disregards. Where Subject must take steps to improve is in his overall attitude towards work to be accomplished. This being a very small station can be a handicap to an officer who must work harder to produce the little intelligence of interest that is available. Subject must spend more of his free time among the local community in an attempt to expand his contacts, contacts that could result in the development and recruitment of new sources.

Subject is well liked and accepted by the American Community. He and his wife entertain well and his good command of the local language makes him a strong member on this very small team.

Subject keeps excellent records and has done much to improve the records management of the Station. He is careful with organizational funds and his bookkeeping is consistently up to date.

CONFIDENTIAL

CONFIDENTIAL

FITNESS REPORT		NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
SECTION A. GENERAL INFORMATION					
1. EMPLOYEE NUMBER 025658		2. NAME (last, first, middle) Piccolo, Joseph S.		3. DATE OF BIRTH 8 Dec 35	4. SEX M
		5. GRADE GS-13	6. SD D		
7. OFFICIAL POSITION TITLE Ops Officer			8. OFF/DIV/BR OF ASSIGNMENT DDO/wh/5	9. CURRENT STATION Rio de Janeiro	
10. TYPE OF APPOINTMENT			11. TYPE OF REPORT		
<input type="checkbox"/> CAREER	<input type="checkbox"/> CAREER PROVISIONAL	<input type="checkbox"/> RESERVE	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> 91-MONTH	<input type="checkbox"/> 30 MONTH
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> REASSIGNMENT		<input checked="" type="checkbox"/> SPECIAL
			12. REPORTING PERIOD (From-to) 1 Aug 72 - 12 July 73		13. DATE REPORT DUE IN O.P.
SECTION B. PERFORMANCE EVALUATION					
U--Unsatisfactory		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.			
M--Marginal		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--Proficient		Performance is satisfactory. Desired results are being produced in the manner expected.			
S--Strong		Performance is characterized by exceptional proficiency.			
O--Outstanding		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.			
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 As Deputy Chief of Base, sharing in supervision of the whole Base (including direct supervision of [redacted]) and serving as acting Base Chief during the COB's absence.					RATING LETTER S
SPECIFIC DUTY NO. 2 Serving as senior FI/CI case officer for the Base and as consultant on ALSOBBER/ALPALOOKA matters for other Bases and Station.					RATING LETTER O
SPECIFIC DUTY NO. 3 Providing informal guidance to the case officers concerning operational and other related problems.					RATING LETTER O
SPECIFIC DUTY NO. 4 Development of new operations: spotting, selection, development and recruitment of new ANSOB.					RATING LETTER P
SPECIFIC DUTY NO. 5 Operational and intelligence reporting and correspondence.					RATING LETTER S
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, tempo, efficiency, pertinent personal traits or habits, and pertinent techniques 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 nearly reflects his level of performance.					RATING LETTER S

2100-03

CONFIDENTIAL

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 is an exceptionally responsible and mature officer who also combines with these virtues outstanding ability in the fine tuning, analysis and direction of highly complex human cases. During the period under review he handled a most complex and delicate exploitation and termination of a [redacted] ALSOBER [redacted] with CKPOLAR ramifications with a substantial degree of success. He has also served, in his capacity as deputy base chief, as counsellor and provider of guidance to case officers concerning virtually all of the Base's operations and particularly the more complex and difficult agent cases. His unusually keen intuition and perceptiveness have consistently helped the Base to avoid pitfalls and recognize important but obscure operational factors. His operational judgement is extremely sound.

During the period under review Subject has had an opportunity to demonstrate his ability as a supervisor and the results have been impressive. He is naturally careful and thoughtful as well as objective in his dealings with people and he adds elements of sensibility and sympathy as well which enable him to get good responses and inspire confidence. Case officers and other personnel tend to gravitate to him naturally seeking help and guidance and he gives of himself generously in these situations. He has shown excellent leadership potential also during the occasions on which he has taken over as acting base chief and has not been afraid to take

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 9 July 73	SIGNATURE OF EMPLOYEE /s/ Joseph Piccolo	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 9 July 73	OFFICIAL TITLE OF SUPERVISOR Chief of Base	TYPED OR PRINTED NAME AND SIGNATURE /s/ David B. McGrath
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL I concur in this excellent rating in all respects. The performance of this fine officer has been superior. He played a crucial role at the Base. He is a strong considerate supervisor with potential for growth. The failure to get out on the street and recruit during the past year (I am not familiar with previous experience) can be partly attributed to immersion in the complex, time consuming surfacing/disposal case, but must also be attributed partly to his personality (or at least his mood at that stage of his tour). Subject is perhaps more comfortable, or seemed to be during the rating period, handling going agents [redacted] which he does superbly, (continued)		
DATE 9 July 73	OFFICIAL TITLE OF REVIEWING OFFICIAL COS	TYPED OR PRINTED NAME AND SIGNATURE /s/ Wilfred Kopolowitz

C O N F I D E N T I A L

new initiatives during these occasions, after due thought and consultation, if he thought they were warranted. And he has been an excellent judge of men (and women) and their quality. In his dealings with LNFALL, its various LNBUZZ agencies and their directors he has held up the Base's interests and image well while seeking fair and practical answers and solutions. He has a good sense of economy in monetary as well as other affairs. As he becomes more senior and more exclusively a supervisor and executive he should become more and more effective.

Subject is an excellent operational manager and agent handler who gets the best out of his assets. He is probably not so strong as an operational starter and developer and this appears to be due in part to an instinct to avoid exposure and eschew the glad hand. On the other hand, he has undertaken two rather difficult developmental operations starting from scratch during the past six months and has at least proven that he can do this kind of work when it is necessary. In both these cases he may have tried to move too fast in order to reach recruitment point before his departure but this is understandable. His written work is well conceived and conscientious and perhaps even somewhat above average for case officers of his grade and experience. Like most BKHERALD officers, however, he does not take sufficient pains to achieve simple, clear, forceful expression with the result that, while his best efforts are effective his second best is apt to result in lack of organization and clarity. He should work on this - a suggestion might be that he practice avoiding metaphors and adopt a straight declarative sentence style.

In conclusion, Subject's performance has been first class in the most important respects and his relatively minor weaknesses are not incurable. He should have an excellent future as a senior case officer and supervisor, particularly if he attacks and cures these weaknesses. His overall performance in his present tour has been very strong indeed.

C O N F I D E N T I A L

C O N F I D E N T I A L

FITNESS REPORT CONTINUATION SHEET

Section D - 3

Comments by Reviewing Official

plotting operational strategy (another very strong point), advising less experienced officers (he demonstrated considerable talent here) than he is going after new assets. Subject clearly has the brains, the poise, the empathy and the all-around appeal to do so. There is no doubt about his being able to devise and execute sound recruitment scenarios and pitches. He did not, however, get to the "critical" point during this past year and he understood the priority which Division and Station management was attaching to new recruitments. Subject more than earned the promotion to GS-13 recently accorded. In my judgment he should be given the opportunity to move quickly to the next higher grade. In many aspects of the Base/Station mission he has already demonstrated to my satisfaction that he has the ability to become a valued senior officer of our organization. At an appropriate point he should be a candidate for senior school training.

C O N F I D E N T I A L

SECRET
(When Filled In)

FITNESS REPORT						EMPLOYEE SERIAL NUMBER	
						025658	
SECTION A GENERAL							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
Piccolo, Joseph S.			8 Dec 35	M	GS-12	D	
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION		
Operations Officer			DDP/WH/5		Rio de Janeiro		
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)			
				1 August 1971 - 31 July 1972			
SECTION B PERFORMANCE EVALUATION							
<p>U-Unsatisfactory 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>M-Marginal 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>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding 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	
Senior FI officer with supervisory responsibilities over <input type="checkbox"/> case officers.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Station CP officer with coordinating responsibilities over Station and Base activities and direct agent handling functions against CP and related targets.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Case officer for <input type="checkbox"/> sensitive, complex, <input type="checkbox"/> of various high priority targets.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
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.						RATING LETTER	
						S	

23 AUG 23 1972

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 the performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Analyze 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 reported if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Subject continues to be one of the strongest officers in the Base and will undoubtedly be a solid ~~left~~ ~~backlog~~ ~~number~~ ~~three~~ officer under the new staffing pattern. ~~His judgment~~ ~~is~~ ~~considered~~ ~~and~~ ~~sound~~, his operational savvy, experience and talent invaluable. His supervisory functions have changed somewhat since last evaluation, and he now handles [redacted] officers (rather than [redacted] and [redacted] case officer) who in turn handle a variety of operations including government as well as CP and terrorist penetration. As we have noted in past fitness reports, he is an intelligent supervisor with a capability for lighting fires under his charges when necessary. His thorough knowledge and understanding of the ALSOBER and ALPALOOKA fields has earned him the respect of all his colleagues.

Like the rest of us, he is not perfect, of course. His performance over the past year has been less strong on the operational development side and he should shift some of the emphasis of his efforts in this direction in order to achieve a better balanced performance. This will not be easy because at present he is unavoidably saddled with some serious and complex operational problems (not of his own making) and the demands of his [redacted] supervision are heavy. However, he is capable of adjusting his time and putting out the necessary effort and we have

(CONTINUED)

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

2 Aug 1972

SIGNATURE OF EMPLOYEE

/s/ Joseph S. Piccolo

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

13

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

DATE

2 Aug 1972

OFFICIAL TITLE OF SUPERVISOR

Chief of Base

TYPED OR PRINTED NAME AND SIGNATURE

/s/ David B. McGrath

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The rating of Strong is deserved. This is a really fine officer, very cerebral, experienced and skilled in the basic craft of our business, linguistically talented, toughminded and aggressive in agent handling and exploitation. His lack of development/recruitment activity during the reporting period reflects to some degree a deliberate decision to keep a low profile [redacted] and in the city due to the particularly sensitive nature of ongoing projects handled. This still applies to some degree but we all now agree that during the remaining months of his tour an effort can be made to exploit this officer's considerable talents in the crucial area of creating new assets. I strongly endorse the recommendation for promotion.

DATE

2 Aug 1972

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

/s/ W. D. Koplowitz

SECRET

SECRET

SECTION C - NARRATIVE COMMENTS CONTINUED

no serious doubts that he will do this.

Subject was denied a promotion on the previous round, which represents, in our opinion a lack of recognition of his fine performance and potential. He deserves a promotion and his proper career development demands one.

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. SU
Piccolo, Joseph S.			8 Dec 35	M	GS-12 D
9. OFFICIAL POSITION TITLE			7. OFF. DIV./BR OF ASSIGNMENT 8. CURRENT STATION		
Operations Officer			DDP/WH/5 Rio de Janeiro		
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"/> RE ASSIGNMENT EMPLOYER
SPECIAL (Specify):			SPECIAL (Specify): Promotion		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
			1 January 1971 - 3 November 1971		
SECTION B PERFORMANCE EVALUATION					
U-Unsatisfactory	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.				
M-Marginal	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-Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.				
S-Strong	Performance is characterized by exceptional proficiency.				
O-Outstanding	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.				
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
Senior FI officer with supervisory responsibilities over [] junior officer and [] agent.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Station CP officer with coordinating responsibilities over Station and Base activities and direct agent handling functions against CP and related targets.					S
SPECIFIC DUTY NO. 3					RATING LETTER
Case officer for several sensitive, complex, [] [] of various [] targets.					S
SPECIFIC DUTY NO. 4					RATING LETTER
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.					RATING LETTER
					S

21 NOV 2 1971

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.

Nov 24 9 03 AM '77

Subject is perhaps the most mature, dependable and competent case officer we have. He has excelled in the handling of intricate, sensitive [redacted] operations where the highest professional standards are demanded. He carries a very heavy work load lightly and is a prodigious contributor in both operational and information reporting. His performance as a supervisor has been characterized by conscientiousness, a good sense of detail, perceptiveness, fairness and firmness. He is at his best in practical situations, however complex and obscure, rather than in dealing with philosophical or theoretical problems but this is obviously more a matter of inclination, than of intellect. He is highly respected and appreciated by all his colleagues and especially by this supervisor.

Subject is under grade for his performance, experience and responsibilities. He is of all the Base officers most deserving of a promotion. A separate recommendation to this effect is being forwarded.

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
3 Nov 1971	/s/ Joseph S. Piccolo

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
3 Nov 1971	Chief of Base	/s/ David McGrath

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL
The COS concurs emphatically with this well-written evaluation. The subject is vastly under-rated in JKLANCE, perhaps because of his quiet, unassuming personality. But he is a strong, very strong, officer. His ability to handle the most difficult detail should not detract from his overall capabilities. He is sound as a rock, and merits a promotion, which is recommended by the COS.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
3 Nov 1971	Chief of Station	/s/ David A. Phillips

SECRET

C-O-N-F-I-D-E-N-T-I-A-L

TRAINING REPORT

Weapons Training/Defensive Driving Course No. 2/72 4-8 October 1971
Date

TRAINEE: Piccolo, Joseph S.

OFFICE: WH

PURPOSE AND SCOPE OF COURSE:

The course provides basic proficiency training in the use of weapons for self-defense and in the techniques of defensive driving to counter vehicular kidnaping for Agency officers being assigned to hostile or unstable political and operational environments abroad.

ACHIEVEMENT RECORD:

This is to certify that Mr. Piccolo has satisfactorily completed the prescribed course of instruction.

FOR THE DIRECTOR OF TRAINING:



Chief, Special Activities Branch

12 October 1971
Date

C-O-N-F-I-D-E-N-T-I-A-L

SECRET
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
					025658	
SECTION A GENERAL						
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SO
Piccolo, Joseph S.			12/08/35	M	GS-12	D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION	
Ops Officer			DDP/WIL/Branch 5		Rio de Janeiro	
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"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR	<input type="checkbox"/> REASSIGNMENT EMPLOYEE
CAREER-PROVISIONAL (See instructions - Section C)			SPECIAL (Specify):		SPECIAL (Specify):	
SPECIAL (Specify):			SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to-)			
			23 June 1970 - 31 December 1970			
SECTION B PERFORMANCE EVALUATION						
U-Unsatisfactory	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.					
M-Marginal	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-Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.					
S-Strong	Performance is characterized by exceptional proficiency.					
O-Outstanding	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.					
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	
Station FI Chief, supervising one officer directly, [] on a part-time basis, and [] staffer.					S	
SPECIFIC DUTY NO. 2					RATING LETTER	
Handles Station CP program; makes recruitment attempts, runs agents (including one of international importance).					S	
SPECIFIC DUTY NO. 3					RATING LETTER	
Coordinates FI/CP activities of the three Bases in Brazil.					S	
SPECIFIC DUTY NO. 4					RATING LETTER	
Handles funds and materials, and financial accountings.					S	
SPECIFIC DUTY NO. 5					RATING LETTER	
SPECIFIC DUTY NO. 6					RATING LETTER	
					19 FEB 1971	
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.					RATING LETTER	
					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.

Subject gets an "S" across the board for a solid performance.

This rating officer has worked with Subject on a number of assignments over the past ten years. During this time he has risen from a very junior position to his present grade and responsibility due to steady, solid performance oriented towards operations; i.e. he gets out into the street to practice what he has learned.

Only a few days before this report Subject was on-the-scene supervisor of a professionally conducted recruitment attempt. In such operations his experience against a hard target (PBRUMEN) has been evident.

Subject is a good manager of JKLANCERS, including one on his first overseas tour, and indigenous agents, including one of considerable international access. He makes them all work on target. Under his supervision one of the Station's moderately useful agents has successfully been moved into the extremely important terrorist area. Subject uses imagination in his day-by-day work (and handles Station JMROD assignments).

His handling of money and records and materials is impeccable.

Both Subject and his wife mix well with their colleagues, and

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	SIGNATURE OF EMPLOYEE
19 Jan. 1971	/s/ Joseph S. Piccolo

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
12 Jan. 1971	COS	David A. Phillips

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I agree with the evaluating officer's comments and would like to cite for emphasis the high degree of professionalism which characterizes Subject's attitude and performance.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
20 Jan. 1971	DCOS	David B. McGrath

14-00000

FITNESS REPORT - HOWARD A. TRECKLER

SECTION C (CONT'D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks Portuguese well after only a few months in Rio de Janeiro.

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

Reviewed by OP SPD/PPB

1 LANGUAGE TRAINING **SECRET** REPORT

Date of Report
19 May 1970

Student Names
PICCOLO, JOSEPH S.

Offices
VII

Courses
PORTUGUESE FULL-TIME

Inclusive Dates
01/05/70-04/23/70

Proficiency Level		
Before and After Training		
Before	After	
Speaking	--	+
Aural Comp.	--	+
Read Comp.	--	+
* Instructors Estimate v. Official Test		

Hours of Instruction
Scheduled 400 Actual 298
Absences 74

LANGUAGE TRAINING AIMS AND EVALUATION CRITERIA

The general aim of this course of study was to provide the student with a command of a foreign language in a skill and at the level set by the sponsoring office. Speaking, aural comprehension and reading comprehension, as required, were emphasized. Fluency and accuracy were given equal importance in training and in evaluation of the student. Cultural matters were covered only incidentally.

This student evaluation is based on (1) Instructor and Linguist observations; (2) regularly administered oral and written achievement tests; (3) a final comprehensive achievement examination. The achievement rating reflects only performance and achievement in the course and is conditioned by the length of time the student spent in training, achievement potential based upon his or her aptitude for language study and upon motivation. This rating should not be confused with the Proficiency Rating which is submitted separately on Form 1273, Certification of Language Proficiency.

PROGRESS IN ACHIEVING COURSE AIMS

(Overall progress in the course is shown as unsatisfactory, marginal, satisfactory, above average, superior when compared against established standards for such training).

Speaking	Aural Comprehension	Reading Comprehension
ABOVE AVERAGE	ABOVE AVERAGE	ABOVE AVERAGE

PERFORMANCE EVALUATION

This student, with no experience in Portuguese, held his own extremely well in a class with three other students, all of whom had had previous training in the language.

He did especially well in pronunciation and soon succeeded unusually well in eliminating any interference from Spanish. Because of his knowledge of Spanish, the student's ability to read and understand is greater than his ability to speak.

His mastery of the course material was very good. His oral use of the language was generally limited to short sentences. In longer sentences he had a tendency to get lost in mistakes of syntax. He was almost always aware of his mistakes and would correct them himself, at the completion of a sentence. He always responded well to correction.

The areas in grammar presenting problems were 1) use of the subjunctive 2) a tendency to overlook, or sidestep, idiomatic expressions 3) failure to

See reverse side for additional comment

For the Director of Training:

SECRET

[Signature]
Instructor

[Signature]
Department Chief
Language School/OTR

GROUP 1
EXCLUDED FROM AUTOMATIC
DOWNGRADING AND
DECLASSIFICATION

14-00000

use the preposition with certain verbs requiring the use of a preposition with dependent infinitives.

In my judgment, the student already has the ability to use the language effectively in basic, every-day situations. After a matter of months in the foreign environment he should be able to function effectively in all job-related situations. Because he was extremely diligent and conscientious, he would be an excellent candidate for further language training.

SECRET

(When Filled In)

FITNESS REPORT						EMPLOYEE SERIAL NUMBER	
SECTION A GENERAL						V25028658	
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
Plausio, Joseph, S.			12/2/35	M	GS-12	D	
6. OFFICIAL POSITION/TITLE			7. OFFICE/BR OF ASSIGNMENT		8. CURRENT STATION		
Off. Officer			DIP, FI/Brasilia		Rio de Janeiro		
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"/> REASSIGNMENT EMPLOYER
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/> SPECIAL (Specify)		
<input type="checkbox"/> SPECIAL (Specify)			<input type="checkbox"/> SPECIAL (Specify)				
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)				
			23 June 1970 - 31 December 1970				
SECTION B PERFORMANCE EVALUATION							
<p>U-Unsatisfactory 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>M-Marginal 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>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding 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 DUTY 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	
Station FI Chief, supervising one officer directly, [] on a part-time basis, and [] staffer.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Handles Station CP program; makes recruitment attempts, runs agents (including one of international importance).						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Coordinates FI/CP activities of the three Bases in Brazil.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Handles funds and materials, and financial accountings.						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.						RATING LETTER	
						S	

SECRET

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 gets an "S" across the board for a solid performance.

This rating officer has worked with Subject on a number of assignments over the past ten years. During this time he has risen from a very junior position to his present grade and responsibility due to steady, solid performance oriented towards operations; i.e. he gets out into the street to practice what he has learned.

Only a few days before this report Subject was on-the-scene supervisor of a professionally conducted recruitment attempt. In such operations his experience against a hard target (PBRUMEN) has been evident.

Subject is a good manager of JKLANCERS, including one on his first overseas tour, and indigenous agents, including one of considerable international access. He makes them all work on target. Under his supervision one of the Station's moderately useful agents has successfully been moved into the extremely important terrorist area. Subject uses imagination in his day-by-day work (and handles Station JHROD assignments).

His handling of money and records and materials is impeccable.

Both Subject and his wife mix well with their colleagues, and

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	SIGNATURE OF EMPLOYEE	
19 Jan. 1971	/s/ Joseph S. Piccolo	
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
12 Jan. 1971	COS	David A. Phillips
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
I agree with the evaluating officer's comments and would like to cite for emphasis the high degree of professionalism which characterizes Subject's attitude and performance.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
20 Jan. 1971	DCOS	David B. McGrath

SECRET

FITNESS REPORT - HOWARD A. TRECKLER

SECTION C (CONT'D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks Portuguese well after only a few months in Rio de Janeiro.

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

SECRET
(When Filled In)

FITNESS REPORT			EMPLOYEE SERIAL NUMBER	
			025658	
SECTION A GENERAL				
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH (M. D. Y.)		3. GRADE
Piccolo, Joseph S.		12/08/35 M		GS-12 D
4. OFFICIAL POSITION TITLE		7. OFF. DIV. OR OF ASSIGNMENT		8. CURRENT STATION
Ops Officer		DDP/WH/COG		Headquarters
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 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)	
January 1970			15 January 1969 - 31 December 1969	
SECTION B PERFORMANCE EVALUATION				
<p>U-Unsatisfactory 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>M-Marginal 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>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding 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
1. Is responsible for providing Headquarters' guidance and support to WH/Miami and other Field Stations concerning [redacted] operations; corresponds with the Field.				S
SPECIFIC DUTY NO. 2				RATING LETTER
2. Is Headquarters case officer handling several [redacted] operations; corresponds with the Field.				S
SPECIFIC DUTY NO. 3				RATING LETTER
3. Maintains liaison with Office of Communications, TSD, Security, Finance, Cover, and other Headquarters components.				S
SPECIFIC DUTY NO. 4				RATING LETTER
4. Maintains liaison with the Navy (FOSG) and with the representative of [redacted]				P
SPECIFIC DUTY NO. 5				RATING LETTER
5. Prepares studies for the Division and the DDP concerning [redacted] collection activities.				P
SPECIFIC DUTY NO. 6				RATING LETTER
6. Monitors developments in Cuba affecting the conduct of our [redacted] operations, especially developments involving the [redacted]				P
SPECIFIC DUTY NO. 7				RATING LETTER
7. Supervises an intelligence assistant and a secretary.				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.				RATING LETTER
				S

SECRET

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.

(This report is being written not by, but after consultation with, Subject's immediate supervisor, who is temporarily assigned elsewhere. The writer is one step removed from immediate supervision of Subject and has worked with him only since October 1969. In what follows, there is no difference of opinion between the supervisor and the writer, and statements not specifically attributed to one or the other represent the judgment and observation of both.)

Subject is an experienced officer whose primary field, [redacted] is by definition difficult and frustrating and has recently become more so owing to developments beyond his control. Despite this situation he has continued to support successfully the most productive [redacted] that the Agency has.

The [redacted] of a major [redacted] during the reporting period was due not to any deficiency on Subject's part but rather to a general lack of Agency control over the operation from its inception. In any case, it is to Subject's credit that he wrote a candid and thorough analysis and damage report on the case (Writer).

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE: 30 Jan 1970 SIGNATURE OF EMPLOYEE: [Signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: 3 Months IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION: [redacted]

DATE: 30 January 1970 OFFICIAL TITLE OF SUPERVISOR: Chief, WII/COG/OPS TYPED OR PRINTED NAME AND SIGNATURE: Glenn O. Brown

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL: Based on 3 months experience in dealing with subject I have found him to be a thoroughly professional operations officer who shows good judgement and makes good use of his field experience in carrying out his function as COG's [redacted] case officer. He performs with a minimum of supervision and is most perceptive in monitoring activities and events related to his area of activity. I believe Mr. Piccolo has considerable potential for moving up to more important positions.

DATE: 3 February 1970 OFFICIAL TITLE OF REVIEWING OFFICIAL: Deputy Chief, WII/COG TYPED OR PRINTED NAME AND SIGNATURE: Wenley L. Laybourne

SECRET

SECTION C

NARRATIVE COMMENTS

/continued/

Subject's in-house liaison has been effective, as has his liaison with the Navy FOSG (Supervisor). It does not appear that liaison with the representative _____ of operational matters has been used to its fullest potential, although it should also be noted that this responsibility is not purely Subject's.

Subject appears to be a thoughtful and effective supervisor who is concerned with the further training and development of those under his supervision (Supervisor).

SECRET

TECHNICAL SERVICES DIVISION -- TECHNICAL SCHOOL

[Redacted box]

Training Report

Name : PICCOLO, Joseph S.

Office: WH/COG

Date : 6 June 1969

1. OBJECTIVES:

To provide a general knowledge in:

- a. [Redacted] Included are representa-
tive samples of:

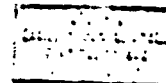
[Redacted box]

- b. The philosophy, purpose, considerations and
manageability of [Redacted]
systems; including [Redacted]
security, reliability and feasibility of [Redacted]
[Redacted]

Lawrence A. Martin

INSTRUCTOR
TSD/TECHNICAL SCHOOL

SECRET



SECRET
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
					025658	
SECTION A GENERAL						
1. NAME (Last) (First) (Middle) Piccolo Joseph S.			2. DATE OF BIRTH 12/08/35	3. SEX M	4. GRADE GS-12	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/2	8. CURRENT STATION HANAGUA		
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 type="checkbox"/> ANNUAL	<input checked="" 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) 27 Apr 68-15 January 1969			
SECTION B PERFORMANCE EVALUATION						
<p>W - Weak 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>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding 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 Overall liaison responsibilities with the Office of National Security, with emphasis on guidance of the Special Unit. This was his principal duty during his service in Nicaragua and outweighs the other duties noted below.					RATING LETTER S	
SPECIFIC DUTY NO. 2 Processing into disseminable intelligence of raw reports produced by liaison; preparation of cables and operational dispatches.					RATING LETTER P	
SPECIFIC DUTY NO. 3 Handling of one FI operation (ERRATIC-5) and of other miscellaneous operational duties as assigned.					RATING LETTER S	
SPECIFIC DUTY NO. 4 Acting as Chief of Station in the absence of the COS.					RATING LETTER 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.					RATING LETTER 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 must be described, if applicable.

This officer made excellent progress in working with the liaison service and was notable in his efforts to organize, train, and direct rather than simply sit back and accept the intelligence product. His liaison operation is the single most important operation of Station Managua and it could not have been in better hands. His working relationships with personnel of the liaison service were based on mutual friendship and respect and that service was sorry to see him leave as was the Station. He also earned the friendship and respect of his colleagues and cover facility personnel of all levels and had rare success in his dealings with administrative personnel of the cover facility, a most uncooperative lot.

It is difficult for the rating officer to stand back and be flatly objective about this fine employee who is a friend of many years standing and who impressed the rating officer years ago as an officer of rare potential. His tour in Managua was cut short by a personal tragedy (illness and death of a minor dependent) which set into motion a transfer which could not later be reversed. Despite the pressures of this tragedy, this employee performed at a high level throughout this service in Managua and both he and his charming wife proved outstanding examples of "true grit." His tour in Managua proved him once again to be a mature, competent professional who should be able to advance to high positions in the organization. He accepts responsibility well--acted without hesitation.

(continued)

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 11 Feb 1969	SIGNATURE OF EMPLOYEE <i>Joseph D. Piccolo</i>
---------------------	---

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 9 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION Employee left PCS prior to preparation of report. Should be shown to him at Headquarters.
---	--

DATE 15 January 1969	OFFICIAL TITLE OF SUPERVISOR Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE /s/ Robert T. Shaw
-------------------------	--	---

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I concur with the rating officer's evaluation of Mr. Piccolo.

DATE 11 Feb 1969	OFFICIAL TITLE OF REVIEWING OFFICIAL C/WII/2	TYPED OR PRINTED NAME AND SIGNATURE <i>Edwin M. Terrell</i> Edwin M. Terrell
---------------------	---	--

S-E-C-R-E-T

SECTION C, continued

When serving as Acting Chief of Station during the COS' absence on home leave. He has rare ability to see the relevant and has the courage of his convictions--will argue a point. Physically slow moving--given to ambling like a tired old bear--he can be quite deceiving in an age which seems to specialize in rapidly moving young men-on-the-go. There is no wheel spinning about this officer and no sham. He has his eye on the future and moves along relentlessly in that direction. Obstacles bother him but don't deter him. He is in short a steady, dependable man with forward momentum.

One area in which he could use some improvement is in his writing. This has been discussed with him. The rating officer has recommended that he take a course in effective written English. His writing is at times vague and convoluted.

His fine performance was rewarded in September 1968 with a much-merited grade promotion so he cannot be recommended for promotion at this time. It is recommended, however, that he be given a position with head room to allow for advancement to higher grade as soon as he is eligible. The rating officer would be pleased to serve with this officer at any time, any place.

S-E-C-R-E-T

SECRET
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
					025658	
SECTION A GENERAL						
1. NAME (Last) (First) (Middle) Piccolo, Joseph S.			2. DATE OF BIRTH 12/8/35	3. SEX M	4. GRADE GS-11	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer			7. OFF. DIV. OR OF ASSIGNMENT WR/1	8. CURRENT STATION 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	INITIAL
<input type="checkbox"/>	CAREER-PROVISIONAL (See instructions - Section C)	<input checked="" type="checkbox"/>	ANNUAL	<input checked="" type="checkbox"/>	REASSIGNMENT SUPERVISOR	<input checked="" type="checkbox"/>
SPECIAL (Specify):			SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to) May 1966 - 30 October 1967			
SECTION B PERFORMANCE EVALUATION						
<p>W - Weak 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>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding 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 Agent handling and exploitation. Acts as case officer for a variety of operations including a [redacted] operation.					RATING LETTER S	
SPECIFIC DUTY NO. 2 Administrative management of project activities.					RATING LETTER S	
SPECIFIC DUTY NO. 3 Operational planning (target analysis etc.)					RATING LETTER S	
SPECIFIC DUTY NO. 4 Programming and handling of covert action activities.					RATING LETTER S	
SPECIFIC DUTY NO. 5 Reporting and processing of intelligence information					RATING LETTER P	
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.					RATING LETTER 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.

This young case officer has displayed considerable professionalism after only a relatively short time in the clandestine operations field. He is very versatile and resourceful and has shown a high amount of initiative. He is at his best as an agent handler and has developed close relationship with the assets entrusted to him. He has been helped in this by a high degree of fluency in Spanish and his pleasant personality. His reporting, particularly his caliber writing still leave room for improvement, but on the whole, this officer has been one of the mainstays of the PBRUMEN Section during his tour, which unfortunately has been marred by poor health.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 30 Nov 67	SIGNATURE 	/s/ Joseph S. Piccolo
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 18 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 30 Nov. 1967	OFFICIAL TITLE OF SUPERVISOR Ops Officer	TYPED OR PRINTED NAME AND SIGNATURE Francis Sherry
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL I fully concur with the comments of the rating officer. Subject is an excellent case officer suitable for assignment either outside or under official cover. He needs further training in written staff work, however, and at a convenient moment in his career would benefit greatly from intensive training in reports writing, rapid reading, and related subjects.		
DATE 30 Nov. 1967	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE Winston D. Miller

SECRET

S-E-C-R-E-T

Training Report

Field Finance and Logistics Course No. 5 -68 18 March - 5 April 1968
(Three Weeks, full time) 120 hours (date)

Student : Pieeole, Joseph

Year of birth: 1935

Office

: WH

Grade : GS-11

Service Designation

: D

EOD Date : 0862

Number of Students - Logistics: 22

Finance : 16

COURSE OBJECTIVES

The principal objective of this course is to prepare students for logistics and finance responsibilities at Class B or C and Type II or III field stations. The course familiarizes students with techniques, regulations, and procedures as they pertain to finance, logistics, foreign travel, personnel and physical security at a field station. Emphasis is placed on practical applications; therefore, students concentrate on

S-E-C-R-E-T

S-E-C-R-E-T

ACHIEVEMENT RECORD

--

Grades are given in accordance with the fitness report system.
(Weak, Adequate, Proficient, Strong, and Outstanding)

TEST RESULTS:

		S
		O
		P

NARRATIVE COMMENTS:

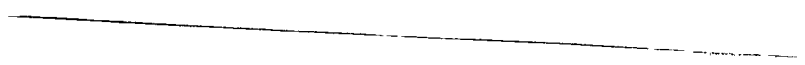
Mr. Piccolo had difficulty in the computation of per diem. If his future duties will include responsibility for travel, I suggest that additional instruction in per diem computation be given him.

FOR THE DIRECTOR OF TRAINING:

John W. Field

John W. Field
Instructor

S-E-C-R-E-T



60

60

60

60

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658 ✓	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) PICCOLO Joseph S.		2. DATE OF BIRTH 12/22/28	3. SEX M	4. GRADE GS-7	5. SO 1
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 checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
CAREER-PROVISIONAL (See instructions - Section C)			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) June 1966 to September 1966		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak 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>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding 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 Agent handling and exploitation. Serves as case officer to a variety of agents including; [redacted]					RATING LETTER O
SPECIFIC DUTY NO. 2 Administrative management of project activities including accounting, funding, etc.					RATING LETTER A
SPECIFIC DUTY NO. 3 Operational reporting, including contact reports, operational progress reports, etc.					RATING LETTER P
SPECIFIC DUTY NO. 4 Reporting and dissemination of intelligence information					RATING LETTER S
SPECIFIC DUTY NO. 5 Target analysis; preparation and implementation of plans for new operations					RATING LETTER P
SPECIFIC DUTY NO. 6 Conception and initiation of covert action programs in support of [redacted] operations					RATING LETTER 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.					RATING LETTER 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.

This employee has continued to perform in the same manner described in detail under this section in the last fitness report prepared by the same rating officer (May 1966). He has had to assume an even heavier work load owing to the imminent transfer of his supervisor whose ^{NAIL ROOM} ~~own~~ assets have of necessity been turned over to this employee. His health has not improved as expected and it is felt that he should be sent to HOLADY for a complete medical check-up as soon as he can be spared for the time required.

Once again, it is recommended that this officer be promoted as soon as possible to GS-11.

SEP 28 3 30 PM '66

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	
9 September 1966	/s/ Joseph S. Piccolo	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
4 months TDY 11 months PCS		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
9 September 1966	Ops Officer XXXXXXXXXXXXXX	/s/ Robert T. Shaw
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
The Reviewing Officer agrees with the Ratings and the Comments of the Supervisor of this officer which are reflected in this Fitness Report.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Chief of Station	/s/ Binnton Scott

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				025658			
SECTION A				GENERAL			
1. NAME (Last) (First) (Middle) PICCOLO, Joseph S.			2. DATE OF BIRTH 12/8/35	3. SEX M	4. GRADE GS-10	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 type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT EMPLOYEE			
SPECIAL (Specify):			XXX SPECIAL (Specify): To support promotion req.				
11. DATE REPORT DUE IN O.P. 1 June 1966			12. REPORTING PERIOD (From - to) October 1965 to May 1966				
SECTION B				PERFORMANCE EVALUATION			
<p>W - Weak 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>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding 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	
Agent handling and exploitation. Serves as case officer to a variety of agents including 						O	
SPECIFIC DUTY NO. 2						RATING LETTER	
Administrative management of project activities including accountings, funding, etc.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Operational reporting, including contact reports, operational progress reports, etc.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Reporting and dissemination of intelligence information.						S,	
SPECIFIC DUTY NO. 5						RATING LETTER	
Target analysis and preparation of plans for mounting new operations.						P	
SPECIFIC DUTY NO. 6						RATING LETTER	
Conception and initiation of covert action programs in support of FI/CI operations.						O	
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.						RATING LETTER	
27 MAY 1966						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 and 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.

This employee has turned in a consistently fine performance since his assignment to Mexico City. Every going operation assigned to him has shown marked improvement under his tutelage, most notably the PERUMEN [redacted] which has finally developed into a highly productive enterprise under the guidance of this officer. He is handling a sensitive PERUMEN [redacted] case in a most professional manner. His operational reporting is exemplary and his writing style, once somewhat obtuse, has shown steady improvement. Despite a relatively short period in the role of field case officer, he has won the admiration and respect of colleagues and agent assets alike. He has a winning way with people - a reflection of his sincere interest in them. He has a high degree of initiative and drive, is imaginative and resourceful. In operations he shows a welcome degree of aggressiveness. His supervisory ability, except as exercised indirectly through others, has not yet been sufficiently put to the test to enable the rating officer to make a determination, but it appears that he already possesses the essentials of a good supervisor. He has had some health problems in Mexico but in spite of these has not let up in any way in his work. Indeed, one wonders what he would be capable of if he were in perfect health given the high level of performance to date.

It is a pleasure for the rating officer to go on record as stating that never in his 18 plus years with the organization has he had the pleasure of serving with a more promising young case officer.

It is recommended that he be promoted to GS-11 as soon as eligible.

In addition to the period covered by this report (Oct 65-May 66) this employee served at the Mexico City Station in TDY status from April 65 to Aug. 65. His performance time was also taken under [redacted] separation of this report.

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 12 May 1966 SIGNATURE OF EMPLOYEE /s/ Joseph S. Piccolo

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 4 months TDY 7 months PCS IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE 12 May 1966 OFFICIAL TITLE OF SUPERVISOR Ops Officer TYPED OR PRINTED NAME AND SIGNATURE /s/ Robert T. Shaw

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The reviewing officer concurs in the comments of the rater. I have observed this officer closely during his tour at the Station. He has largely overcome a tendency to freewheel somewhat and shows an increasing willingness to accept guidance from more experienced officers. Compared with other officers of the same grade at this Station, it is my belief that his overall performance should be rated O rather than S.

In the Station's view he is a young officer who should advance steadily and with more experience should be able to handle a demanding deep cover assignment.

DATE 12 May 1966 OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief of Station TYPED OR PRINTED NAME AND SIGNATURE /s/ Alan P. White

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

025658

SECTION A

GENERAL

1. NAME (Last) (First) (Middle) PICCOLO, Joseph S.			2. DATE OF BIRTH 6 December 39	3. SEX M	4. GRADE GS-10	5. SO D
6. OFFICIAL POSITION TITLE Ops Officer			7. OFF. DIV/BR OF ASSIGNMENT DDP/WH/3uba		8. CURRENT STATION Headquarters	
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 checked="" type="checkbox"/>	CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/>	ANNUAL	
	SPECIAL (Specify):				SPECIAL (Specify):	
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) 16 Oct 1965 - 30 Sept 1965			

SECTION B

PERFORMANCE EVALUATION

- W - Weak** 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.
- A - Adequate** Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
- P - Proficient** Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- S - Strong** Performance is characterized by exceptional proficiency.
- O - Outstanding** 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.

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.	RATING LETTER
1 Please note other side	
2	
3	
4	
5	
6 MIL 2100	

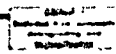
OVERALL PERFORMANCE IN CURRENT POSITION

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.

RATING LETTER

S

15 DEC 1965



SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position with respect to 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 must be described, if applicable.

OFFICE OF PERSONNEL
DEC 14 1 51 PM '65
COS - Mexico City

Dispatch HMMT - 5685 dated 13 August 1965 from COS - Mexico City

" In view of the fact that Subject's recent service at the Mexico Station was done while he was on TDY, this Station is not in a position to prepare a fitness report covering Subject's performance for the period. Since he was absent from Headquarters, it is felt that he might possibly not be credited for his fine work unless the Station expresses its views.

" Subject plunged into work with the PERUMEN Section immediately upon arrival and was given a wide variety of assignments ranging from surveillances on a rainy street at 4:00 a.m. to the preparation of operational reviews. He was given a number of existing agent assets to handle with a minimum of overlap with the previous case officer. He performed very well in every instance. He is able, enthusiastic, and capable of carrying a large work load. His colleagues in the office and his agents and contacts outside found him a pleasure to work with. The only weakness noted during his TDY assignment was in his written work--a tendency to be unclear -- but this is something the Station is certain he can work out satisfactorily and it is not a serious shortcoming."

Mr. Piccalo returned to Mexico City PCS 29 Sept 1965

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	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	Employee had left the Station and will be shown report upon his return to Hqs.	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
13 August 1965	COS, Mexico City	Winston M. Scott /s/
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
13 August 1965	COS	Winston M. Scott /s/

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
PICCOLO Joseph S.		8 Dec 35	M	GS-09	SJ
6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION	
Ops Officer		DDP/WH/C/RR/OS		Washington, D. C.	
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 checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR	
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input 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)		
			1 - October 1964 - 15 March 1965		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak 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>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding 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
a <input type="checkbox"/> Operations officer for handling communications training of <input type="checkbox"/>					S
SPECIFIC DUTY NO. 2					RATING LETTER
<input type="checkbox"/> Operations officer handling a <input type="checkbox"/> being utilized in recruitment operations.					S
SPECIFIC DUTY NO. 3					RATING LETTER
<input type="checkbox"/> Operations officer assisting in handling and debriefing a <input type="checkbox"/>					S
SPECIFIC DUTY NO. 4					RATING LETTER
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.					RATING LETTER
20 MAR 1965					S

SECRET

(When Filled In)

FILED BY PERSONNEL

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 and supervisory duties must be described, if applicable.

Mr. Piccolo is an energetic, capable, all-around officer with a flair for operations and a great deal of common sense. He reacts correctly and instinctively when operational problems arise. His agent handling has been superior. He has a good knowledge of tradecraft and also understands records management. Although young, he is mature and self-reliant, needing little supervision.

MAN ROOM

Mr. Piccolo's promotion is being recommended in a separate memorandum.

Mr. Piccolo is cost conscious and effective in the use of space, equipment and funds. He does not hold a supervisory position.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 23 Mar 65	SIGNATURE OF EMPLOYEE <i>Joseph L. Piccolo</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 18 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 23 III 65	OFFICIAL TITLE OF SUPERVISOR C/WH/SA/CI (WH/C/SP)	TYPE OR PRINT NAME AND SIGNATURE <i>Harold F. Swenson</i> Harold F. Swenson
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL Concur in rating of Supervisor.		
DATE 24 March 1965	OFFICIAL TITLE OF REVIEWING OFFICIAL Asst. Deputy Chief, WH/C	TYPE OR PRINT NAME AND SIGNATURE <i>John T. Flynn</i> John T. Flynn

SECRET

CONFIDENTIAL

17 August 1964

MEMORANDUM FOR: Chief, Western Hemisphere Division, DD/P
ATTENTION : Administrative Officer
FROM : Chief, Junior Officer Training Program
SUBJECT : Trial Attachment of Junior Officer Trainee
Joseph S. Piccolo for on-the-job training

1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.

2. The purposes of this trial attachment are:

a. To test his abilities in the practical application of his formal training;

b. To evaluate his potential and suitability for permanent assignment;

c. To train him for a specific assignment appropriate to his aptitudes and development;

d. To stimulate his motivation for a career in the Agency.

3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTIP be notified immediately if the trainee is not appropriately placed or is not effective in his work.

4. The JCT has been fully informed of the significance of this trial period in his career development.

5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R. B. Freeman

ROBERT B. FREEMAN

Attachment

Distribution:

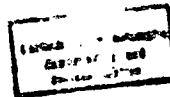
1 - Addressee w/att.

1 - C/CSPD w/att.

~~1 - O/Pers. Official Files w/att.~~

1 - JOT Piccolo w/att.

CONFIDENTIAL



CONFIDENTIAL

DETAILS FOR ADMINISTRATION OF ATTACHED JOT'S

For Supervisor:

1. The office or division will maintain time and attendance records during the period of this attachment.
2. Overtime can be authorized only after supervisor has checked with the JOT Tracking Officer. OTR will be reimbursed by division or office for overtime payments. The TSA clerk should report to JOTP at the end of each pay period any overtime worked by a JOT.
3. Any security violations by this JOT will be handled in the manner that is appropriate to the division or staff. Chief/JOTP will be notified in this event.
4. Supervisors will execute any fitness reports covering the period of this attachment. Chief/JOTP will countersign such reports.
5. Supervisors will provide job performance data to the Chief/JOTP when the JOT enters a promotion zone of consideration.
6. JOTP is located in Room 743, Scovhill Building, Extension 3261. Any questions should be addressed to Mr. JOHN GERRY.
7. It is requested that each supervisor submit a progress report after three months of attachment. In the event of rotational assignments within a division where supervisors change, a progress report should be submitted at the end of each phase of the rotation.

For JOT:

8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOTP office. See paragraph (1) above.
9. The JOT will furnish Chief/JOTP with a progress report after the first month of attachment and every two months thereafter. Items desired include:
 - a. Description of activities
 - b. Plans for next reporting period
 - c. Names and titles of supervisors
 - d. Assessment of value of present experience
 - e. Any constructive suggestions

These reports should be routed to Chief/JOTP via the supervisor.

10. The JOT will advise this office of his room number and extension and name of his supervisor as soon as possible after attachment.

GROUP 1

Excluded from automatic

downgrading and

declassification

81200-

CONFIDENTIAL

CONFIDENTIAL

11 August 1964

MEMORANDUM FOR: Chief, Western Europe Division, DIVF
ATTENTION : Administrative Officer
FROM : Chief, Junior Officer Training Program
SUBJECT : Trial Attachment of Junior Officer Trainee
Joseph S. Piccolo for on-the-job training

1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.

2. The purposes of this trial attachment are:

- a. To test his abilities in the practical application of his formal training;
- b. To evaluate his potential and suitability for permanent assignment;
- c. To train him for a specific assignment appropriate to his aptitudes and development;
- d. To stimulate his motivation for a career in the Agency.

3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.

4. The JOT has been fully informed of the significance of this trial period in his career development.

5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R. B. Freeman

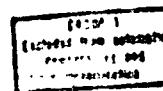
ROBERT B. FREEMAN

Attachment

Distributions:

- 1 - Addressee w/att.
- 1 - C/NSPD w/att.
- 1 - O/Pers. Official Files w/att.
- 1 - JOT Piccolo whft.

CONFIDENTIAL



CONFIDENTIAL

DETAILS FOR ADMINISTRATIVE CLERK ATTACHED TO JOITP

For Supervisors:

1. The office or division will maintain time and attendance records during the period of this attachment.
2. Overtime can be authorized only after supervisor has checked with the JOIT Training Officer. OTR will be reimbursed by division or office for overtime payments. The T&A clerk should report to JOITP at the end of each pay period any overtime worked by a JOIT.
3. Any security violations by this JOIT will be handled in the manner that is appropriate to the division or staff. Chief/JOITP will be notified in this event.
4. Supervisors will execute any fitness reports covering the period of this attachment. Chief/JOITP will countersign such reports.
5. Supervisors will provide job performance data to the Chief/JOITP when the JOIT enters a promotion zone of consideration.
6. JOITP is located in Room 743, Brophy Building, Extension 3261. Any questions should be addressed to Mr. JOHN GERRY.
7. It is requested that each supervisor submit a progress report after three months of attachment. In the event of rotational assignments within a division where supervisors change, a progress report should be submitted at the end of each phase of the rotation.

For JOIT:

8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOITP office. See paragraph (1) above.
9. The JOIT will furnish Chief/JOITP with a progress report after the first month of attachment and every two months thereafter. Items desired include:
 - a. Description of activities
 - b. Plans for next reporting period
 - c. Names and titles of supervisors
 - d. Assessment of value of present experience
 - e. Any constructive suggestions

These reports should be routed to Chief/JOITP via the supervisor

10. The JOIT will advise this office of his room number and extension and name of his supervisor as soon as possible after attachment.

GROUP 1
Excluded from automatic
downgrading and
declassification

7/23/66

CONFIDENTIAL

S-E-C-R-E-T

OFFICE OF TRAINING

TRAINING REPORT
OPERATIONS COURSE

SECTION A

GENERAL

Operations Course No. 17
(720 hours, full-time)

9 March - 10 July 1964
(Date)

Student : PICCOLO, Joseph S. Office : OTR/JOTP
Year of Birth: 1935 Service Designation: SJ
Grade : GS-08 Number of Students : 54 began
EOD Date : February 1957 53 finished

SECTION B

PERFORMANCE EVALUATION

W - Weak Ranges from inadequate to less than satisfactory (in terms of a new and inexperienced case officer).

A - Adequate Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.

P - Proficient More than satisfactory. Has acquired a solid beginner's proficiency. This rating may be interpreted as representing "average" on our rating scale.

S - Strong Exceptional proficiency, characterized by thoroughness, initiative, originality, and an exceptional student understanding of the case officer role in clandestine operations.

O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of other students doing similar work as to warrant special recognition.

S-E-C-R-E-T

SECRET

SKILLS

RATING LETTER

1.		<u>P</u>
2.		<u>S</u>
3.		<u>P</u>
4.		<u>S</u>
5.		<u>P</u>
6.		<u>P</u>

GENERAL FAMILIARIZATION

1. Foreign Intelligence Collection Programs. P
2. Covert Action Programs. P

The student also received general instruction by presentations, discussion of cases, reading and some practical application in Counter-intelligence programs and procedures. He was also given general familiarization in [redacted] and the operation of basic [redacted] equipment, and heard short presentations on [redacted] and [redacted]. Other areas of general familiarization included [redacted] activity, and general operational administration and support.

OVERALL PERFORMANCE

Letter in rating box corresponds to the statement which most accurately reflects the student's level of performance, and takes into account everything about him which influenced his effectiveness.

This rating is a reflection of the degree to which the instructors feel that the student is both suitable and competent for overseas service in the Communicative Services.

P

S-E-C-R-E-T

SECTION C

NARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overall performance in the Operations Course. This section amplifies and explains, as necessary, the rating letters given above.

Mr. Piccolo's performance throughout the course seldom deviated from the "Proficient" level. His strongest showings were frequently in areas where he used knowledge gained from previous Agency experience together with his natural ability to get along with people in face-to-face situations. He excelled in agent handling because he made an extra effort to establish and maintain rapport, was competent in solving operational administration and support matters with a minimum of guidance, and was imaginative in devising cover and in establishing clandestine communications. Shortcomings, however, arose in other areas because he occasionally relied too much on his ability to improvise, rather than to spend extra time in analyzing, planning and otherwise preparing for agent meetings.

Mr. Piccolo easily recognized leads of operational or intelligence value, and as the course progressed, displayed marked improvement in his writing of cables, dispatches and reports.

Mr. Piccolo acquired a more than satisfactory knowledge of the principles and techniques taught during the course.

FOR THE DIRECTOR OF TRAINING:

Edward Tiedler
Chief Instructor

24 July 1964
Date

0-0000

S-E-C-R-E-T

OPERATIONS COURSE NO. 17

9 March 1964 -- 10 July 1964

<u>RATING</u>	<u>Number attending course: 54</u>				
	<u>7</u>	<u>6</u>	<u>2</u>	<u>3</u>	<u>0</u>
OVERALL:	0	5	32	16	1
<u>Skills</u>					
1. Agent Acquisition:	0	5	30	17	2
2. Agent Handling:	0	7	25	19	4
3. Operational Security:	0	1	34	19	0
4. Intelligence Sense:	0	3	24	23	4
5. Intelligence Reporting:	0	3	33	11	4
6. Operational Reporting:	0	6	25	21	2
<u>General Familiarization</u>					
1. Foreign Intelligence:	0	5	33	13	0
2. Covert Action:	0	5	39	9	1

S-E-C-R-E-T

SEE PAGE 1
(when filled in)

JOT TRAINING REPORT

SUBMITTED AS INITIAL FITNESS REPORT IN LIEU OF FORM 45

1. NAME OF JOT - (LAST)	(FIRST)	(MIDDLE)	GRADE	EMPLOYEE SERIAL NO.
PICCOLO,	Joseph	S.	GS-08	025658
2. DATE REPORT DUE IN O.P.	7/31/64	REPORTING PERIOD	1/6/64	TO 6/30/64

3. This Junior Officer Trainee has been engaged in courses of the Integrated Program with intensive training in Clandestine Operations.

Detailed evaluations of his performance in each phase are contained in his Official Personnel Folder. Definition of the rating letter corresponds to that in Section B, Fitness Report Form 45 (4-62).

OVERALL PERFORMANCE IN INTEGRATED PROGRAM

P

4. COMMENTS AND PERTINENT OBSERVATIONS:

During his training, Mr. Piccolo has acquired a good knowledge of the principles and techniques of clandestine operations. He has demonstrated a good intelligence sense and a particular ability for handling agents.

He has had no supervisory responsibilities yet, and he appears to be cost-conscious as far as the undersigned can judge.

DATE 14 August 1964

20 AUG 1964

John Gerry
John Gerry
TRAINING OFFICER/JOT/P
S-1 C-8 P-1

S-E-C-R-E-T

PERFORMANCE RECORD

International Communism - Challenge and Response

JOT Class 10 February - 6 March 1964

Course Description

A. Statement of Objectives.

1. To develop a familiarization with the doctrine, organization and tactics of International Communism as represented by the Communist parties and organizations in the free world; and in addition, to make the student aware of the capabilities, methods and problems of the Soviet Union and China.
2. To develop an understanding of the challenges facing the United States and the free world from the objectives, activities and capabilities of International Communism; and to assist the student to articulate the U.S. position at home and abroad to meet these challenges.

B. Course Method

1. Approximately one-half of the course is devoted to lectures, one-fourth to seminars, exercises and demonstrations, and one-fourth to individual study.
2. Student achievement is judged on the basis of performance in two written examinations and participation in seminars, and exercises.

Name: Piccolo, Joseph

Written Work

1st Examination: Doctrine, CP Organization & USSR 67 Proficient

2nd Examination: China, CP Activities 59 Proficient

Over-all Written Work Proficient

Oral Work

Seminars, Exercises Strong

Comment:

GROUP I
S-E-C R-E-T Excluded from automatic
downgrading and
declassification

S E C R E T

TRAINING REPORT

Introduction to the Clandestine Services (JOT Program) 3 - 7 February 1964

Student : Joseph S. Piccolo
Year of Birth: 1935 Office : JOTP
Grade : GS-08 Service Designation: SJ
EOD Date : February 1957 No. of Students : 36

OBJECTIVES AND CONTENT

The purpose of this five day bloc of instruction is to acquaint the Junior Officer Trainee with the general organization and functions of the Clandestine Services. This orientation takes place during the preliminary phase of the JOT Program at Headquarters. It consists of lectures by representatives of major components of the Clandestine Services and discussion periods and is presented to assist the JOT in making his choice of considering a career in the Clandestine Services. This instruction also serves as an introduction to the subsequent training program at ISOLATION.

ACHIEVEMENT RECORD

This is a certificate of attendance. No record was made of individual performance in the course.

FOR THE DIRECTOR OF TRAINING:

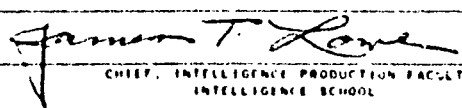
Thomas E. Kelly
Chief Instructor

11 FEB 1964
Date

S E C R E T

SECRET

(When Filled In)

TRAINING REPORT INTELLIGENCE TECHNIQUES COURSE (120 Hours)		COURSE NO. 21	NO. STUDENTS 37	DATE OF COURSE 13 - 31 Jan 1964	
IDENTIFYING INFORMATION					
NAME OF STUDENT	YOB	EOD DATE	OFFICE	GS	SD
PICCOLO, Joseph S.	1935	February 1957	JOTP	08	SJ
KEY TO RATINGS					
W - Weak	<i>Ranges from inadequate to less than satisfactory.</i>				
A - Adequate	<i>Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.</i>				
P - Proficient	<i>More than satisfactory. Has acquired a solid beginner's proficiency.</i>				
S - Strong	<i>Exceptional proficiency. Characterized by thoroughness, initiative, originality, and an exceptional student understanding of the work involved in intelligence production.</i>				
O - Outstanding	<i>Performance is so exceptional in relation to requirements and in comparison to the performance of others doing similar work as to warrant special recognition.</i>				
EVALUATION OF PERFORMANCE ² IN SKILLS					
BRIEFING	RATING	WRITING	RATING	ANALYSIS	RATING
	P		A		P
OVER-ALL PERFORMANCE EVALUATION					
<p>The RATING LETTER reflects the over-all performance of the student in the course and is thus a measure of the extent to which the student possesses the skills and techniques required in the production of finished intelligence. The rating is not necessarily arrived at by mathematically averaging the in skills ratings, but takes into consideration any outstanding strengths or weaknesses that should be reflected in an evaluation of the performance of the student as a whole. The RATING LETTER is a consensus of the view of the faculty.</p>					RATING P
REPORT OF OBSERVATIONS, JUDGMENTS AND IMPRESSIONS					
<p>This is a general, unspecific, narrative report of observations, judgments, and impressions. It includes intangible factors such as the student's attitude, cooperativeness, attentiveness, maturity, and judgment. It also includes the general impression the student has made on the faculty. This report will not be included unless the instructors believe that it would add something to the previous evaluation of performance in skills as well as to the evaluation of the OVER-ALL PERFORMANCE of the student.</p>					
FOR THE DIRECTOR OF TRAINING			 CHIEF, INTELLIGENCE PRODUCTION FACULTY INTELLIGENCE SCHOOL		DATE 3 Feb 64

SECRET

JOI INTEGRATED PROGRAM
(CLASS OF JANUARY 1964)

Introduction to Intelligence
(40 hours, full-time)

6 - 10 January 1964

Student : PICCOLO, Joseph S.

Office : 642

Year of Birth: 1935

Service Designation: SJ

Grade : GS-08

Number of Students : 75

EOD : February 1957

COURSE OBJECTIVES - CONTENT AND METHODS

In the Introductory phase of the JOI Integrated Training Program the course objectives are: (1) to instruct the student in the basic concepts of Intelligence and the role of national Intelligence within the Government; (2) to describe the Intelligence community; its members, their duties, and their relationship to CIA; (3) to define and describe the functions of CIA and identify the components performing them; and (4) to explain the processes and means by which CIA fulfills its responsibilities for collection, production, and dissemination of Intelligence.

Instructional techniques include lectures given by Orientation Faculty members, guest speakers, seminars, reading, review exercises and training films.

ACHIEVEMENT RECORD

Evaluation is based on a 40 question multiple choice test. The numbers placed in the columns below show how many students received each rating. This student's rating is indicated by the asterisk.

<u>Satisfactory</u>	<u>Excellent</u>
28	47 *

FOR THE DIRECTOR OF TRAINING:

J. M. Angler
Chief, Orientation Faculty

31 JAN 1964

SECRET
EXCLUDED FROM AUTOMATIC
DOWNGRADING AND
DECLASSIFICATION

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 025658	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) PICCOLO Joseph S.			2. DATE OF BIRTH 8 Dec. 1935	3. SEX Male	4. GRADE 13. 30 GS-7 D
6. OFFICIAL POSITION TITLE Intel Assistant			7. OFF/DIV/BR OF ASSIGNMENT DDP/TFW/CI	8. CURRENT STATION Washington, D. C.	
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 checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR	
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input 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) September 1962 - 18 January 1963		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak 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>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding 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 Supervises Correspondence Routing-Control Section of Branch				RATING LETTER O	
SPECIFIC DUTY NO. 2 Develops, implements, and manages Branch systems for mail routing-control, files and a Special Project.				RATING LETTER S	
SPECIFIC DUTY NO. 3 Prepares dispatches and cables for transmission to the field, assists in preparing CI disseminations to other government agencies.				RATING LETTER S	
SPECIFIC DUTY NO. 4 Runs name traces and prepares summaries of information on personalities.				RATING LETTER O	
SPECIFIC DUTY NO. 5 Other duties as assigned.				RATING LETTER S	
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.					RATING LETTER S
25 FEB 1963					

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 must be described, if applicable.

Employee returned to duty with the Agency in September 1962 after completing a tour of military duty. At that time he was assigned to TFW/CI. Although employee expressed a desire to work in operations at that time, he agreed to perform the duties outlined in Section B. He was called upon to perform these duties because of the dire need within TFW/CI for someone with his talents to establish and manage Branch systems for mail routing-control and files. Employee was promised an operational assignment as soon as the systems were established and functioning in an orderly and efficient manner. Employee has performed his duties exceptionally well and has established systems for mail routing-control, and files for the Branch which are functioning well. It is strongly recommended that this employee be assigned to duties of an operational nature and relieved from his present duties as soon as possible. Employee has the capability of assuming more and greater responsibility.

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
Joseph D. Pissano

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
5 months

DATE OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
20 February 63 C/TFW/CI VICTOR WALLEN

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This employee gives promise of continued professional growth.

DATE OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR PRINTED NAME AND SIGNATURE
21 February 1963 Deputy Chief, SAS Bruce B. Choever

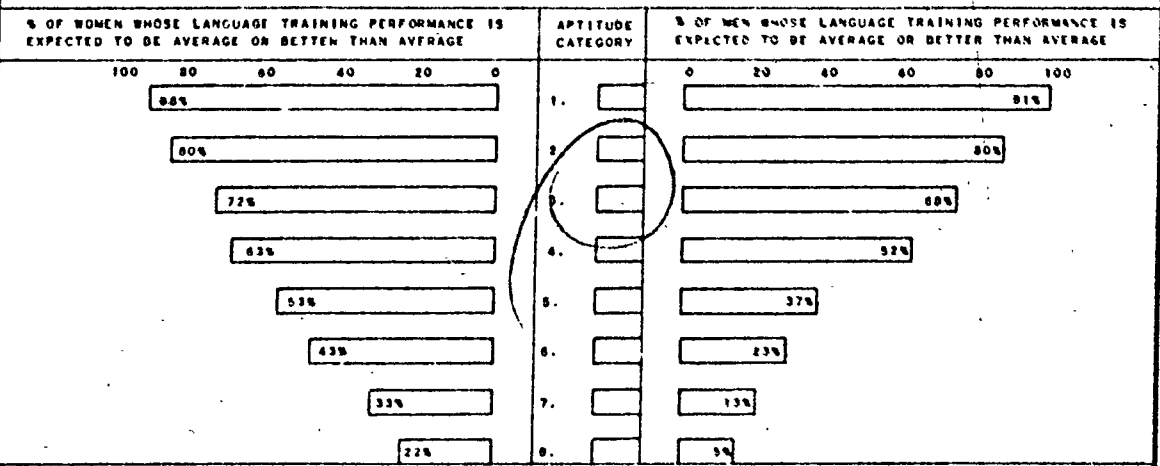
SECRET

CONFIDENTIAL
(When Filled In)

FOREIGN LANGUAGE APTITUDE AND EXPERIENCE REPORT	DATE OF TESTING
--	-----------------

NAME	OFFICE	GRADE	SERIAL
------	--------	-------	--------

The category checked below is an interpretation of the scores made by the person named above on a battery of foreign language aptitude tests. The relationships between test performance and subsequent training performance of trainees in Agency language training courses are indicated by the graphs next to the aptitude categories. The graphs to the left are for women and the graphs to the right are for men. From these graphs you can read for each aptitude category the probability that a person in that category will perform in an Agency foreign language training course at an average or better-than-average level. For example, 22 percent of the women who obtain an aptitude rating of "8" can be expected to be average or better in course performance, while 5 percent of the men with ratings of "8" can be expected to be average or better in course performance. A man needs an aptitude rating of "6" to have about the same expectation of success in language training as a woman with a rating of "8." At the other end of the scale, 80 percent of either men or women who obtain aptitude ratings of "2" can be expected to do average or better-than-average work in training. The differences in relationship are due to differences between men and women in both training performance and test scores. On the average women are somewhat higher on both.



Since many things other than aptitudes enter into the determination of training course performance, in any class of students there will usually be some whose performance will be better than would be expected from their test scores, just as there will likely be some whose performance is poorer than expected. STRENGTH OF MOTIVATION, PRIOR EXPERIENCE WITH A FOREIGN LANGUAGE, and other factors should be considered in selecting people for language training and in interpreting language training results. For example, the number of languages previously studied or learned and the amount of academic and nonacademic language-learning experience are factors not measured by the tests but are indicative of probable success in learning a foreign language. Whether such experience was in the same language as the one to be studied or in a different one is, of course, an additional relevant factor.

NUMBER OF FOREIGN LANGUAGES STUDIED OR LEARNED BY THIS INDIVIDUAL -				
MONTHS OF ACADEMIC TRAINING			NONACADEMIC EXPERIENCE (1 year or more)	
HIGH SCHOOL	COLLEGE	OTHER	READING OR WRITING	SPEAKING
DATE		SIGNATURE OF CHIEF, A & E STAFF		
		James B. Law		

NOTE: This report may be shown to the individual concerned.

FORM 1674

CONFIDENTIAL

(40)

SECRET
(When Filled In)

117
117D

FITNESS REPORT	EMPLOYEE SERIAL NUMBER <u>020001</u>
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SECTION A GENERAL					
1. NAME (Last) (First) (Middle) <u>FITZGERALD Joseph S.</u>			2. DATE OF BIRTH <u>8 Dec. 1925</u>	3. SEX <u>M</u>	4. GRADE <u>GS-7</u>
5. SERVICE DESIGNATION <u>D</u>		6. OFFICIAL POSITION TITLE <u>Int'l. Asst.</u>		7. OFF/DIV/BR OF ASSIGNMENT <u>DDP/1, Rm. 4, D.C.</u>	
8. CAREER STAFF STATUS			9. TYPE OF REPORT		
<input type="checkbox"/> NOT ELIGIBLE	<input checked="" type="checkbox"/> MEMBER	<input type="checkbox"/> DEFERRED	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT/SUPERVISOR	
<input type="checkbox"/> PENDING	<input type="checkbox"/> DECLINED	<input type="checkbox"/> DENIED	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT/EMPLOYEE	
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD <u>1/1/50 to 3/31/51</u>		SPECIAL (Specify) <u>Promotion record extension</u>	

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 Supervises Operations Support Section (6 to 8 employees)		RATING NO. <u>6</u>	SPECIFIC DUTY NO. 4 Conducts liaison in support of operations		RATING NO. <u>5</u>	
SPECIFIC DUTY NO. 2 Processes security clearances		RATING NO. <u>6</u>	SPECIFIC DUTY NO. 5		RATING NO.	
SPECIFIC DUTY NO. 3 performs name traces and summarizes information		RATING NO. <u>6</u>	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, 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.			
<ul style="list-style-type: none"> 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. 	<table border="1" style="width: 100px; height: 100px; border-collapse: collapse;"> <tr><td style="text-align: center;">RATING NO.</td></tr> <tr><td style="text-align: center; font-size: 2em;">5</td></tr> </table>	RATING NO.	5
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 APPL- CABLE	NOT OB- SERVED	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):											

SECRET
(When Filled In)

OFFICE OF PERSONNEL

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 basis for determining future personnel actions.

11 44 AM '61

One of Mr. Piccolo's outstanding characteristics is his desire to improve himself. This is evidenced by both his continued educational program on the outside and by his successful effort to learn everything possible about his job. He also wants very much to obtain further career training within the DDP area, particularly in the FI field. I believe he has a definite potential for such work and that he should be given an opportunity for appropriate operational training as soon as possible.

His performance while under my supervision has consistently been well above that to be expected of an employee in his present grade, and I strongly recommend that he be promoted at once to GS-8. He has more than earned it.

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 4 May 1961 SIGNATURE OF EMPLOYEE Joseph L. Piccolo

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 7 months
IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, 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 3 May 1961 OFFICIAL TITLE OF SUPERVISOR WH/4/Executive Officer TYPED OR PRINTED NAME AND SIGNATURE Jesse B. Douglas

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 14 May 1961 OFFICIAL TITLE OF REVIEWING OFFICIAL Acting Chief, WH/s TYPED OR PRINTED NAME AND SIGNATURE E. A. STANLEY

SECRET

SECRET
(When Filled In)

Recorded by
CSPD

12 JUL 1960

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

SECTION A

GENERAL

1. NAME (Last) (First) (Middle) Piccolo, Joseph S.			2. DATE OF BIRTH 12 - 8 - 35	3. SEX M	4. GRADE GS-6
5. SERVICE DESIGNATION D		6. OFFICIAL POSITION TITLE Intell Assistant		7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/L/Ops Support	
8. CANFER STAFF STATUS			9. TYPE OF REPORT		
<input type="checkbox"/> NOT ELIGIBLE	<input type="checkbox"/> MEMBER	<input type="checkbox"/> DEFERRED	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT/SUPERVISOR	
<input type="checkbox"/> PENDING	<input type="checkbox"/> DECLINED	<input type="checkbox"/> DENIED	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT/EMPLOYEE	
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD From To 1 Feb - 15 June 1960		12. SPECIAL (Specify) Promotion	

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 Supervises Operations Support and Registry Section (6 employees)		RATING NO. 5	SPECIFIC DUTY NO. 4 Conducts liaison in support of operations		RATING NO. 5	
SPECIFIC DUTY NO. 2 Processes security clearances		RATING NO. 6	SPECIFIC DUTY NO. 5 Performs duties of Branch Records Management Officer		RATING NO. 5	
SPECIFIC DUTY NO. 3 Performs name traces and summarizes information		RATING NO. 6	SPECIFIC DUTY NO. 6 Acts as case officer for sensitive operations		RATING NO. 4	

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, 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.
6

SECTION D DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

CHARACTERISTICS	NOT APPL. CABLE	NOT OB-SERVED	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 basis for determining future personnel actions.

During the rating period Mr. Piccolo has been performing tasks that are normally assigned to personnel who hold a minimum ^{GS rating of GS-9} ~~GS rating of GS-7~~. Without exception he has performed each of his assignments expeditiously and thoroughly. In addition to his normal administrative functions Mr. Piccolo has been acting as a case officer on certain sensitive and complicated clandestine operations. He has performed these duties in a superior fashion. It is my unqualified opinion that Mr. Piccolo should receive at least a two-grade promotion immediately. However it is recognized that this is contrary to current Agency policy and therefore it is strongly recommended that he be promoted to the grade of GS-7 immediately. Mr. Piccolo is intelligent and extremely industrious. He has worked long hours performing a variety of important tasks. It is my opinion that Mr. Piccolo has the attributes required of career personnel working in the Foreign Intelligence area and that he should be permitted to have his career designation changed to FI. Mr. Piccolo should also be given the opportunity to receive Agency training so that he might be better qualified to perform tasks in this area of activity. There is no question that he would become a professional case officer. The Section C rating has been given after careful consideration of the rated individual's grade and grade level performance.

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
16 June 1960

SIGNATURE OF EMPLOYEE
Robert Reynolds

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION
4 1/2

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

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

EMPLOYER UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE
16 June 1960

OFFICIAL TITLE OF SUPERVISOR
Deputy Chief, WH/4

TYPED OR PRINTED NAME AND SIGNATURE
Robert Reynolds
Robert Reynolds

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

Promotion in this case is completely justified in the reviewing official's opinion

DATE
16 June 1960

OFFICIAL TITLE OF REVIEWING OFFICIAL
Chief, WH/4

TYPED OR PRINTED NAME AND SIGNATURE
Jacob D. Esterline
Jacob D. Esterline

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.

Since the previous Fitness Report, employee has been designated as the alternate to the Station's Records Officer. During periods when the Records Officer has been on duty elsewhere, this employee has assumed responsibility for the Station's records establishment and performed his duties in a competent manner. Based on these considerations, the ratings contained in Sections B, C, and D were determined. (Note Section D, Items 1, 2, 3, 5, and 10.) Employee needs more experience in the following:

1. The analysis of intelligence material for file categorization (note Section D, Item 4);
2. Records Management techniques;
3. More experience in the interpretation of data in memoranda preparation (note Section D, Items 7 and 9).

His supervisor feels that considerable progress has been made on the points enumerated above, and as the employee gains experience, these weaknesses should reconcile themselves. His supervisor will continue to assign him duties designed to broaden his knowledge and effectiveness in records management. (Cont'd)

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

20 May 1959

[Signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

17 months

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, 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

20 May 1959

OFFICIAL TITLE OF SUPERVISOR

Records Officer

TYPED OR PRINTED NAME AND SIGNATURE

Lorenzo B. Sanchez

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

20 May 1959

OFFICIAL TITLE OF REVIEWING OFFICIAL

Acting Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

Warren L. Bean

OFFICE OF PERSONNEL
U.S. FILE ROOM
JUN 10 2 44 PM '59

SECRET

SECRET

SECTION E (Continued)

His supervisor recommends the promotion of this employee to GS-6. It is felt that his promotion would assure the continued development of an employee who has the potential of a good records officer.

SECRET

TOP SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report. FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. SERVICE DESIGNATION
5. OFFICE/DIVISION BRANCH OF ASSIGNMENT 6. OFFICIAL POSITION TITLE
7. GRADE 8. DATE REPORT DUE IN OF 9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
10. TYPE OF REPORT (Check one)

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT.
A. CHECK (X) APPROPRIATE STATEMENTS:
B. THIS DATE TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR D. SUPERVISOR'S OFFICIAL TITLE

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY DATE
Posted Pos. Control
Reviewed by PUD

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.
A. THIS DATE B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL C. OFFICIAL TITLE OF REVIEWING OFFICIAL

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES
DEFINITIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period.
1. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT
2. Barely adequate in performance. Although he has had specific guidance or training, he often fails to carry out responsibilities.
3. Performs most of his duties acceptably. Occasionally reveals some areas of weakness.
4. Performs duties in a competent effective manner.
5. A fine performance. Carries out many of his responsibilities exceptionally well.
6. Performs his duties in such an outstanding manner that he is equalled or far outdone by few other persons known to the supervisor.

REMARKS

SECRET

(When Filled In)

OFFICE OF PERSONNEL

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
- b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
- d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
- e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIFFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
- g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

19 2 25 511 '50
AIR ROOM

DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY 2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY 3 - PERFORMS THIS DUTY ACCEPTABLY 4 - PERFORMS THIS DUTY IN A COMPETENT MANNER 5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS 7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
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SPECIFIC DUTY NO. 1 Manages files (chronos)	RATING NUMBER 5	SPECIFIC DUTY NO. 4 Prepares memoranda	RATING NUMBER 4
SPECIFIC DUTY NO. 2 Prepares pouches	RATING NUMBER 5	SPECIFIC DUTY NO. 5	RATING NUMBER
SPECIFIC DUTY NO. 3 Name checks	RATING NUMBER 4	SPECIFIC DUTY NO. 6	RATING NUMBER

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Employee is competent, displays initiative and intelligence in approaching records management problems. He definitely likes records work and has supervisory potentialities. Employee needs more experience in the analysis of record material and composition of memoranda. He is conscientious and is a very hard-working employee.

SECTION 4. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
 2 - OF DOUBTFUL SUITABILITY - WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
 3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
 4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
 7 - EXCELED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

5
RATING NUMBER

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? YES NO IF YES EXPLAIN FULLY.

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OI no later than 30 days after the due date indicated in item 5 of Section "F" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
PICCOLO, Joseph S.	8 December 1935	Male	DS
5. OFFICE/DIVISION BRANCH OF ASSIGNMENT WHD/III/Mexico City		6. OFFICIAL POSITION TITLE File Clerk	
7. GRADE GS-4	8. DATE REPORT DUE IN OF	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 2 December 1957 - 2 March 1958	
10. TYPE OF REPORT (Check one)	<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL	REASSIGNMENT-SUPERVISOR REASSIGNMENT-EMPLOYEE	SPECIAL (Specify)

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE 19 March 1958	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Lorenzo B. SANCHEZ	C. SUPERVISOR'S OFFICIAL TITLE Chief of Registry
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2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO:

A. THIS DATE 19 March 1958	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL Winston M. SCOTT	C. OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station
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SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER 5	1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
	4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
	5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
	6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
	7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? Yes No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	1 - BELIEVE INDIVIDUAL WOULD BE A NEAR SUPERVISOR IN THIS KIND OF SITUATION	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION		
2	3	A GROUP BEING THE BASIC JOB (Truck Drivers, stenographers, technicians or professional specialists of various kinds) whose contact with immediate subordinates is frequent (First line supervisors)		
2	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)		
0	0	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)		
3	3	FREQ CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT		
2	3	FREQ IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION		
2	3	WITH IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX		
		OTHER (Specify)		

SECRET
(When Filled In)

OFFICE OF PERSONNEL

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION
 Three months

4. COMMENTS CONCERNING POTENTIAL
 AFR 15 2 15 PM '58
 Employee has the potential for a good records officer. Should he develop as rapidly throughout his tour as he has done in this initial period, he will be ready to assume the responsibility for the records establishment at any medium sized field station in his next assignment.

SECTION II. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL
 Supervisor will give employee instruction in Records Management techniques, and every opportunity to gain experience in analysis of record material.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS
 Employee should be given a grade promotion as soon as practicable because he deserves it and so as to encourage him.

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

- X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- CATEGORY NUMBER
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
 - 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
 - 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
 - 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
 - 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	4	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	3	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
3	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	4	23. IS THOUGHTFUL OF OTHERS
3	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
3	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGEMENT
4	6. SHOWS WISE TO GOOD RESISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	4	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	3	17. LOOKS UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
2	8. HAS MEMORY FOR FACTS	4	18. IS HONEST	3	28. HAS COLLECTED IN EMPLOYMENT
4	9. GETS THINGS DONE	3	19. THINKS CLEARLY	4	29. FACILITATES SMART OPERATION OF HIS OFFICE
1	10. IS HELPFUL TO OTHERS	3	20. IS RESPONSIBLE	1	30. DOES NOT ASSUME RESPONSIBILITIES OF INDIVIDUALS SUPERIOR TO HIM

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-379. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

SECTION A. GENERAL

1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. SERVICE DESIGNATION
PICCOLO Joseph S. 8 Dec 1935 M DS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT 6. OFFICIAL POSITION TITLE
FI RI A&O 0305.01 File Clerk
7. GRADE 8. DATE REPORT DUE IN OP 9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-4 4 Feb 1957 - 18 Oct 1957
10. TYPE OF REPORT (Check one) INITIAL REASSIGNMENT-SUPERVISOR SPECIAL (Specify)
ANNUAL REASSIGNMENT-EMPLOYEE

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] WAS [] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

Joseph L. Piccolo

A. CHECK (X) APPROPRIATE STATEMENTS:

THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL. IF INDIVIDUAL IS RATED "I" IN C1 OR D, A WARNING LETTER HAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
[X] THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS. I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
[X] I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEARNESES SO THAT HE KNOWS WHERE HE STANDS.

B. THIS DATE 21 October 1957 C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Shirley Smith D. SUPERVISOR'S OFFICIAL TITLE Desk Supervisor, RI/IN

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY DATE
Pooled Pct. Control [Signature]
Reviewed by PUD [Signature] 12/3/57

[] CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE 22 October 1957 B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL August J. Zarichak C. OFFICIAL TITLE OF REVIEWING OFFICIAL Supervisor, RI/IN Section

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- 1 - DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING. HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF WEARNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

MA 11 30 4N 23

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
- b. Rate performance on each specific duty considering ONLY effectiveness in performance of the specific duty.
- c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
- d. Compare in your mind, when possible, the individual being rated with other individuals performing the same duty at a similar level of responsibility.
- e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- f. Be specific. Examples of the kind of duties that might be rated are:
- | | | |
|-----------------------------|--------------------------------|--------------------------------|
| ORG. WRITING | HAS AND USES AREA KNOWLEDGE | CONDUCTS INTERROGATIONS |
| GIVING LECTURES | DEVELOPS NEW PROGRAMS | PREPARES SUMMARIES |
| CONDUCTING SEMINARS | ANALYZES INDUSTRIAL REPORTS | TRANSLATES GERMAN |
| WRITING TECHNICAL REPORTS | MANAGES FILES | DEBRIEFING SOURCES |
| CONDUCTING EXTERNAL LIAISON | OPERATES RADIO | KEEPS BOOKS |
| TRIPING | COORDINATES WITH OTHER OFFICES | DRIVES TRUCK |
| WRITING DICTATION | WRITES REGULATIONS | MAINTAINS AIR CONDITIONING |
| SUPERVISING | PREPARES CORRESPONDENCE | EVALUATES SIGNIFICANCE OF DATA |
- g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

May 20 11 19 AM '57
MAIL ROOM

DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
	2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY	7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
	3 - PERFORMS THIS DUTY ACCEPTABLY	
	4 - PERFORMS THIS DUTY IN A COMPETENT MANNER	
	5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	

SPECIFIC DUTY NO. 1 Conducting name checks to render case disposition.	RATING NUMBER 4	SPECIFIC DUTY NO. 4	RATING NUMBER
SPECIFIC DUTY NO. 2 Alphabetizing and filing index cards.	RATING NUMBER 4	SPECIFIC DUTY NO. 5	RATING NUMBER
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Subject performed his duties effectively and competently.
He gets along well with his fellow employees.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

- DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.
- 1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
- 2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
- 3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO REASONS SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
- 4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
- 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
- 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
- 7 - EXCELS BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? YES NO. IF YES EXPLAIN FULLY.

5
RATING NUMBER

SECRET

(When Filled In)

PS
1/11

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-379. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8. of Section "A" below.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
PICCOLLO Joseph S.		8 Dec 1935	M	DS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE		
FI RI A&O		0305.01 File Clerk		
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)		
GS-4		4 Feb 1957 - 18 Oct 1957		
10. TYPE OF REPORT (Check one)		INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
		ANNUAL	<input checked="" type="checkbox"/>	

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT HAS HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

Joseph S. Piccolo

A. CHECK (X) APPROPRIATE STATEMENTS:

<input type="checkbox"/>	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "I" IN C1 OR D, A WARNING LETTER HAS BEEN SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
<input checked="" type="checkbox"/>	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW TO EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
<input checked="" type="checkbox"/>	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

B. THIS DATE	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
21 October 1957	Shirley Smith <i>Shirley Smith</i>	Desk Supervisor, RI/IN

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
22 October 1957	August J. Zurichak <i>August J. Zurichak</i>	Supervisor, RI/IN Section

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- 1 - DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.
- 2 - BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
- 3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF WEARINESS.
- 4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
- 5 - A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- 6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

4
INSERT RATING NUMBER

COMMENTS:

SECRET

(When Filled In)

7. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

OFFICE OF PERSONNEL

DIRECTIONS:

- State in the spaces below up to six of the more important SPECIFIC duties performed during this period. Place the most important first. Do not include minor or unimportant duties.
- Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- For supervisors, ability to supervise will always be rated as a specific duty (supervisors those who supervise a secretary only).
- Compare in your mind, when possible, the individual being rated with others performing this duty at a similar level of responsibility.
- Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING GIVING LECTURES CONDUCTING SEMINARS WRITING TECHNICAL REPORTS CONDUCTING EXTERNAL LIAISON TYPING TAKING DICTATION SUPERVISING	HAS AND USES AREA KNOWLEDGE DEVELOPS NEW PROGRAMS ANALYZES AND PREPARES SPECIAL REPORTS MANAGES FILES OPERATES MACHINES COORDINATES WITH OTHER OFFICES WRITES RECEPTIONS PREPARES CORRESPONDENCE	CONDUCTS INTERVIEWS PREPARES SUMMARIES TRANSLATES GERMAN DEBRIEFING SOURCES KEEPS BOOKS DRIVES TRUCK MAINTAINS AIR CONDITIONING EVALUATES SIGNIFICANCE OF DATA
--	---	---
- For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

NOV-20 11 19 57

MAIL ROOM

1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY 2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY 3 - PERFORMS THIS DUTY ACCEPTABLY 4 - PERFORMS THIS DUTY IN A COMPETENT MANNER 5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS 7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
--	--

SPECIFIC DUTY NO. 1 Conducting name checks to render case disposition.	RATING NUMBER 4	SPECIFIC DUTY NO. 4	RATING NUMBER
SPECIFIC DUTY NO. 2 Alphabetizing and filing index cards.	RATING NUMBER 4	SPECIFIC DUTY NO. 5	RATING NUMBER
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER

8. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

**Subject performed his duties effectively and competently.
 He gets along well with his fellow employees.**

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.

- DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
- OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
- A BARELY ACCEPTABLE EMPLOYEE...BETTER AVERAGE P.E.T WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
- OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
- A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
- AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
- EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR SOME OTHER POSITION IN THE ORGANIZATION? YES NO (If YES, EXPLAIN FULLY.)

SECRET
(When Filled In)

TRAINING EVALUATION--CLERICAL INDUCTION

SECTION I IDENTIFYING INFORMATION

NAME OF STUDENT PICCOLO, Joseph B.		DTA M	DATES OF ATTENDANCE 11-15 February 1957
DATE OF BIRTH 8 December 1935	EXP. DATE 4 February 1957	TITLE AND GRADE File Clerk GS-4	

SECTION II CHARACTERISTICS OF THE COURSE

Each course subject is taught daily in 45-minute sessions for a 5-day period. Students who do not meet Agency standards in shorthand and/or typewriting within this 5-day period receive further instruction in an attempt to meet the established qualifications. The second week of geography instruction is given to students who have not been assigned to their positions.

SECTION III OBJECTIVES

To develop speed and accuracy in shorthand, to take dictation at a minimum of 40 words per minute for 3 minutes, and to transcribe with 5 or fewer errors in not more than 15 minutes. (For qualification, students must meet this requirement at least once.)

To develop speed and accuracy in typewriting and to type a net score of 40 words per minute on a 10-minute writing (score attained after deduction of errors). (For qualification, students must meet this requirement at least once.)

To review the fundamentals of grammar, punctuation and capitalization, and word usage, and to aid the students in applying these principles of correct English usage.

To familiarize students with countries, capitals, products, political situations, and communist attitudes of Europe and Asia. (These continents are covered in alternate weeks.)

To introduce students to the system of filing as outlined in the Agency's "Handbook for Subject Filing."

SECTION IV RATINGS

Each student is not assigned to all course subjects. The subjects this student has completed are those for which ratings are recorded below.

SHORTHAND	PPH	PPPPH	NET	QUALIFIED		
				YES	NO	
TYPEWRITING	PPH	PPPPH	NET	QUALIFIED	YES	NO
NOTE: Student met Agency standards in the following subjects before entrance to course:				SHORTHAND		
				TYPEWRITING		
SUBJECT	RATING	NO.	POOR	FAIR	SATISFACTORY	EXCELLENT
GRAMMAR	THIS CLASS					
	CLASSES					
PUNCTUATION AND CAPITALIZATION	THIS CLASS					
	CLASSES					
WORD USAGE	THIS CLASS					
	CLASSES					

NUMBERS INDICATE HOW MANY STUDENTS RECEIVED EACH RATING. THE ASTERISKS INDICATE THIS STUDENT'S RATINGS.

EXCELLENT - - - - thorough knowledge of material presented and above-average performance in meeting course goals.

SATISFACTORY - - - - average knowledge of material presented and adequate performance in meeting course goals.

FAIR - - - - - borderline knowledge of material presented and limited performance in meeting course goals.

POOR - - - - - inadequate knowledge of material presented and unsatisfactory performance in meeting course goals.

Instruction in geography and in filing provided background information. Consequently, achievement is not measured in these subjects. Participation is indicated below.

REGULARITY: AVERAGE: ABOVE: EXCELLENT:

SECTION V COMMENTS

SECRET

CONFIDENTIAL
(When Filled In)

TEST	DESCRIPTION																
CLERICAL SPEED AND ACCURACY	A test of speed and accuracy of response in a simple perceptual task. Measures ability to perceive, retain momentarily, and correctly respond to simple number and letter combinations. JUN 6 11 01 AM '55																
SPELLING	A test of ability to distinguish between correctly and incorrectly spelled words of everyday usage found to be most frequently misspelled.																
SENTENCES	A test of ability to distinguish errors in spelling, punctuation, and grammar in sentences.																
NUMERICAL ABILITY	A test of ability to reason with numbers, to manipulate numerical relationships, and to deal with quantitative materials. No verbal element is present in the format of the problems.																
ABSTRACT REASONING	A non-verbal test of reasoning ability. Measures ability to perceive relationships in changing abstract figure patterns and to generalize changes into operating principles.																
SPACE RELATIONS	A test of ability to visualize and mentally manipulate forms and patterns in three-dimensional space.																
MECHANICAL REASONING	A test of ability to understand and apply mechanical and physical principles presented pictorially in familiar settings.																
VERBAL REASONING	A verbal test of reasoning ability. Measures ability to abstract, generalize, and think constructively from concepts presented in word analogies.																
LEARNING ABILITY Form 5	A test of general mental ability consisting of questions on vocabulary, arithmetical reasoning, and verbal analogies.																
TYPING	A ten-minute straight copy test of speed and accuracy in typing material of average difficulty. Typing scores are reported as follows: Gross - Total words per minute. Net - Gross words per minute minus 1 for each error made. Errors - Total Number																
SHORTHAND	A test composed of three typical business letters dictated at different speeds as follows: Letter I: 60 words per minute; Letter II: 80 words per minute; Letter III: 100 words per minute. Maximum possible scores are as follows: <table border="0" style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td align="center">Letter I</td> <td align="center">Letter II</td> <td align="center">Letter III</td> </tr> <tr> <td>Form A</td> <td align="center">49</td> <td align="center">50</td> <td align="center">60</td> </tr> <tr> <td>Form B</td> <td align="center">50</td> <td align="center">51</td> <td align="center">49</td> </tr> <tr> <td>Form C</td> <td align="center">50</td> <td align="center">50</td> <td align="center">50</td> </tr> </table>		Letter I	Letter II	Letter III	Form A	49	50	60	Form B	50	51	49	Form C	50	50	50
	Letter I	Letter II	Letter III														
Form A	49	50	60														
Form B	50	51	49														
Form C	50	50	50														

CONFIDENTIAL

**ADMINISTRATIVE
Internal Use Only**

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME		
	LAST (Print)	FIRST 7-24	MIDDLE
025658	PICCOLO	JOSEPH	S

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. REFER TO OFI NO. 56, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY		COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE	37		
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION				40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY		AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE	37		
01	20	77	01	24	77	2 - TDY (Basic) 4 - CORRECTION 5 - CANCELLATION				WEST HEM 811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

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

DOCUMENT IDENTIFICATION NO. LA 137-77	DOCUMENT DATE/PERIOD 20 JAN 77 to 24 JAN 77
--	--

REMARKS

PREPARED BY [Signature]	REPORT ANNOTATED BY CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
DATE 2/10/77	SIGNATURE [Signature]	

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

CONFIDENTIAL

MEMORANDUM FOR: Joseph S. Piccolo

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Board Precepts for Your Grade

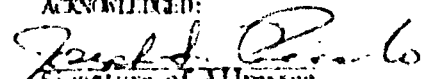
1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category IXG for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUDY THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

2. In general, you should consider the following:
 - a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
 - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
 - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.

3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.

4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:


Signature of Addressee

11 April 1974
Date

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REPORT OF SERVICE ABROAD													
TO: Office of Personnel, Control Division, Statistical Reporting													
SERIAL NO.		NAME											
1-6		LAST (Print)			FIRST 7-24			MIDDLE					
025 658		PICCOLA			JOSEPH			S.			JR.		
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. REFER TO OFI NO. 88, REVISED.													
PCS DATES OF SERVICE													
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY		
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic) 3 - CORRECTION 8 - CANCELLATION			CODE	40-42			
25-26	27-28	29-30	31-32	33-34	35-36				37			38	39
TDY DATES OF SERVICE													
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY		
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TDY (Basic) 4 - CORRECTION 8 - CANCELLATION			CODE	40-42			
25-26	27-28	29-30	31-32	33-34	35-36				37			38	39
06	12	76	06	27	76				2	AFRICA 809			
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA													
SOURCE DOCUMENT AND CERTIFICATION													
<input checked="" type="checkbox"/> TRAVEL VOUCHER						DISPATCH							
CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT							
OTHER (Specify)													
DOCUMENT IDENTIFICATION NO. C-7 106-76						DOCUMENT DATE/PERIOD 6/12/76							
REMARKS													
PREPARED BY			REPORT ANNOTATED ON CONTROL DOCUMENT			ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED							
BCH			DATE			SIGNATURE							
C. B. T. DIVISION			7-27-76			C. Washat							
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER													

FILE
 BRANCH
 PUNCHED
 BY *[Signature]*

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

FILE
INDEXED
[Handwritten initials]

SERIAL NO. 1-0
C 25658

NAME
LAST: *PICCOLI* FIRST: *JOSEPH* MIDDLE: *S.*

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. REFER TO OFI NO. 98, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38	39	40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREAS	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
08	25	76	09	03	76	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38	39	40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

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

DOCUMENT IDENTIFICATION NO. *CI 25-70* **DOCUMENT DATE/PERIOD** *8-22-76*

REMARKS

PREPARED BY *[Signature]* **REPORT SUBMITTED TO CONTROL DOCUMENT** *[Signature]* **ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT FILED**

DATE *[Date]* **SIGNATURE** *[Signature]*

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

AN ORIGINAL OF THIS FORM WILL BE FURNISHED BY EACH EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WHEN A CHANGE OCCURS IN THE INFORMATION SHOWN BELOW. ITEMS OF CHANGE MAY BE REPORTED IN THE APPROPRIATE BLOCKS WITHOUT COMPLETING THE REMAINDER OF THE FORM EXCEPT THE EMPLOYEE'S SIGNATURE AND DATE. WHEN EXECUTING ITEM 8 ALSO COMPLETE WITH HRG 20-2, PERSONNEL EMERGENCY AND LOCATOR REPORTS. THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTERS PERSONNEL AND NOT SENT TO THE FIELD. FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

GENERAL

NAME OF EMPLOYEE (Last) (First) (Middle) (Suffix)
PICCOLO Joseph Stephan Jr.

1. MARITAL STATUS (Check one)

SINGLE MARRIED SEPARATE DIVORCED WIDOWED ANNULLED

IF MARRIED, PLACE OF MARRIAGE: Falls Church, Virginia

DATE OF MARRIAGE: 14 Feb 1967

IF DIVORCED, PLACE OF DIVORCE DECREE: _____

DATE OF DECREE: _____

2. MEMBERS OF FAMILY

NAME OF SPOUSE: _____ ADDRESS: 2627 Mattox Creek Dr., Oakton, Va. 22124 TELEPHONE NO. (703) 6294130

NAMES OF CHILDREN: _____ SEX: F DATE OF BIRTH: _____

_____ SEX: F DATE OF BIRTH: _____

NAME OF FATHER (or male guardian): Joseph Piccolo Sr.

ADDRESS: 1636 N.E. 20th Street, Fort Lauderdale, Fla. 33305

TELEPHONE NO. (305) 564-5234

NAME OF MOTHER, INCLUDING MAIDEN NAME (or female guardian): Irene A. Sutor Piccolo

ADDRESS: 1636 N.E. 20th Street, Fort Lauderdale, Florida 33305

TELEPHONE NO. (305) 564-5234

WHAT MEMBERS OF YOUR FAMILY IF ANY, WAS BORN OUT OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY. Both Parents and my In-Laws are aware.

3. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 50% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (HR 22-15). SPECIFY NAMES AND RELATIONSHIPS.

NAME: None

DATE OF BIRTH: _____

RELATIONSHIP: _____

4. PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle): Mrs. PICCOLO, Irene A.

RELATIONSHIP: Mother

HOME ADDRESS (No. Street City, State Zip Code) AND NAME OF EMPLOYEE, IF APPLICABLE: 1636 N.E. 20th Street, Fort Lauderdale, Fla. 33305 (305) 564-5234

BUSINESS ADDRESS (No. Street City, State Zip Code) AND NAME OF EMPLOYEE, IF APPLICABLE: N/A

IS THE INDIVIDUAL NAMED ABOVE OFFICER OR SERGEANT OF THE ORGANIZATION (If not give name and address of organization he believes you work for)?

IS THE INDIVIDUAL AUTHORIZED TO MAKE RESERVATIONS ON BEHALF OF THE ORGANIZATION IN THE EVENT OF AN EMERGENCY?

DOES THIS INDIVIDUAL STATE THAT HE HAS BEEN AND WILL BE KEPT ADVISED OF YOUR EMERGENCY ADDRESS AND PHONE IN THE EVENT OF AN EMERGENCY?

The person named in item 4 or 5 above may also be notified in case of emergency. If such notification is not desired because of death in an armed service, please so state in item 6 on the reverse side of this form.

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(When filled in)

5. VOLUNTARY ENTITIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Joseph S. Piccolo Jr. & [Redacted] (Joint Accounts)
 Potomac Bank & Trust Co. (Checking and Savings)
 10855 Lee Highway (Safe Deposit Box)
 Fairfax, Virginia 22030

ARE YOU A MEMBER OF THE NORTHEAST FEDERAL CREDIT UNION? YES NO

IF YES, DO YOU HAVE A JOINT ACCOUNT? YES NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. (If "Yes" where is document located?)
 Safe Deposit Box, Potomac Bank & Trust. (Copy with Parents)

HAVE YOU PREPLANNED OR ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? YES NO. (If "Yes" give name(s) and address) Specified in Will. Initial contact would be In-Laws. Mrs. Bertha G. Wyatt, 6633 Hoadly Road, Manassas, Va. 22110

HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. (If "Yes", who possess the power of attorney?)
 My Wife.

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

[Empty space for additional data]

7. RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY
(No Approval Required)

RESIDENCE WHEN EMPLOYED (Full Address)	PERMANENT PLACE OF RESIDENCE AS DEFINED IN HR 22-3 (Full Address)
	2657 Mattox Creek Drive, Oakton, Virginia 22124

8. CHANGE IN PERMANENT PLACE OF RESIDENCE (5000 HR 22-3)
(To Be Completed by Employee Desiring Such Change While Assigned in Headquarters)

FULL ADDRESS	DEPT. DIVISION OR DIVISION	DATE
Mr. Norman H. Wyatt (In-Laws) 6633 Hoadly Road Manassas, Va. 22110		
SIGNED BY	DATE	LOCATION
Washington D.C.	29 Feb 77	

SECRET
(When Filled In)

SERVICE ABROAD AGREEMENT

I. GENERAL

IT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BELOW AND THAT THE GOVERNMENT IS OBLIGATED TO RETURN YOU, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD. YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCORDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CREDITABLE SERVICE FOLLOWING THE DATE OF YOUR ARRIVAL ABROAD, YOU WILL BE REQUESTED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD YOU WILL NOT BE ENTITLED TO THE RETURN TRAVEL AND TRANSPORTATION OF YOURSELF, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, AGENCY OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE IS NECESSARY FOR OFFICIAL REASONS, OR FOR PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT, THEY MAY WAIVE THE REIMBURSEMENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN TRAVEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR WILLINGNESS TO RETURN, AND CONTINGENT UPON AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

YOU ARE ADVISED THAT PAY MONIES DUE YOU FROM THE GOVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INDEBTEDNESS ARISING FROM VIOLATION OF THIS AGREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IN APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

NAME OF EMPLOYEE: PTCOLO, Joseph S. Jr. SO: D

II. TOUR OF DUTY ABROAD

1. NAME OF POST OF ASSIGNMENT: Mexico City, Mexico

2. PERIOD OF SERVICE ABROAD AS PRESCRIBED IN A, B, OR C BELOW

A. STANDARD TOUR OF DUTY OF 24 MONTHS [X]
C. NONSTANDARD TOUR OF DUTY OF _____ MONTHS FOR THIS TOUR ONLY FOR THE EMPLOYEE SIGNING THIS AGREEMENT. (See HR 20-18)
REQUESTED (When Attached)
OPERATING OFFICIAL

B. NONSTANDARD TOUR OF DUTY OF _____ MONTHS PREVIOUSLY APPROVED PER NO 25-72
CONCUR: CAREER SERVICE, DEPUTY DIRECTOR
APPROVED: DIRECTOR OF PERSONNEL

[Signature]

III. PERMANENT PLACE OF RESIDENCE

1. YOUR PERMANENT PLACE OF RESIDENCE IS THE PLACE TO WHICH ALL TRAVEL AND TRANSPORTATION EXPENSES MAY BE ESTABLISHED IN CERTAIN CIRCUMSTANCES PURSUANT TO HR 22. ITS DESIGNATION WILL BE KEPT IN YOUR OFFICIAL PERSONNEL FILE.

2. IN REQUESTING YOUR PERMANENT PLACE OF RESIDENCE ON ITEM B ON THE SERVICE AGREEMENT YOU WILL BE REQUESTED TO INDICATE THE PLACE WHERE YOU POTENTIALLY WOULD BE SERVED IN THE UNITED STATES. THE PRESCRIPTION OF THE COMMUNICATIONS OFFICE AS TO THE TIME OF YOUR FILE TRANSFER TO A NEW RESIDENCE WILL BE KEPT IN YOUR OFFICIAL PERSONNEL FILE. THE ESTABLISHMENT OF PERMANENT PLACE OF RESIDENCE IS NOT AN ESTABLISHMENT OF YOUR PERMANENT RESIDENCE FOR FEDERAL TAX PURPOSES. THAT SUCH OTHER PLACE IS YOUR PERMANENT RESIDENCE FOR FEDERAL TAX PURPOSES WILL BE DETERMINED BY THE IRS. THIS STATEMENT IS NOT INTENDED TO BE A GUARANTEE OF THE GOVERNMENT'S OBLIGATION TO RETURN YOU TO YOUR PERMANENT PLACE OF RESIDENCE UPON COMPLETION OF YOUR SERVICE ABROAD. YOUR PERMANENT PLACE OF RESIDENCE WILL BE KEPT IN YOUR OFFICIAL PERSONNEL FILE.

11-73189

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12. IMPROV. Ed. 01-010028

11-73189

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(When Filled In)

3. PHYSICAL DWELLING PLACE (Permanent Place of Residence unless address in item 6 is approved in lieu thereof) FULL ADDRESS 2687 Mattox Creek Drive Oakton, Virginia 22124		9. OTHER PLACE REQUESTED (Requested Permanent Place of Residence if different from item 3) FULL ADDRESS N/A	
		CONCUR	
DEPUTY DIRECTOR APPROVED <i>[Signature]</i>		DATE 3/9/99	
DEPUTY DIRECTOR APPROVED <i>[Signature]</i>		DATE 3/9/99	

IV. HOME LEAVE POINT

7. AMONG THE PLACES YOU MAY REQUEST AS A HOME LEAVE POINT ARE: YOUR PERMANENT PLACE OF RESIDENCE SHOWN ABOVE, HEADQUARTERS AREA, AND WHERE YOUR CHILDREN, PARENTS, PARENTS-IN-LAW, BROTHERS, SISTERS, BROTHERS-IN-LAW, OR SISTERS-IN-LAW RESIDE.

8. YOU MAY REQUEST FOR APPROVAL SOME OTHER POINT SUBJECT TO THE PROVISIONS OF HR 20-30B(3)(C). THE REQUEST MUST BE ACCOMPANIED BY A MEMORANDUM EXPLAINING THE CIRCUMSTANCES.

9. DESIGNATION PER ITEM 7 ABOVE FULL ADDRESS 6633 Hoadly Road Manassas, Virginia 22110		10. DESIGNATION PER ITEM 8 ABOVE FULL ADDRESS	
		CONCUR	
DEPUTY DIRECTOR APPROVED <i>[Signature]</i>		DATE 3/9/99	
DEPUTY DIRECTOR APPROVED <i>[Signature]</i>		DATE 3/9/99	

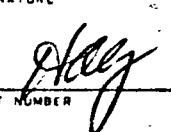
EMPLOYEE CERTIFICATION

I have read and understand my service obligations and travel entitlements as described in this agreement.

Signature of employee <i>[Signature]</i>	DATE 12 Feb 1999
---	---------------------

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CERTIFICATION OF LANGUAGE PROFICIENCY																
1. EMPLOYEE NO.		2. NAME (LAST-FIRST-MIDDLE)				3. TYPE CHANGE		4. LANGUAGE DATA PRIOR TO TEST								
235154		PICCOLO, JOSEPH S.				A = ADD C = CHANGE D = DELETE		CODE	LAN. CODE	R	W	P	S	U	I/T	YEAR
5. LANGUAGE DATA AFTER TEST					6. DATE TESTED		7. DATE OF BIRTH		8. GRADE		9. OFFICE OR DIVISION					
LAN. CODE	R	W	P	S	U	I/T	YEAR	02/11/76		12/12/35		13		IA		
NOTICE TO PERSON TESTED																
10. ON THE DATE SHOWN IN ITEM 6 ABOVE, YOU WERE TESTED IN <u>SPANISH BL18</u> AND YOUR TEST SCORES ARE AS FOLLOWS: (NAME OF LANGUAGE)																
READING	WRITING	PRONUNCIATION	SPEAKING	UNDERSTANDING	TEST RATINGS											
I+	+	+	E	I	Z = ZERO	I = INTERMEDIATE										
					S = SLIGHT	H = HIGH										
					E = ELEMENTARY	N = NATIVE										
11. REMARKS: * Indicates not tested or Pronunciation included in Speaking grade)										12. SIGNATURE						
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> DATE: 12/11/76 </div>																
													13. TEST NUMBER			
										27137						

FORM 1273 1-74 PREVIOUS EDITIONS

(10-45)

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1 - CP/QAB

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	F				
ACTION	O				

T 839692 EIA497 PAGE 01 IN 889961
 TOR: 141553Z APR 76 32942

SECRET 141519Z APR 76 STAFF

Joseph S. Piccolo

CITE 32942

TO: DIRECTOR,

RYBAT SECRETARY

1. WITH COMPLIMENT MESSRS. PICCOLO AND SILEO ON THEIR HANDLING OF CI SURVEY AT THEY WERE WELL PREPARED IN ADVANCE, WORKED HARD HERE, AND WERE VERY SELF SUFFICIENT, CAUSING MINIMUM DISRUPTION OF STATION ACTIVITIES. THEY DUG DEEPLY BUT MADE A GREAT EFFORT TO BE CONSTRUCTIVE AT ALL TIMES, RATHER THAN JUST PLAIN CRITICAL. ONCE WE GOT GOING THE FEELING THAT WE WERE BEING INSPECTED QUICKLY DISAPPEARED AND WAS REPLACED BY ONE OF TEAMWORK.

2. ASIDE FROM PROVIDING HQS WITH OUR CI PROFILE, BENEFITS ACCRUED TO THE STATION FROM THE SURVEY. IT MOTIVATED A USEFUL SELF-ANALYSIS BEFORE THE TEAM ARRIVED. THE TEAM'S STUDY OF HQS FILES, WHICH MOST OF US HAD NEVER READ, UNCOVERED VARIOUS INDICATORS WHICH GAVE BETTER PERSPECTIVE TO MANY OF OUR CASES. THE INFORMAL FRANK DISCUSSIONS RESULTED IN A NUMBER OF IDEAS FOR CHANGES WHICH WE WILL MAKE. WE LOOK FORWARD TO RECEIVING THE TEAM'S FORMAL REPORT, AT WHICH TIME WE WILL COMMENT ON ACTIONS TAKEN AND PLANNED, AND PROVIDE A FEW IDEAS WHICH MIGHT BE USEFUL FOR FUTURE SURVEYS.

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PERSON/UNIT NOTIFIED _____

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			3	6

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PAGE 02-02

IN 889961

TOR:141553Z APR 76

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3. NO FILE, E2 IMPDET

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3			

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PAGE 01-01

IN 963669

added 10-3-76 file
TOR: 281314Z JUN 76

30375

SECRET 281305Z JUN 76 STAFF

CITE [] 30375

TO: DIRECTOR,

WISH COMMEND MESSERS PICCOLO AND THOMPSON FOR EXCELLENT PROFESSIONAL WORK IN [] DURING RECENT CI SURVEY. BOTH OFFICERS MADE DETAILED STUDIES OF CASES, FILES AND STATION ACTIVITIES THAT RESULTED IN SOUND ORAL RECOMMENDATIONS FOR IMPROVEMENT. WE ARE IMPLEMENTING THESE RECOMMENDATIONS AT ONCE. SURVEY WAS EXTREMELY VALUABLE FOR ALL STATION PERSONNEL. E2 IMPDET

#131
C/C
W/S
J.P. Piccolo

Joseph J Piccolo

SECRET

**ADMINISTRATIVE
Internal Use Only**

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

**FILE
PUNCHED
BY**

SERIAL NO. 1-8	NAME		
	LAST (Print)	FIRST 7-24	MIDDLE
025658	PINOCLO	JOSEPH	S.

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. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36					

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
03	22	76	04	11	76		2		WESTERN HEMISPHERE	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

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

DOCUMENT IDENTIFICATION NO. CI 76-76	DOCUMENT DATE/PERIOD 3/22/76
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REMARKS

PREPARED BY OCB	REPORT ANNOTATED OR CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DATE 4/28/76	SIGNATURE C. Wolff	

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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2	3
3	6

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PAGE 01

IN 889961

TOR:141553Z APR 76

32942

SECRET 141519Z APR 76 STAFF

C/CG

CITE 32942

TO: DIRECTOR,

RYBAT SGCHART

1. WISH COMPLIMENT MESSRS. PICCOLO AND SILED ON THEIR HANDLING OF CI SURVEY AT [] THEY WERE WELL PREPARED IN ADVANCE, WORKED HARD HERE, AND WERE VERY SELF SUFFICIENT. CAUSING MINIMUM DISRUPTION OF STATION ACTIVITES. THEY DUG DEEPLY BUT MADE A GREAT EFFORT TO BE CONSTRUCTIVE AT ALL TIMES, RATHER THAN JUST PLAIN CRITICAL. ONCE WE GOT GOING THE FEELING THAT WE WERE BEING INSPECTED QUICKLY DISAPPEARED AND WAS REPLACED BY ONE OF TEAMWORK.

2. ASIDE FROM PROVIDING HQS WITH OUR CI PROFILE. BENEFITS ACCRUED TO THE STATION FROM THE SURVEY. IT MOTIVATED A USEFUL SELF-ANALYSIS BEFORE THE TEAM ARRIVED. THE TEAM'S STUDY OF HQS FILES, WHICH MOST OF US HAD NEVER READ, UNCOVERED VARIOUS INDICATORS WHICH GAVE BETTER PERSPECTIVE TO MANY OF OUR CASES. THE INFORMAL FRANK DISCUSSIONS RESULTED IN A NUMBER OF IDEAS FOR CHASES WHICH WE WILL MAKE. WE LOOK FORWARD TO RECEIVING THE TEAM'S FORMAL REPORT, AT WHICH TIME WE WILL COMMENT ON ACTIONS TAKEN AND PLANNED. AND PROVIDE A FEW IDEAS WHICH MIGHT BE USEFUL FOR FUTURE SURVEYS.

SECRET

CABLE SEC DISSEM BY _____ PER _____ TOTAL COPIES _____ RUN BY _____

PERSON/UNIT NOTIFIED _____

SECRET

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ADVANCE COPY ISSUED/SLOTTED _____ BY _____ AT _____

STAFF

ACTION UNIT	I N F O	RF FILE . . .	1	4
ACTION #			2	5
			3	6

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PAGE 22-02

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3. NO FILE. E2 IMPDET

SECRET

SECRET

22 December 1975

MEMORANDUM FOR: Chief, LA Division

SUBJECT : Mr. Joseph S. Piccolo - Completion of Senior
Operations Course #2/76

1. Mr. Piccolo attended the Senior Operations Course from 3 November to 12 December 1975 (SOC #2/76). Individual student grades and class rankings have not been used to evaluate student performance. The diverse background of the students and the nature of the course material used in the SOC preclude formal testing. This memorandum attests to Mr. Piccolo's satisfactory completion of the course.

2. During the six weeks of the course, 59% of the time was devoted to subjects and activities directly related to operations, including 30% devoted to "hands-on" time with technical equipment and "on-the-street" practice of tradecraft. 31% of the time was devoted to material broadly categorized as "ops management," including about 10% on the Soviet and China targets. The final 10% of the time was devoted to subjects categorized as "management overview and ops support," which consisted of meetings with DO division and staff chiefs and visits to labs and other ops support facilities in the Headquarters area. The ten officers in the class ranged in grade from GS-12 to GS-14 (average grade 12.9), average age was 43.6 (Mr. Piccolo's age is 40). The class members' average years of Agency service was 16.8, and their average years of overseas service was 9.2.

3. The six weeks, normally 30 days of instruction time, was shortened to 28 days by the Thanksgiving Day weekend. Of these 28 days, Mr. Piccolo spent six days in intensive training in Persuasion and Manipulation Skills as taught [redacted]. He spent approximately another eight and one-half days on technical tradecraft [redacted] and usage) and street tradecraft [redacted] etc.) including three days intensive practice of these skills in a live exercise conducted [redacted]. Another five days were spent at Headquarters meeting with the chiefs of all DO divisions and staffs, and visiting three operational support laboratories in the metropolitan area. The approximately eight and one-half remaining days were consumed by a combination of miscellaneous operations management subjects, student seminars, and term paper writing (though the latter was accomplished mostly on the students' own time). This running of the course was keynoted by remarks by the ADDO, and the Headquarters week was climaxed by an hour and a half with the DDO. The guest speaker at the graduation dinner of SOC #2/76 was Agency Historian Dr. Walter Pforzheimer.

E2 IMPDET
CI. by 056184

SECRET

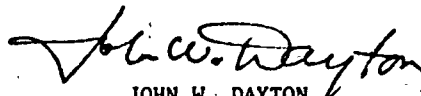
SECRET

SUBJECT: Mr. Joseph S. Piccolo - Completion of Senior Operations Course #2/76

4. Mr. Piccolo, as a 40-year-old GS-13/4, was at about the average age for this class and slightly above average in grade. Although formal grades are not given to graduates of the SOC, it was the consensus of DTS staff instructors involved in SOC #2/76 that Mr. Piccolo would almost certainly rank number one in this particular group. Bringing to the class broad operational experience and understanding, Mr. Piccolo was an active participant in the six-day [redacted] and made contributions based on his own operational past. The tradecraft instructors who conducted the live problem [redacted] described Mr. Piccolo as the best student in street tradecraft. One of the Course Coordinators commented that Mr. Piccolo, "exhibited, more than any of the others, the ability to lead the group." Mr. Piccolo's term paper on the subject of how [redacted] was careful and thorough and was described by the panel as "an excellent overall plan." To a man of Mr. Piccolo's experience, at least some of the course may have seemed a little basic or redundant, but he never let it show, and always took part with the same enthusiasm as the more junior members of the class.

5. A copy of this memorandum is being placed in Mr. Piccolo's official personnel file.

FOR THE DIRECTOR OF TRAINING:



JOHN W. DAYTON
Course Coordinator
Senior Operations Course

SECRET

ADMINISTRATIVE
Internal Use Only

FILE PUNCHED
BY: *[Signature]*

REPORT OF SERVICE ABROAD												
TO: Office of Personnel, Control Division, Statistical Reporting Branch												
SERIAL NO.			NAME									
			LAST			FIRST			MIDDLE			
1-6 <i>625658</i>			<i>Piccolo</i>			<i>Joseph</i>			<i>S</i>			
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 (<i>One only</i>). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.												
PCS DATES OF SERVICE												
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE				CODE	
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38	39		40-42	
			<i>08</i>	<i>08</i>	<i>75</i>		<i>1</i>			<i>Nicaragua</i>	<i>530</i>	
TDY DATES OF SERVICE												
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR		CODE				CODE	
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38	39		40-42	
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA												
SOURCE DOCUMENT AND CERTIFICATION												
TRAVEL VOUCHER						DISPATCH						
CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT						
OTHER (Specify)												
DOCUMENT IDENTIFICATION NO. <i>IN 655939</i>						DOCUMENT DATE/PERIOD <i>11 Aug '75</i>						
REMARKS												
PREPARED BY			REPORT SUBMITTED BY			ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITY						
<i>[Signature]</i>			<i>[Signature]</i>									
DATE			SIGNATURE									
<i>8/15/75</i>			<i>[Signature]</i>									
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER												

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE			
DO NOT COMPLETE FOR HEADQUARTERS USE ONLY			
NAME OF EMPLOYEE Joseph Piccolo	DATE (from item 5-1) 11 Sep 74	NAME OF SUPERVISOR Raymond Snyder	DATE (from item 5-2) 11 Sep 74
DATE OF FIRST ASSIGNMENT TO HEADQUARTERS 23 September 1974	ASSIGNMENT POSITION IN HEADQUARTERS IDWT-2486	DATE OF FIRST ASSIGNMENT TO FIELD 8 Dec 35	DATE OF LAST ASSIGNMENT TO FIELD WH
DESIGNATION D	CURRENT POSITION IN FIELD Ops Officer/DCOS GS-13	STATION OR BASE Managua	CURRENT COVER
TO BE COMPLETED BY EMPLOYEE			
1A. DATE OF PCS ARRIVAL IN FIELD 20 Sept 1973	1B. REQUESTED DATE OF DEPARTURE 5 Jan 1976	1C. EXPECTED DATE OF FIRST CHECK-IN AT HQ 19 Jan 1976	1D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE 5 March 1976
2. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU: Three (3) Dependents Ages: 32, 5 and 4			
3. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT: Adequate medical facilities or a reasonable proximity to them.			
4. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). Deputy Chief of Station, supervising/managing - support/finance and records personnel and activities, handling Liaison with the indigenous Security Service, managing operations directed at [redacted] and terrorist movement, and handling the [redacted]			
5. TRAINING DESIRED INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS Training should be keyed to provide an even broader base for the continued development of my overall management skills and potential which have initially developed through on the job application. Courses should be those available to supervisory level personnel. An Operational Training requirement that should be satisfied as soon as possible is the Soviet Operations Course.			

SECRET

6. PREFERENCE FOR NEXT ASSIGNMENT

5A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT.
 I am interested in remaining in the "managerial cone" and in obtaining a position that will give me increased responsibility as well as career growth through promotion. Based on my experience and performance as Acting Chief of Station Managua for two months in 1968, Deputy Chief of Base Rio de Janeiro for the last 10 months of my tour in 1972-73 and present assignment as Deputy Chief of Station Managua, I request assignment to a position which entails supervision of several employees and requires exercise of managerial skills and judgement. If assigned to another tour overseas, a position as Deputy Chief of Station in a medium to large size Station would be preferred. If assigned to Headquarters, I would like to work where an overview of the related operational and managerial activities can be experienced. If the above assignments are not available, a tour which would broaden my operational knowledge would be desired, i.e. SA Division China Ops activity or OTS

- 5B. 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 OR 4 (for 1st, 2nd, 3rd and 4th 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 3 MONTHS AT CURRENT STATION TO 5 January 1976 (DATE)
 - BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
 1ST CHOICE PI STAFF 2ND CHOICE SA Division 3RD CHOICE WH Division
 - BE ASSIGNED TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION.
 1ST CHOICE WH Division 2ND CHOICE EUR Division 3RD CHOICE SA Division
 - RETURN TO MY CURRENT STATION.

PREPARE UPDATING OF PERSONAL SECURITY INFORMATION IN ACCORDANCE WITH DOI-F 240-B AND FORWARD UNDER SEPARATE COVER. INDICATE DATE FORWARDED OR TO BE FORWARDED.

TO BE COMPLETED BY FIELD STATION

7. 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:
 Given his steady, reliable and productive performance, every effort should be made to accommodate his expressed preferences. There can be no doubt that by temperament and experience he would be of greater value to the Organization in the field rather than at Headquarters, but a tour at Headquarters does appear timely now, following the past 5 years in the field. I do not honestly know how he will perform in Staff work, being a Field Station activist, but the experience should have a further broadening effect upon him.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

8. 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.

Subject has been approved for assignment to Headquarters,
 LA/COG.

DATE 24 Jul 76 TITLE C/LA/Pers SIGNATURE H.L. Berthold

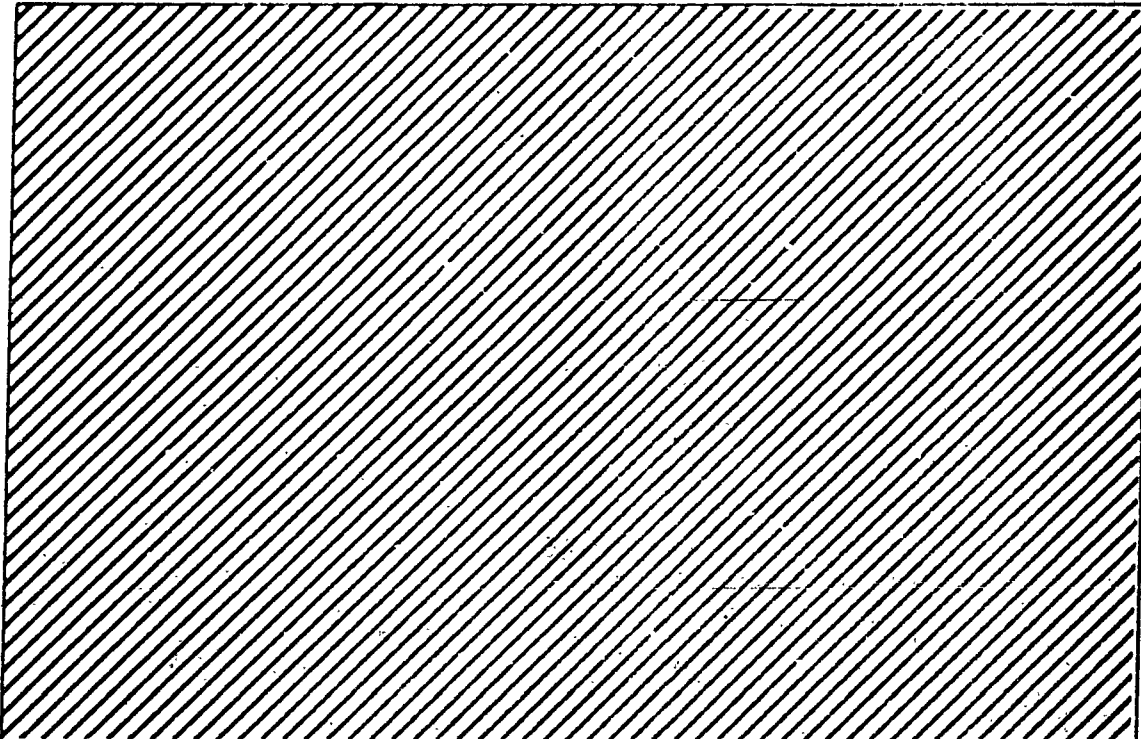
FOR USE BY CAREER SERVICE

9. APPROVED ASSIGNMENT: _____

10. EMPLOYEE NOTIFIED BY DISPATCH NO. _____ DATED _____
 CABLE NO. _____ DATED _____

CAREER SERVICE REPRESENTATIVE _____ DATE _____

ADMINISTRATIVE - INTERNAL USE ONLY



NAME OF EMPLOYEE (Last-First-Middle)

PICCOLO, Joseph S., JR.

NAME AND RELATIONSHIP OF DEPENDENT*



CLAIM NUMBER

76-0015

There is on file in the Personal Affairs 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 4/21/75.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE

SIGNATURE OF PNL REPRESENTATIVE

Edward J. ...

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-6 025658	(Print) LICCLO	7-24 TOSCHI	8

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. REFER TO OFI NO. 90, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-31	32-32	33-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38	39	40-42
			07	13	73		1			BRAZIL 090

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-31	32-32	33-36	2 - TDY (Basic) 4 - CORRECTION 5 - CANCELLATION	37	38	39	40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

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

DOCUMENT IDENTIFICATION NO. RCD 19355	DOCUMENT DATE/PERIOD 7/13/73
--	---------------------------------

REMARKS

PREPARED BY DCC	REPORT SUBMITTED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
C & L DIVISION STOD.	DATE 7/13/73	SIGNATURE <i>[Signature]</i>
C & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET

1. NAME (Last, First, Middle) Piccolo, Joseph S.		2. DATE OF BIRTH 12/08/35	3. GRADE GS-13
4. OFFICE, DIVISION, BRANCH (of overseas station and existing cover if lateral assignment) DDO/WH/Rio de Janeiro		5. PRESENT POSITION Ops Officer	6. EMPLOYEE EXTENSION 5671
7. PROPOSED STATION Managua, Nicaragua		8. PROPOSED POSITION (Title, Number, Grade) Ops Officer 0506 GS-13	
9. TYPE OF COVER AT NEW STATION <input type="checkbox"/> <input type="checkbox"/>		10. ESTIMATED DATE OF DEPARTURE 09/10/73	11. NO. OF DEPENDENTS TO ACCOMPANY three
12. COMMENTS Physicals to be taken in the field.			
13. DATE OF REQUEST 18 May 1973	14. SIGNATURE OF REQUESTING OFFICIAL Karl Fleck	15. ROOM NUMBER AND BUILDING 3D 5317 Hqs	16. EXTENSION 5671
17. OFFICE OF MEDICAL SERVICES DISPOSITION Qualified overseas PCS. 25 July 1973 William T. Golder OMS/pro			
18. OFFICE OF SECURITY DISPOSITION			
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION			
REQUEST FOR PCS OVERSEAS EVALUATION			

SECRET

WH 1

FIELD REASSIGNMENT QUESTIONNAIRE				
DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY		
NAME OF EMPLOYEE (use pseudo only if SA)		DATE (from item 3-D)	NAME OF SUPERVISOR (FIHQ)	DATE (from item 3-2)
Piccolo, Joseph		9 Nov 1971	David Mc Grath	9 Nov 1971
DATE RECEIVED AT HEADQUARTERS:		DISPATCH NUMBER:	DATE RECEIVED BY CAREER SERVICE:	
18 November 1971		HBRT 8679, 11 Nov 71		
TO BE COMPLETED BY EMPLOYEE				
1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CHECK FOR CURRENT COVER
8 Dec 35	D	Ops Officer/Chief FI Brazil, GS-12	Rio de Janeiro	<input type="checkbox"/>
6A. DATE OF PCS ARRIVAL IN FIELD	6B. REQUESTED DATE OF DEPARTURE	6C. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6D. ANTICIPATED DATE TO REPORT TO DUTY AFTER LEAVE	
23 June 70	30 June 73	15 July 73	15 September 73	
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:				
3 Dependents ages: 29, 3, 2				
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:				
None.				
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P 345-8)				
Chief, FI for Brazil (Coordinating activities of Station and Bases). Ops Officer for Communist Party Operations. Ops Officer for Revolutionary Terrorist Operational Activities. Supervisor for <input type="checkbox"/> full time inside and <input type="checkbox"/> full time outside Operations Officer and related FI activities of several Base Officers.				
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				
Advanced Operations Course. Management Courses in Preparation for assuming positions of increased supervisory responsibility.				

FORM 302

SECRET

143

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.

Deputy Chief of Station of a small Station or Senior FI Officer position with supervisory responsibilities at a large Station. These choices for next assignment are made on the basis of the increasing responsibility of positions I have held as my career has developed. This career has included experience in most types of FI and CI operations as well as some CA activities. It has also provided me with supervisory experience, including Acting Chief of Station for a two month period. Assignment to a position of greater responsibility is desirable for the continued development of my career.

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 12 MONTHS AT CURRENT STATION TO 30 June 1973 (DATE)

BE ASSIGNED TO WH FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STATE OR OFFICE. 1ST CHOICE WH 2ND CHOICE OTR 3RD CHOICE EUR

BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION. 1ST CHOICE WH/Central 2ND CHOICE Mexico 3RD CHOICE Spain

RETURN TO MY CURRENT STATION America, Costa Rica

TO BE COMPLETED BY FIELD STATION

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:

COB Comment: I recommend that Subject's desire for a 12-month extension be honored. His other choices also appear sound as alternatives.

COS Comment: COS strongly recommends that Subject extend for one year. He is handling an extremely important agent, and we would hate to change this relationship now. After one year, however, Subject's career would best be served by a new assignment.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

12. 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.

Per HBRS 4729, Subject's request for a one year's extension of tour is approved.

DATE 6 Dec 71 TITLE C/WH/Pers SIGNATURE Henry L. Berthold

FOR USE BY CAREER SERVICE

13. APPROVED ASSIGNMENT:

14. EMPLOYEE NOTIFIED BY DISPATCH NO. _____ DATED _____

CABLE NO. _____ DATED _____

CAREER SERVICE REPRESENTATIVE: _____ DATE: _____

CONFIDENTIAL

(When Filled In)

Complete in original. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. This form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last) (First) (Middle) SOCIAL SECURITY NUMBER
Piccolo, Joseph Stephen []

1. RESIDENCE DATA
 PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY: Washington D.C.
 LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad): N/A
 PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: Farmington, VA.
 HOME LEAVE RESIDENCE: Farmington, VA.

2. MARITAL STATUS (Check one)
 SINGLE MARRIED SEPARATED DIVORCED WIDOWED ANNULLED
 IF MARRIED, PLACE OF MARRIAGE: Falls Church, VA. DATE OF MARRIAGE: 14 Feb 67
 IF DIVORCED, PLACE OF DIVORCE DECREE: N/A DATE OF DECREE:
 IF WIDOWED, PLACE SPOUSE DIED: N/A DATE SPOUSE DIED:
 IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S):
N/A

3. MEMBERS OF FAMILY
 NAME OF SPOUSE: [] ADDRESS (No. Street City, State Zip Code): Farmington, VA. 22030 TELEPHONE NO.: 591-9059
 NAMES OF CHILDREN: [] ADDRESS: " " SEX: Female DATE OF BIRTH: []
 NAME OF YOUR FATHER (Or male guardian): Joseph Piccolo ADDRESS: 1636 N.E. 20th St. Ft. Lauderdale, FL 33305 TELEPHONE NO. (705): 564-5834
 NAME OF YOUR MOTHER (Or female guardian): Ernest R. Piccolo ADDRESS: " " TELEPHONE NO.: " "

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY?
Parents and In-Laws

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY
 NAME (Mr., Mrs., Miss) (Last-First-Middle): Piccolo, Ernest R. RELATIONSHIP: Mother
 HOME ADDRESS (No. Street City, State Zip Code): 1636 N.E. 20th St. Ft. Lauderdale, FL HOME TELEPHONE NUMBER (705): 564-5834
 BUSINESS ADDRESS (No. Street, City, State Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE: N/A BUSINESS TELEPHONE & EXTENSION:

IS THE INDIVIDUAL NAMED ABOVE BITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)
 YES NO

IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)
 YES NO

DOES THIS INDIVIDUAL SWORN THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY SUCCESSOR? (If "No" explain why in item 5.)
 YES NO

The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 5 ON THE REVERSE SIDE OF THIS FORM

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL

(When Filled In)

9. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

POTOMAC Bank and TRUST Co. (checking & Savings)
FAIRFAX, VA. 22030

Joseph S. Piccolo, JR.

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? YES NO

IF YES, DO YOU HAVE A JOINT ACCOUNT? YES NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. (If "Yes" where is document located?)

Safe Deposit Box, Potomac Bank & Trust Co. Fairfax, VA.

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? YES NO. (If "Yes" give name(s) and address)

HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. (If "Yes", who possess the power of attorney?)

Wife

10. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

Re: Item # 4 - Contact for Emergency should follow the below order

A. Wife (Item 3)

B. Mother (Item 4)

C. In-Laws

MR. Norman H. Wyatt

RT 2 Box 342 B

MANASSAS, VA. 22110

Tel. (703) 368-9761

SIGNED BY

Joseph D.C.

DATE

20 May 70

SIGNATURE

Joseph S. Piccolo, Jr.

CONFIDENTIAL

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD										FILE PUNCHED BY <i>S</i>		
TO: Office of Personnel, Transactions and Records Branch, Status Section												
SERIAL NO.			NAME									
			LAST		FIRST			MIDDLE				
1-6 <i>025658</i>			(Print) <i>Piccolo</i>		7-26 <i>Joseph S</i>							
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. REFER TO OFI NO. 88, REVISED.												
PCS DATES OF SERVICE												
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic) 3 - CORRECTION 8 - CANCELLATION			CODE	Brazil		
28-28	27-28	28-30	31-32	33-34	35-36				37			38
<i>06</i>	<i>23</i>	<i>70</i>					<i>1</i>			<i>09</i>	<i>00</i>	
TDY DATES OF SERVICE												
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION			CODE			
28-28	27-28	28-30	31-32	33-34	35-36				37			38
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA												
SOURCE DOCUMENT AND CERTIFICATION												
TRAVEL VOUCHER						DISPATCH						
<i>M</i> CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT						
OTHER (Specify)												
DOCUMENT IDENTIFICATION No. <i>2420032</i>						DOCUMENT DATE/PERIOD <i>24, June 70</i>						
REMARKS												
PREPARED BY			REPORT SUBMITTED BY			ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED						
DATE			DATE			SIGNATURE						
<i>8 10</i>			<i>8 10</i>			<i>[Signature]</i>						
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER												

FORM 1451a

SECRET

16-101

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
025658 ¹⁻⁸	Piccolo ^(Print)	Joseph ⁷⁻²⁴	S,

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. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37	38	39	40-42
			01	1	469		1			5 2 5

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38	39	40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

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

DOCUMENT IDENTIFICATION NO. EN 65783	DOCUMENT DATE/PERIOD 6 January 1969
---	--

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DCO	DATE 1/23/69	SIGNATURE <i>Frankie...</i>
C & L DIVISION, CTMO.		
<input checked="" type="checkbox"/> L & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER



Executive Registry
100-33552

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

August 1, 1968

100-33552

The Honorable
Richard M. Holms
Director
Central Intelligence Agency
McLean, Virginia

Dear Dick:

As you know, the President and Mrs. Johnson visited Managua, Nicaragua on Monday, July 8, 1968, upon their return from the San Salvador Conference.

Assistant to the Special Agent in Charge Ronald M. Pontius of the Presidential Protective Division, has informed me that Mr. Joseph Piccolo and Mr. Carl Jenkins were of particular assistance in establishing and coordinating the relations with the Nicaraguan security organizations, and President Somoza's staff. Mrs. Elizabeth Jenkin's assistance as an interpreter was also greatly appreciated.

Personally and on behalf of the United States Secret Service, I wish to extend my sincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely,

James J. Rowley

SECRET

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM—
1 FOLLOW THESE GENERAL INSTRUCTIONS:
• Read the back of the "Duplicate" carefully before you fill in the form.
• Fill in BOTH COPIES of the form. Type or use ink.
• Do not detach any part.

2 FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):
NAME (last) (first) (middle) DATE OF BIRTH (month, day, year) SOCIAL SECURITY NUMBER
Piccolo Joseph S. 025638 Dec 9, 35
EMPLOYING DEPARTMENT OR AGENCY LOCATION (City, State, ZIP Code)

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):
Mark here if you WANT BOTH optional and regular insurance (A) ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE
I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
Mark here if you DO NOT WANT OPTIONAL but do want regular insurance (B) DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE
I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
Mark here if you WANT NEITHER regular nor optional insurance (C) WAIVER OF LIFE INSURANCE COVERAGE
I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4 SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.
SIGNATURE (do not print)
DATE
15 Mar 68

FOR EMPLOYING OFFICE USE ONLY
(official receiving date stamp)
OFFICE OF PERSONNEL
MAR 20 1 19 PM '68
See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

SECRET

STANDARD FORM No. 170-7
MAY 1962 EDITION
GSA GEN. REG. NO. 27
(Use one only until April 16, 1968)
170-101

INSTRUCTIONS TO EMPLOYING AGENCY

1. **Who must file.**—All employees not excluded by law or regulation from insurance coverage, including those who have previously waived coverage, are required to complete and file Standard Form 176-T. Employees who are in the service on February 14, 1968, as well as those who are appointed after that date but before April 14, 1968, must file the form.
2. **Automatic cancellation of previously filed waivers.**—All "Waivers of Life Insurance Coverage" (SF 53) on file are automatically canceled as of the first day of the first pay period beginning on or after February 14, 1968. Payroll offices are to begin regular insurance deductions on the automatic cancellation date for employees who do not file a new waiver, i.e., those who do not check box C of SF 176-T, on or before that date.
3. **Employees failing to file.**—If an employee does not return a completed SF 176-T, contact him and urge him to do so even if he does not want optional insurance (he will, of course, be automatically covered for regular insurance). If he still fails to file SF 176-T by April 14, 1968, or 31 days after appointment, whichever is later, file one for him as of that date: mark box B, and note in the space provided for his signature "employee contacted—failed to elect optional insurance." See note 2 below.
4. **Review of completed forms.**—(a) Review both copies of the SF 176-T for legibility, completeness, and consistency. Reconcile with the employee any obvious major discrepancy such as a mark in more than one box.
(b) If the employee marked box A or box C, make sure the Statistical Stub is complete. Then detach and mail stubs, in a bundle, weekly to:
Office of Federal Employees' Group Life Insurance
(Statistical Study)
4 East 24th Street
New York, New York 10010
(c) If the employee marked box B, detach and destroy the stub.
5. **Date of receipt and effective date.**—(a) Stamp date of receipt by employing office in the space provided for this purpose on both the Original and the Duplicate.
(b) The effective date is determined from the table below.
6. **Disposition of forms.**—(a) File the Original SF 176-T in the official personnel folder in all cases.
(b) Any necessary payroll change, with effective date, may be posted in the space reserved on the Duplicate for employing office.
(c) The Duplicate may be destroyed, if no payroll action is required, or after the requirements of the agency's payroll system have been met.
7. **Use of SF 176-T.**—SF 176-T "Election, Declination, or Waiver of Life Insurance Coverage" should not be used after the initial filing period (after April 14, 1968). A revised edition will be available for use after that date.

TABLE OF EFFECTIVE DATES

DATE SF 176-T RECEIVED BY EMPLOYING OFFICE	EMPLOYEE'S DECISION	EFFECTIVE DATE (IF NO WAIVER SF 53, IN EFFECT)	
		OF DECISION	OF DEDUCTIONS
On or before February 14, 1968.	Elects optional (in addition to regular) (box A).	Coverage effective February 14, 1968	Deductions begin 1st day of 1st pay period beginning on or after February 14, 1968
	Declines optional (but not regular) (box B).	Declination effective February 14, 1968.	
	Waives regular (so ineligible for optional) (box C).	Waiver effective last day of pay period in which February 14, 1968 falls.	Deductions stop last day of pay period in which February 14, 1968 falls.
After February 14 but not later than April 14, 1968.	Elects optional (in addition to regular) (box A).	Coverage effective on date of receipt	Deductions begin 1st day of 1st pay period beginning on or after date of receipt
	Declines optional (but not regular) (box B).	Declination effective on date of receipt, but employee loses automatic optional protection on February 14, 1968	
	Cancels previously elected optional (but not regular) (box B)	Cancellation effective last day of pay period in which received	Deductions for optional stop last day of pay period in which received
	Waives regular (so ineligible for optional) (box C)	Waiver effective last day of pay period in which received	Deductions stop last day of pay period in which received

- NOTES**
- 1 Because regular insurance coverage and deductions are automatic unless waived (by checking box C) A and B elections do not affect regular insurance effective dates
 - 2 An employee for whom the agency files SF 176-T because he failed to file is deemed to have declined optional but not regular insurance
 - 3 An employee with an unexpired waiver (SF 53) on file cannot be insured any earlier than the first day he is in duty and pay starts in a pay period beginning on or after February 14, 1968. Filing of an SF 176-T before that date will not cancel an SF 53 any earlier. Deductions begin the day he becomes insured
 - 4 The effective date of regular (and optional) insurance coverage for an employee who has been on leave without pay for more than 1 year is the first pay day he is in pay and duty status. Deductions are effective the same day

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO. 1-8	NAME		
	LAST (Print)	FIRST	MIDDLE
025658	PICCOLO	Joseph	S.

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, REFER TO OFI NO. 98, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
			01	20	68		1		MEXICO	450

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

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

DOCUMENT IDENTIFICATION NO. 35014	DOCUMENT DATE/PERIOD 01/23/68
--------------------------------------	----------------------------------

REMARKS

PREPARED BY [Signature]	DATE 1-24-68	REPORT SUBMITTED OR CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
1 - O & DIVISION	DATE	SIGNATURE	

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY	
NAME OF EMPLOYEE (use pseudo only if SA) Joseph Piccolo	DATE (from item 5-D) 16 March 1967	NAME OF SUPERVISOR (true) Francis Sherry	DATE (from item 5-2) 16 March 1967
DATE RECEIVED AT HEADQUARTERS:	DISPATCH NUMBER: HMMT 7713	DATE RECEIVED BY CAREER SERVICE: 11 MAY 1967	

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH 8 Dec 35	2. SERVICE DESIGN D	3. YOUR CURRENT POSITION, TITLE AND GRADE PERUMEN Section/ Operations Officer GS-11	4. STATION OR BASE Mexico City	5. CRYPT FOR CURRENT COVER <input type="checkbox"/>
6A. DATE OF PCB ARRIVAL IN FIELD 29 Sept. 65	6B. REQUESTED DATE OF DEPARTURE 31 Jan 68	6C. EXPECTED DATE OF FIRST CHECK-IN AT HQ 8 Feb 68	6D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE 15 April 1968	

7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:
One, age 24

8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING REAT ASSIGNMENT:
Due to continued health problems, (a high splenic flecture of the colon) a post at an altitude lower than Mexico City would be desirable. Although this illness has not impaired my ability to perform my work, it has put a strin on me and it is disconcerting not to feel completely up to par for extended periods of time.

9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P. 240-8)

Operations officer in the PERUMEN section responsible for a [redacted] center, [redacted] PERUMEN, [redacted] and other CI [redacted] PERUMEN, a [redacted] and a small [redacted] operation.

10. TRAINING DESIRED:
INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

1.
2.
3.

SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT: Operations Officer Western Hemisphere Division

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.

To date, I have worked in operational activities of primarily CI and FI orientation with a greater emphasis on the former. In order to round out my early career stage as an operations officer, an assignment with more CA orientation would be beneficial.

If available, my grade not withstanding, an assignment as supervisor of a section or as Chief of Base would be desirable in preparation for the eventual assumption of duties with higher responsibility in the future.

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 Three MONTHS AT CURRENT STATION TO 31 January 1968.
(DATE)
- BE ASSIGNED TO HQTRS FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STATE OR OFFICE.
1ST CHOICE WHH 2ND CHOICE WED 3RD CHOICE TRAINING
- BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION
1ST CHOICE Managua 2ND CHOICE Madrid 3RD CHOICE Rio de Janeiro
- 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 recommended, primarily because of problems of health (at the high altitude in this post) that this officer be allowed one of the choices he has listed under 11 B. The departure of this officer will mean a loss to the operational capacity of his Section; and it is with regret that Chief of Station, Mexico City concurs with his request for re-assignment.

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 Division proposes that Mr. Piccolo be extended to December 1967. He will then be assigned to Managua under [redacted] replacing James D. ZABOTH.

DATE 10 May 67 TITLE C/WH/Pers SIGNATURE Robert D. Cashman

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT: Next tour = Managua. Extension to Dec 61 1967.

15. EMPLOYEE NOTIFIED BY DISPATCH NO. 71111 DATED: 11/5/67

CABLE NO. _____ DATED: _____

CAREER SERVICE REPRESENTATIVE: Robert M. [redacted] DATE: 11/5/67

10741

Standard Form No. 2800 U.S. Civil Service Commission FPM Supplement 890-1 November 1965	HEALTH BENEFITS REGISTRATION FORM FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM <small>(See instructions on back of this page. The only reference is to Form 2800.)</small>	New Carrier's Control No. 9535981 Old Carrier's Control No. 0-0-1																								
TO EMPLOYING OFFICE: SHOW OLD CARRIER'S CONTROL NUMBER UNLESS ELECTION IS TO CANCEL ENROLLMENT OR TO CHANGE OPTIONS OR TYPE OF ENROLLMENT IN THE SAME PLAN.																										
PART A ALL WHO REGISTER MUST FILL IN THIS PART.	1. NAME (LAST) (FIRST) (MIDDLE INITIAL) Piccola Joseph S	2. DATE OF BIRTH (Use numbers) <table border="1" style="width: 100%; text-align: center;"> <tr> <td>MONTH</td> <td>DAY</td> <td>YEAR</td> </tr> <tr> <td>12</td> <td>8</td> <td>35</td> </tr> </table>	MONTH	DAY	YEAR	12	8	35																		
MONTH	DAY	YEAR																								
12	8	35																								
	4. YOUR MAILING ADDRESS (NUMBER AND STREET) (CITY) (STATE) (ZIP CODE)	3. ARE YOU NOW MARRIED? YES <input type="checkbox"/> 1 NO <input checked="" type="checkbox"/> 2 5. SEX MALE <input checked="" type="checkbox"/> 1 FEMALE <input type="checkbox"/> 2																								
IMPORTANT IT IS ILLEGAL FOR AN EMPLOYEE OR A MEMBER OF HIS FAMILY TO BE COVERED UNDER MORE THAN ONE ENROLLMENT. IF YOU ARE ALREADY COVERED THROUGH THE FAMILY ENROLLMENT OF ANOTHER FEDERAL OR DISTRICT OF COLUMBIA EMPLOYEE OR AN AGENT, YOU MUST REQUEST NOT TO ENROLL OR THE OTHER ENROLLMENT MUST BE CANCELED OR CHANGED TO SELF ONLY. SIMILARLY, IF A FAMILY MEMBER LISTED IN PART B IS COVERED THROUGH HIS (OR HER) OWN ENROLLMENT, YOU CANNOT ELECT A FAMILY ENROLLMENT UNLESS THE FAMILY MEMBER CANCELS HIS (OR HER) ENROLLMENT.																										
PART B FILL IN THIS PART IF YOU WISH TO ENROLL OR CHANGE YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN.	1. I elect to enroll in a health benefits plan as shown below. I authorize deductions from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from back page of brochure of the plan you select.)																									
	<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">NAME OF PLAN</td> <td style="width: 20%;">OPTION (HIGH OR LOW)</td> <td style="width: 30%;">ENROLLMENT CODE NUMBER</td> </tr> <tr> <td></td> <td></td> <td style="text-align: center;">4 2 2</td> </tr> </table>		NAME OF PLAN	OPTION (HIGH OR LOW)	ENROLLMENT CODE NUMBER			4 2 2																		
NAME OF PLAN	OPTION (HIGH OR LOW)	ENROLLMENT CODE NUMBER																								
		4 2 2																								
	2. In space below list all eligible family members without exception. List your wife or husband first, then your unmarried children under age 21, including (a) legally adopted children and (b) stepchildren, foster children, and illegitimate children who live with you in a regular parent-child relationship. Include also any unmarried child over 21 who became disabled before age 21 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 21 or over if one is not already on file.) DO NOT LIST PARENTS OR OTHERS WHO ARE NOT ELIGIBLE FAMILY MEMBERS. THEY WILL NOT RECEIVE BENEFITS, EVEN IF THEY ARE DEPENDENT ON YOU AND ARE LISTED.																									
If enrollment is for self only, answer item 1. If enrollment is for self and family, also answer item 2. IF YOU ARE CHANGING YOUR ENROLLMENT ALSO FILL IN PART D.	<table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th style="width: 30%;">NAMES OF FAMILY MEMBERS</th> <th style="width: 20%;">DATE OF BIRTH (Month, Day, Year)</th> <th style="width: 30%;">NAMES OF FAMILY MEMBERS</th> <th style="width: 20%;">DATE OF BIRTH (Month, Day, Year)</th> </tr> </thead> <tbody> <tr> <td>Wife or Husband</td> <td style="text-align: center;">1</td> <td></td> <td style="text-align: center;">6</td> </tr> <tr> <td></td> <td style="text-align: center;">2</td> <td></td> <td style="text-align: center;">7</td> </tr> <tr> <td></td> <td style="text-align: center;">3</td> <td></td> <td style="text-align: center;">8</td> </tr> <tr> <td></td> <td style="text-align: center;">4</td> <td></td> <td style="text-align: center;">9</td> </tr> <tr> <td></td> <td style="text-align: center;">5</td> <td></td> <td style="text-align: center;">10</td> </tr> </tbody> </table>		NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	Wife or Husband	1		6		2		7		3		8		4		9		5		10
NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)																							
Wife or Husband	1		6																							
	2		7																							
	3		8																							
	4		9																							
	5		10																							
PART C FILL IN THIS PART IF YOU WISH NOT TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLMENT.	PLACE AN "X" IN ITEM 1 OR 2, WHICHEVER APPLIES: 1. I ELECT NOT TO ENROLL IN A PLAN UNDER THE FEDERAL EMPLOYEES HEALTH BENEFITS ACT. <input type="checkbox"/>																									
	2. I ELECT TO CANCEL MY PRESENT ENROLLMENT UNDER THE CODE NUMBER SHOWN BELOW. <input type="checkbox"/> <table border="1" style="width: 100%; margin-top: 5px;"> <tr> <td style="text-align: center;">Present Enrollment Code Number</td> </tr> <tr> <td style="text-align: center;"> </td> </tr> </table>		Present Enrollment Code Number																							
Present Enrollment Code Number																										
PART D FILL IN THIS PART, AS WELL AS PART B, TO CHANGE YOUR ENROLLMENT.	ANSWER ITEMS 1, 2 AND 3 TO SHOW ENROLLMENT CODE BEING CHANGED AND ELIGIBILITY FOR CHANGE.																									
	1. ENROLLMENT CODE NUMBER OF PRESENT PLAN. 2. NUMBER OF EVENT WHICH PERMITS CHANGE (See table on back of duplicate for proper number) 3. DATE OF EVENT WHICH PERMITS CHANGE.																									
	<table border="1" style="width: 100%;"> <tr> <td style="width: 30%; text-align: center;">4 2 1</td> <td style="width: 20%; text-align: center;">2</td> <td style="width: 50%;"> <table border="1" style="width: 100%; text-align: center;"> <tr> <td>MONTH</td> <td>DAY</td> <td>YEAR</td> </tr> <tr> <td>2</td> <td>14</td> <td>67</td> </tr> </table> </td> </tr> </table>		4 2 1	2	<table border="1" style="width: 100%; text-align: center;"> <tr> <td>MONTH</td> <td>DAY</td> <td>YEAR</td> </tr> <tr> <td>2</td> <td>14</td> <td>67</td> </tr> </table>	MONTH	DAY	YEAR	2	14	67															
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MONTH	DAY	YEAR																								
2	14	67																								
PART E ALL WHO REGISTER MUST FILL IN THIS PART.	WARNING.— Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 3 years, or both. (18 U.S.C. 1001.)																									
	(YOUR SIGNATURE—DO NOT PRINT) _____ (DATE) _____																									
PART F TO BE COMPLETED BY AGENCY.	1. NAME AND ADDRESS OF EMPLOYING OFFICE SPECIAL AGENT IN CHARGE (ALTERNATE) (SIGNATURE OF AUTHORIZED AGENCY OFFICIAL)	2. DATE RECEIVED BY EMPLOYING OFFICE 1-11-67 3. EFFECTIVE DATE OF ELECTION 1-15-67 4. PATROL OFFICE NO. 5. SF 2811 REPORT NO.																								
REMARKS FOR USE ONLY BY AGENCY	L.H.																									

SECRET

TFR

Supplement to Staff Employee Personnel

Mr. Joseph Piccolo

Effective August 27, 1965

The purpose of this memorandum is to call your attention to existing policies which are particularly material to you while you are [redacted] and to set forth certain rights and obligations which are incident to your status as an appointed employee. It is hereby agreed and understood that:

1. As an employee of this organization, at the present grade and salary of GS-10 & \$8,700¹¹¹⁰ per annum, you will accept cover employment with [redacted] (hereinafter referred to as "your cover facility") effective as of August 27, 1965. You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your appointment to your cover facility is being [redacted].

You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility.

2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of Two Years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Government for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

SECRET

3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable regulations of your cover facility except when you are

4. Salary and (except as provided in paragraph three (3) above) allowances paid

payments due on the basis of your grade level with this organization.

If such

be credited to your payroll account with this organization.

payments exceed the amount due, the overage will be remitted to this organization at designated intervals, presently

Computations hereunder will be made on the basis of the aggregate gross due and received provided, however, that in computing remittances for overage Federal and, if applicable, District of Columbia income taxes withheld

To assure timely accuracy in your payroll account with this organization you are expected to immediately report changes.

5. Your status as an employee of this organization will continue in full force and effect during your period of duty with your cover facility and you will continue to be entitled to all rights, benefits and emoluments of such status. Certain variations in procedure will be required, however,

a. you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and at your personal expense you will be subject to payroll deductions for retirement purposes (now six and one-half per cent) on the basis of your cover salary or your salary from this organization, whichever is the greater.

b. If you receive taxable income from and this organization, necessary adjustments for Federal, and if applicable, District of Columbia income tax purposes will be made in conformance with instructions received from this organization.

c. you will continue to be responsible for compliance with the rules and regulations of this organization.

d. You are not assured upon the completion of your period of duty with your cover facility on your services performed of this organization.

SECRET

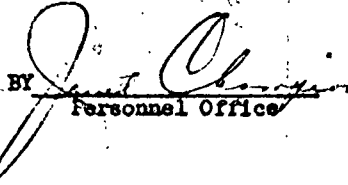
e. All annual and sick leave which is accrued to your credit

[redacted] you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in lieu of the leave benefits of this organization. Upon completion [redacted] your accrued annual and sick leave will be transferred to your credit with this organization.

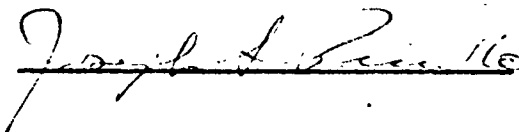
[redacted]

6. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligation of any security oath you may be required to take.

UNITED STATES GOVERNMENT

BY 
Personnel Office

ACCEPTED:



CONFIDENTIAL
(When Filled In)

IMPORTANT

Central Processing Branch has been charged with responsibility (OPM 20-5-1 dated 12 October 1961) for ensuring that all employees processing PCS to this office have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 30 July 1962

Joseph D. Piccolo
Signature
JOSEPH PICCOLO

27 Aug 65
Date

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(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE										
TO: Office of Personnel, Statistical Reporting Branch, ROOM 5 B 200 Headquarters										
EMPLOYEE SERIAL NO.		NAME OF EMPLOYEE						OFFICE/COMPONENT		
1-6		LAST		FIRST		MIDDLE		20-20		
025658		(Print) PICCOLO,		JOSEPH S.				57		
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
1 - PCS (Basic)		CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
3 - CORRECTION		27	20-29	30-31	32-33	34-35	36-37	38-39	40-42	
5 - CANCELLATION		1	09	29	65				MEXICO CITY 450	
TDY DATES OF SERVICE										
TYPE OF DATA		DEPARTURE			RETURN			AREAS		OMIT
2 - TDY (Basic)		CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
4 - CORRECTION		27	20-29	30-31	32-33	34-35	36-37	38-39	40-42	
6 - CANCELLATION										
SOURCE OF RECORD DOCUMENT										
TRAVEL VOUCHER					<input checked="" type="checkbox"/> DISPATCH					
CABLE					DUTY STATUS OR TIME AND ATTENDANCE REPORT					
OTHER (Specify)										
DOCUMENT IDENTIFICATION NO.					DOCUMENT DATE/PERIOD					
HDMT-5916					7 OCTOBER 1965					
REMARKS										
PREPARED BY		<input checked="" type="checkbox"/> REPORT ANNOTATED ON SOURCE DOCUMENT			ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT LISTED					
7 - S L DIVISION		DATE			SIGNATURE					
7 - T DIVISION		10/19/65			<i>[Signature]</i>					

FORM 1451a USE PREVIOUS EDITIONS

SECRET

GROUP 1
Excluded from automatic
downgrading and declassification

18 101

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(When Filled In)

NOV 1965

VERIFIED RECORD OF OVERSEAS SERVICE

TO: Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO. 1-6	NAME OF EMPLOYEE			OFFICE/COMPONENT 25-28
	LAST (Print)	FIRST	MIDDLE	
125658	Piccolo,	Joseph		51

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		
1 - PCS (Basic)	27	20-20	30-31	32-33	34-35	36-37		40-42
3 - CORRECTION								
5 - CANCELLATION								

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE				RETURN				AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR			
1 - TDY (Basic)	27	20-20	30-31	32-33	34-35	36-37	38-39		40-42	
3 - CORRECTION										
5 - CANCELLATION										
	27	20	15	65	11	65	WH		811	

SOURCE OF RECORD DOCUMENT

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

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

REMARKS

PREPARED BY	DATE	APPROVED BY	DATE

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TJR

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last)		NAME OF EMPLOYEE (First)		NAME OF EMPLOYEE (Middle)		SOCIAL SECURITY NUMBER		
Piccolo		Joseph		S.				
1. RESIDENCE DATA								
PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY.				LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)				
Washington D.C.				Washington D.C.				
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE				HOME LEAVE RESIDENCE				
FT. LAUDERDALE, FLA.				FT. LAUDERDALE, FLA.				
2. MARITAL STATUS (Check one)								
<input checked="" type="checkbox"/> SINGLE		<input type="checkbox"/> MARRIED		<input type="checkbox"/> SEPARATED		<input type="checkbox"/> DIVORCED		
<input type="checkbox"/> WIDOWED		<input type="checkbox"/> ANNULLED						
IF MARRIED, PLACE OF MARRIAGE						DATE OF MARRIAGE		
IF DIVORCED, PLACE OF DIVORCE DECREE						DATE OF DECREE		
IF WIDOWED, PLACE SPOUSE DIED						DATE SPOUSE DIED		
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)								
3. MEMBERS OF FAMILY								
NAME OF SPOUSE		ADDRESS (No., Street, City, Zone, State)			TELEPHONE NO.			
N/A								
NAMES OF CHILDREN		ADDRESS			SEX	DATE OF BIRTH		
N/A								
NAME OF YOUR FATHER (Or male guardian)		ADDRESS			TELEPHONE NO.			
Joseph Piccolo		FT. LAUDERDALE, FLA.			604-5834			
NAME OF YOUR MOTHER (Or female guardian)		ADDRESS			TELEPHONE NO.			
IRENE A. Piccolo		FT. LAUDERDALE, FLA.			604-5834			
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.								
PARENTS								
4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY								
NAME (Mr., Mrs., Miss) (Last-First-Middle)				RELATIONSHIP				
Piccolo, IRENE A.				Mother				
HOME ADDRESS (No., Street, City, Zone, State)				HOME TELEPHONE NUMBER				
1636 N.E. 20 th ST. FT. LAUDERDALE, FLA.				604-5834				
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE				BUSINESS TELEPHONE & EXTENSION				
N/A				N/A				
IS THE INDIVIDUAL NAMED ABOVE BITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)							YES	<input checked="" type="checkbox"/>
							NO	<input type="checkbox"/>
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)							YES	<input checked="" type="checkbox"/>
							NO	<input type="checkbox"/>
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 5.)							YES	<input checked="" type="checkbox"/>
							NO	<input type="checkbox"/>
The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 4 ON THE REVERSE SIDE OF THIS FORM.								
(PRINTED ON REVERSE SIDE)								
CURRENT RESIDENCE AND DEPENDENCY REPORT								

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(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

FT. LAUDERDALE NATIONAL BANK (CHECKING & SAVINGS)
FT. LAUDERDALE, FLORIDA
Joseph Stephen Piccolo

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? YES NO
IF YES, DO YOU HAVE A JOINT ACCOUNT? YES NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. (If "Yes" where is document located?)
with Parents

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?
 YES NO. (If "Yes" give name(s) and address)
N/A

HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. (If "Yes" who possess the power of attorney?)

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED BY	DATE	SIGNATURE
JSP	2/22/05	Joseph S. Piccolo

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NOTICE OF CHANGE IN HEALTH BENEFITS ENROLLMENT
FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959

A. IDENTIFYING DATA

1. NAME (LAST) (FIRST) (MIDDLE INITIAL) Piccolo, Joseph	2. DATE OF BIRTH 12/8/35	3. CARRIER CONTROL NO. 089869
4. ADDRESS (NUMBER AND STREET) (CITY AND ZONE NUMBER) (STATE)	5. PAYROLL OFFICE NO. 11239901	6. ENROLLMENT CODE NO. 421
7. DATE ACTION BECOMES EFFECTIVE 8/5/62		

B. TERMINATION

ENROLLMENT TERMINATES EFFECTIVE ON THE DATE SHOWN IN ITEM 7 ABOVE, WITH ELIGIBILITY TO CONVERT TO A NONGROUP CONTRACT

C. CHANGE IN PLAN

ENROLLMENT SHOWN BY ITEM 6, ABOVE, HAS BEEN TERMINATED BECAUSE OF ELECTION OF ANOTHER PLAN.

D. TRANSFER OUT

E. TRANSFER IN

<input type="checkbox"/> NAME AND ADDRESS OF NEW PAYROLL OFFICE (OR RETIREMENT SYSTEM) TO WHICH TRANSFERRING: <div style="border: 1px dashed black; height: 40px; width: 100%;"></div>	<input type="checkbox"/> ENROLLMENT ACCEPTED BY THIS AGENCY
---	---

F. SUSPENSION

G. REINSTATEMENT

<input type="checkbox"/> ENROLLMENT HAS BEEN SUSPENDED, EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE WHILE ENROLLEE IS ON ACTIVE MILITARY DUTY OR FOR THE REASON STATED IN REMARKS	<input checked="" type="checkbox"/> ENROLLMENT HAS BEEN REINSTATED, EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE.
--	---

H. CHANGE IN NAME OF ENROLLEE

ENROLLMENT HAS BEEN CHANGED TO:

NAME _____ ADDRESS IF DIFFERENT FROM ITEM 4 ABOVE _____ DATE OF BIRTH _____

I. CHANGE IN ENROLLMENT — SURVIVOR ANNUITANT

ENROLLMENT HAS BEEN CHANGED FROM FAMILY COVERAGE TO SELF ONLY

NEW ENROLLMENT CODE NUMBER _____

J. REMARKS

_____ 11239901

_____ 10141

K. DATE OF NOTICE

8/7/62

HEALTH BENEFITS OFFICER
(AUTHORIZED REPRESENTATIVE OF AGENCY)
 Central Intelligence Agency
 Washington 25, D. C.

SECRET
(When Filled In)

MILITARY STATUS QUESTIONNAIRE (READ INSTRUCTIONS ON REVERSE SIDE)				DO NOT WRITE IN SPACES BELOW			
1. THIS DATE (Month-Jay-year) <i>AUGUST 27, 1962</i>				1-6. SERIAL NUMBER <i>025658</i>			
2. NAME (Last-First-middle) <i>Riccolo, Joseph S. Stephen</i>				7-24. NAME			
3. DATE OF BIRTH (Month-year) <i>Dec 1935</i>		4. SEX <input checked="" type="checkbox"/> (1) MALE <input type="checkbox"/> (2) FEMALE		29-29. DOB <i>12-35</i>		29. SEX <i>1</i>	
5. OFFICE TO WHICH ASSIGNED		6. SCHEDULE AND GRADE <i>GS-7</i>		30-31. OFFICE CODE <i>61</i>		32-34. SCMD 35-38 GR. <i>GS 07</i>	
7. SUBJECT TO CURRENT DRAFT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		8. INDICATE DRAFT CLASSIFICATION, IF ANY <i>(1-D)</i>		37. DRAFT STATUS <input checked="" type="checkbox"/>		38-39. CLASS. <i>1-D</i>	
VETERANS COMPLETE THE FOLLOWING							
9. BRANCH OF SERVICE ON SEPARATION (Check one)				10. MIL. GRADE ON SEPARATION <i>STAFF SERGEANT</i>		40. BRANCH SERVICE <i>4</i>	
<input type="checkbox"/> (1) ARMY		<input type="checkbox"/> (3) MARINE		<input type="checkbox"/> (5) COAST GUARD		41-42. MIL. GRADE <i>E-5</i>	
<input type="checkbox"/> (2) NAVY		<input checked="" type="checkbox"/> (4) AIR FORCE		<input type="checkbox"/> (6) AIR FORCE			
				10A. YRS/MOS OF ACTIVE SERVICE <i>1 YR 1 MO</i>			
11. STATUS AT TIME OF SEPARATION (Check one)				43. STATUS AT SEPARATION <i>2</i>			
<input type="checkbox"/> (1) REGULAR		<input checked="" type="checkbox"/> (2) RESERVE		<input type="checkbox"/> (3) DRAFTEE		<input type="checkbox"/> (4) OTHER (specify in comments)	
12. TYPE OF SEPARATION (Check one)				44. TYPE OF SEPARATION (A-less than 8 yrs; (1-8 yrs or more)			
<p align="center">PLEASE NOTE</p> <p>ALTHOUGH YOU MAY HAVE A SERVICE CONNECTED DISABILITY, DO NOT CHECK THE BOX "RETIRED-SERVICE CONNECTED DISABILITY" UNLESS YOU WERE ACTUALLY RETIRED FOR THIS REASON. IF OTHERWISE, CHECK "HONORABLE DISCHARGE" OR "RELEASED TO INACTIVE DUTY" AS APPROPRIATE, EVEN THOUGH YOU MAY BE DRAWING A DISABILITY ALLOWANCE OR COMPENSATION.</p>				1A 3A 5A 7A			
				1B 3B 5B 7B			
				2A 4A 6A 8A			
				2B 4B 6B 8B			
				<input type="checkbox"/> (1) RELEASED TO INACTIVE DUTY <input type="checkbox"/> (5) RETIRED-AGE <input type="checkbox"/> (2) HONORABLE DISCHARGE <input type="checkbox"/> (6) RETIRED-SERVICE CONNECTED DISABILITY <input type="checkbox"/> (3) RETIRED-20 (or more) YRS. SERVICE <input type="checkbox"/> (7) RETIRED-COMBAT DISABILITY <input type="checkbox"/> (4) RETIRED-LESS THAN 20 YRS. SERVICE <input checked="" type="checkbox"/> (8) OTHER-SPECIFY UNDER COMMENTS			
MEMBERS OF RESERVE FORCES COMPLETE THE FOLLOWING							
13. RESERVE BRANCH OR SERVICE <i>D.C. AIR NAT'L Guard</i>		14. ORIGINAL ENTRY DATE IN ARMED SERVICES <i>13 Feb 54</i>		45. BRANCH SERVICE <i>8</i>		46-49. ENTRY DATE <i>12 5 1</i>	
15. SERVICE SERIAL NO. <i>AF72928914</i>		16. MOS, AFSC, DESIGNATOR, OR RATING <i>70250</i>		50-59. SERV. SER. NO. <i>AF72928914</i>		60-64. MOS, AFSC, <i>70250</i>	
17. MIL. GRADE <i>SSGT</i>		18. RESERVE CATEGORY (Check one)		65-68. MIL. GRADE <i>1 5</i>		67. CATEGORY <i>1</i>	
		<input checked="" type="checkbox"/> (1) READY <input type="checkbox"/> (2) STANDBY <input type="checkbox"/> (3) RETIRED		69-71. EXPIRATION DATE <i>006</i>		72. MOBILIZATION ASSIGNMENT <i>2</i>	
19. EXPIRATION DATE OF APPOINTMENT OR ENLISTMENT (Month and year) <i>AUG 1963</i>				73. ASSIGNMENT UNIT <i>2</i>			
20. MIL. MOBILIZATION ASSIGNMENT <i>121ST TAC FTR SQ Andrews AFB</i>				74. MOBILIZATION CATEGORY <i>2</i>			
21. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED <i>121ST TAC FTR SQ Andrews AFB</i>							
22. COMMENTS <i>Item 12. Honorable Separation From Active Duty USAF To Active Reserve DEANG. 24 Aug 62.</i>							

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

CENTRAL INTELLIGENCE AGENCY

(Department or agency)

LANGLEY, VIRGINIA

(Bureau or division)

(Place of employment)

I, JOSEPH L. PICCOLO, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I knowingly a member of any organization that advocates the overthrow of the constitutional form of the Government of the United States, or which seeks by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) that I will not so advocate, nor will I knowingly become a member of such organization during the period that I am an employee of the Federal Government or any agency thereof.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

25 August 1967
(Date of entrance on duty)

Joseph L. Piccolo
(Signature of appointee)

Subscribed and sworn before me this 27th day of August, A. D. 1967

at Langley, Virginia

[SEAL]

David W. Huber
(Signature of official)
Personnel Clerk
(Title)

NOTE—The oath of office must be administered by a person specified in 5 U. S. C. 18, or by a person designated to administer oaths under Section 208, Act of June 26, 1943, 5 U. S. C. 18a. If he is a Notary Public, the date of expiration of his commission should be shown.

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Admitted unfavorable information about such matters as arrests or discharges will be considered together with the favorable information in your record in determining your present fitness for Federal employment. However, a false statement or dishonest answer to any question may be grounds for dismissal after appointment and is punishable by law.

1. PRESENT ADDRESS (street and number, city and State) _____ Washington 24, D.C.

2. (A) DATE OF BIRTH 8 Dec 35 (B) PLACE OF BIRTH (city and State or city and foreign country) Yonkers, New York

3. (A) IN CASE OF EMERGENCY, PLEASE NOTIFY _____ (B) RELATIONSHIP _____ (C) STREET AND NUMBER, CITY AND STATE _____ (D) TELEPHONE NO. LO 4-5834

MRS. Joseph Piccolo McTier FT. LAUDERDALE, FLA.

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? YES NO

If so, for each such relative fill in the blank below. If additional space is necessary, complete under Item 13.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) PERMANENT (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MAR. RFD. (Check one)	SIN. GLE
		1.			
		2.			
		3.			
		1.			
		2.			
		3.			
		1.			
		2.			
		3.			

INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
8. (A) ARE YOU A CITIZEN OF THE UNITED STATES OF AMERICA OR (B) AS A NATIVE OF AMERICAN SAMOA DO YOU OWE ALLEGIANCE TO THE UNITED STATES OF AMERICA?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	10. (A) HAVE YOU EVER FILED A WAIVER OF LIFE INSURANCE COVERAGE UNDER THE FEDERAL EMPLOYEES GROUP LIFE INSURANCE ACT?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
9. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? <i>If your answer is "Yes," give details in Item 13.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	(B) IF YOU HAVE FILED SUCH A WAIVER, HAS IT BEEN CANCELED OR REVOKED?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
7. DO YOU RECEIVE OR HAVE YOU APPLIED FOR AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? <i>If your answer is "Yes," give details in Item 13.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	11. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT: A. HAVE YOU BEEN DISCHARGED FROM EMPLOYMENT BECAUSE: (1) YOUR CONDUCT WAS NOT SATISFACTORY? (2) YOUR WORK WAS NOT SATISFACTORY?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN ARRESTED, CHARGED, OR HELD BY FEDERAL, STATE, OR OTHER LAW ENFORCEMENT AUTHORITIES FOR ANY VIOLATION OF ANY FEDERAL LAW, STATE LAW, COUNTY OR MUNICIPAL LAW, REGULATION OR ORDINANCE? DO NOT INCLUDE TRAFFIC VIOLATIONS FOR WHICH A FINE OF \$25 OR LESS WAS IMPOSED. ALL OTHER CHARGES MUST BE INCLUDED EVEN IF THEY WERE DISMISSED. <i>If your answer is "Yes," give in Item 13 for each case: (1) approximate date, (2) charge, (3) place, (4) action taken.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	B. HAVE YOU RESIGNED AFTER OFFICIAL NOTIFICATION THAT: (1) YOUR CONDUCT WAS NOT SATISFACTORY? (2) YOUR WORK WAS NOT SATISFACTORY?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN BARRED BY THE U.S. CIVIL SERVICE COMMISSION FROM TAKING EXAMINATIONS OR ACCEPTING CIVIL SERVICE APPOINTMENTS? <i>If your answer is "Yes," give dates of and reasons for such barment in Item 13.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	C. HAVE YOU BEEN DISCHARGED FROM THE ARMED SERVICES UNDER OTHER THAN HONORABLE CONDITIONS? <i>If your answer to A, B, or C is "Yes," give details in Item 13 as clearly as you can remember, including the name and address of employer, approximate date, and reasons in each case.</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

13. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS (Indicate item numbers to which answers apply)

ITEM NO	ITEM NO

INSTRUCTIONS TO APPOINTING OFFICER.— You must determine that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to appointment. This form should be checked for holding of office, prison, any record of recent discharge or arrest, age, citizenship, and members of family. Also, to establish the identity of the appointee, you should particularly check (1) his signature and handwriting against the application and (2) his physical appearance against the medical certificate.

STATEMENT OF PRIOR FEDERAL CIVILIAN AND MILITARY SERVICE AND DETERMINATION OF COMPETITIVE STATUS

IMPORTANT: The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V.

PART I—EMPLOYEE'S STATEMENT **PART II—THIS COLUMN IS FOR PERSONNEL OFFICE USE**

1 NAME (Last, first, middle initial) Piccolo, Joseph S. 2 DATE OF BIRTH 8 Dec 35

9. RETENTION GROUP _____
 10. A. CSC STATUS YES NO
 B. TYPE OF PRESENT APPOINTMENT _____

3 LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military service.)

NAME AND LOCATION OF AGENCY	FROM—			TO—			TYPE OF APPOINTMENT IF KNOWN
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	
F.B.I. WASH. DC.	53	AUG	8	55	SEPT	?	
C.I.A. WASH DC.	57	FEB	13	62	OCT	4	

11. SERVICE		
YEAR	MONTH	DAY

4 LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES IF YOU HAD NO ACTIVE MILITARY SERVICE, WRITE "NONE"

BRANCH	FROM—			TO—			DISCHARGE (Hon. or dishon?)
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	
U.S. AIR FORCE	62	OCT	1	62	AUG	24	Hon.

12. TOTAL SERVICE _____

5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? YES NO
 IF ANSWER IS "YES," LIST FOLLOWING INFORMATION.

TYPE IF KNOWN (LWOP, Furl, Susp, AWOL, Mer Mar)	FROM—			TO—			TOTAL		
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	YEARS	MONTHS	DAYS

13. NONCREDITABLE SERVICE (Leave purposes only): _____

14. NONCREDITABLE SERVICE (RIF purposes only): _____

6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS?
 YES NO
 (If answer is "Yes," in what agency were you employed at the time status was acquired?)
C.I.A.

15. REEMPLOYMENT RIGHTS YES NO

16. RETENTION RIGHTS YES NO

7. ARE YOU:
 A. THE WIFE OF A DISABLED VETERAN? YES NO
 B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? YES NO
 C. THE UNMARRIED WIDOW OF A VETERAN? YES NO

17. EXPIRATION DATE OF RETENTION RIGHTS _____

8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS

I swear (or affirm) that the above statements are true to the best of my knowledge and belief.
27 August 1962 (DATE) Joseph S. Piccolo (SIGNATURE)
 Subscribed and sworn to before me on this 27 day of Aug 1962 at Stanley Virginia (LOCALITY) (STATE)

SEAL

David W. Huber (Signature)
 _____ (Title)

NOTE: If oath is taken before a Notary Public, the date of expiration of his Commission should be shown

INSTRUCTIONS: File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved

CONFIDENTIAL
(when filled in)

ACKNOWLEDGEMENT

I hereby acknowledge that I have read and understand the contents
of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Joseph D. Piccolo
Signature

27 August 1962
Date

CONFIDENTIAL

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	
1-8 25658	(Print) Piccolo	7-28 Joseph	5	25-78 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	ARRIVAL			DEPARTURE			COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY		
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42
	1				01	18	60	Mexico 450

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE			RETURN			AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY		
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42

SOURCE OF RECORD DOCUMENT

<input type="checkbox"/> TRAVEL VOUCHER	<input type="checkbox"/> DISPATCH
<input type="checkbox"/> CABLE	<input type="checkbox"/> DUTY STATUS OR TIME AND ATTENDANCE REPORT

OTHER (Specify) *PTN Personnel MFC*

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
	<i>25 JAN 60</i>

REMARKS

PREPARED BY	REVIEWED/RECORDED BY	DATE DATA REVIEWED/RECORDED
<i>[Signature]</i>	<i>[Signature]</i>	<i>[Date]</i>

SECRET

TITLE OF PLAN OR EMPLOYMENT SYSTEM
GENERAL DESCRIPTION OF PLAN OR EMPLOYMENT SYSTEM

A. IDENTIFYING DATA

Personnel Department
7-30-61

B. TERMINATION

YOUR PARTICIPATION IN A HEALTH BENEFITS PLAN HAS BEEN TERMINATED BY THE EMPLOYER OR BY A NON-EMPLOYER ENTITY.
 THE PART EMPLOYER HAS TERMINATED YOUR PARTICIPATION IN A HEALTH BENEFITS PLAN.

C. CHANGE IN PLAN

YOUR PARTICIPATION IN A HEALTH BENEFITS PLAN HAS BEEN TERMINATED BY THE EMPLOYER OR BY A NON-EMPLOYER ENTITY.

D. TRANSFER

YOUR PARTICIPATION IN A HEALTH BENEFITS PLAN HAS BEEN TRANSFERRED TO:
EMPLOYER OR OTHER RETIREMENT SYSTEM
THE PART EMPLOYER HAS TRANSFERRED YOUR PARTICIPATION TO ANOTHER PLAN.
YOUR PARTICIPATION IN A HEALTH BENEFITS PLAN HAS BEEN TRANSFERRED TO ANOTHER PLAN.

E. SUSPENSION OR REINSTATEMENT

YOUR PARTICIPATION IN A HEALTH BENEFITS PLAN HAS BEEN SUSPENDED BECAUSE YOU ARE ENGAGED IN FULL-TIME DUTY OR FULL-TIME STUDIES.
THE PART EMPLOYER HAS SUSPENDED YOUR PARTICIPATION BECAUSE YOU ARE ENGAGED IN FULL-TIME DUTY OR FULL-TIME STUDIES.
YOUR PARTICIPATION IN A HEALTH BENEFITS PLAN HAS BEEN SUSPENDED BECAUSE YOU ARE ENGAGED IN FULL-TIME DUTY OR FULL-TIME STUDIES.

F. CHANGE IN NAME OF ENROLLEES

NO ENROLLEES SHOWN IN PART A, ABOVE, HAS BEEN CHANGED TO:
NAME: _____ ACTIVE PARTICIPANT IN PART A, ABOVE: _____ DATE OF ENROLLMENT: _____

G. CHANGE IN ENROLLMENT - SURVIVOR ANNUITY

YOUR PARTICIPATION IN A HEALTH BENEFITS PLAN HAS BEEN CHANGED FROM FAMILY COVERAGE TO SELF ONLY.
NEW ENROLLMENT CODE NUMBER: _____

H. REMARKS

11741
7-30-61

I. DATE OF NOTICE

HEALTH BENEFITS OFFICER (ALTERATE) _____ DATE: _____
NAME OF ALTERNATE _____ ADDRESS _____

**HEALTH BENEFITS REGISTRATION FOR
FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959**
(Read instructions on back of last page. Use only typewriter or ballpoint pen.) 10741

OFFICE'S CONTROL NO.
0800459

PART A
ALL WHO REGISTER MUST FILL IN THIS PART.

1. NAME (LAST) (FIRST) (MIDDLE INITIAL) 2. DATE OF BIRTH (MONTH) (DAY) (YEAR)
PICCOLO Joseph S. 12 8 35

3. Are you now married?
YES NO

4. YOUR MARITAL ADDRESS (FRONTIER AND STREET) (CITY AND ZONE NUMBER) (STATE)
N.W. Washington 7, D.C.

5. SEX
MALE FEMALE

6. Are you covered by, or is any family member listed below covered by or enrolled in, a plan under the Federal Employees Health Benefits Act of 1959 (through the enrollment of another United States or District of Columbia Government employee or annuitant)?
YES NO

7. Place an "X" in proper box to show your annual basic salary range.
UNDER \$4,000 \$4,000 TO \$5,999 \$6,000 TO \$7,999 \$8,000 OR OVER

PART B
FILL IN THIS PART IF YOU WISH TO ENROLL 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 applicable coverage of the plan you select.)

NAME OF PLAN: ASSOCIATION BENEFIT PLAN
OPTION: HIGH OR LOW: HIGH
ENROLLMENT LEVEL: 4 2 1

2. In space below list all eligible family members without exception. List your wife or husband first, then your unmarried children under age 19, including legally adopted children, and stepchildren and other family members who live with you as 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.)

NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)
Wife or Husband	[1]		[6]
	[2]		[7]
	[3]		[8]
	[4]		[9]
	[5]		[10]

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 NO

PART C
FILL IN THIS PART IF YOU WISH NOT TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLMENT.

PLACE AN "X" IN ITEM 1 OR ITEM 2, WHICHEVER APPLIES AND ANSWER ITEM 3

1. I elect not to enroll in any plan under the Health Benefits Act.

2. I elect to cancel my present enrollment under the Health Benefits Act.

3. The reason for my election is (Place an "X" in proper box)
(a) I am covered by a plan under the Health Benefits Act through the enrollment of my husband, wife, or parent.

(b) I am covered by a health insurance plan which is not under the Health Benefits Act.

(c) Any other reason.

PART D
FILL IN THIS PART IF YOU WISH TO CHANGE YOUR ENROLLMENT.

I elect to change my enrollment as shown by the enrollment number and other information in Part B.

1. Enrollment code number of present plan. 2. Number of event which permits change (See table on back of duplicate for proper number). 3. Date of event which permits change

MONTH	DAY	YEAR

PART E
ALL WHO REGISTER MUST FILL IN THIS PART.

YOUR SIGNATURE — DO NOT PRINT: *J. S. Piccolo* 28 June 1960 (DATE)

WARNING.— Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)

PART F
TO BE COMPLETED BY AGENCY.

1. NAME AND ADDRESS OF EMPLOYER'S OFFICE

2. DATE RECEIVED BY EMPLOYER'S OFFICE

3. EFFECTIVE DATE OF ELECTION

4. PAYROLL OFFICER'S SIGNATURE

5. PAYROLL OFFICER'S INITIAL AND DATE

6. SIGNATURE OF AUTHORITY AGENCY OFFICIAL

REMARKS
FOR USE ONLY BY AGENTS AND BUREAU

W/H

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW

NAME OF EMPLOYEE (If you)	DATE (from item 1)	NAME OF SUPERVISOR (If you)	DATE (from item 2)
PICCOLO, Joseph S.	18 Jun 59	SCOTT, Winton M.	18 Jun 59

NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW.	DATE
<i>R. D. Brandon</i> R. D. BRANDON, WH/Personnel	1 Jul 59

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH 8 December 1935	2. GRADE GS-5	3. CURRENT POSITION TITLE Mail and File Supervisor
4. SERVICE DESIGNATION (if known) RID	5. CURRENT STATION OR FIELD BASE Mexico City	7A. EXPECTED DATE OF DEPARTURE FROM FIELD 2 Jan 1960
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR None		7B. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS 30 Jan 1960

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form).

Sterilization and preparation of outgoing pouches, processing of incoming pouches, analysis of mail for filing, name checks and preparation of memoranda, records liaison, operation of Registry during absence of Chief, photo work during absence of KURIOT representative.

9. PREFERENCE FOR NEXT ASSIGNMENT:

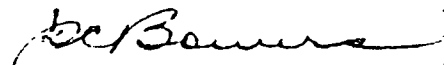
A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 5, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Return to WHD or RID in analysis or report work with the intention of entering the IO or JOT program upon completion of studies at Georgetown University (approximately 1-1/2 years).

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):

These courses that would be preparatory for entrance into the operational field.

SECRET

<p>9. PREFERENCE FOR NEXT ASSIGNMENT (continued)</p> <p>C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:</p> <p><input checked="" type="checkbox"/> 2. RETURN TO MY CURRENT STATION</p> <p><input 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>WHH</u> 2ND. CHOICE <u>RID</u> 3RD. CHOICE <u>WED</u></p> <p><input checked="" type="checkbox"/> 3. 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 <u>MADRID</u> 2ND. CHOICE <u>ROME</u> 3RD. CHOICE <u>SALVADOR</u></p>	
<p>10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? INDICATE NUMBER OF WORK DAYS <u>15</u></p>	
<p>11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:</p> <p align="center">None</p>	
<p>12. SIGNATURE: COMPLETE ITEM NO. 5-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION</p>	
<p>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> <p>It is recommended that this employee be returned to Headquarters in January 1960 in order that he may complete his college education at Georgetown University. His replacement, who should be a trained RID specialist, should arrive in Mexico in early December 1959.</p> <p>This employee should be allowed to take KUBARK training courses which would lead to his becoming an I.O. upon completion of his college education. It is believed he can become a very good I. O. with training.</p>	
<p>14. SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM. TO BE COMPLETED BY APPROPRIATE PERSONNEL OFFICER AT HEADQUARTERS</p>	
<p>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> <p>Concur with Chief of Station recommendation for assignment at Headquarters in RID since there are no appropriate positions in WH Hqs to which he could be assigned.</p>	
<p>16. NAME OF PERSONNEL OFFICER <u>P. C. BOWERS</u> DATE <u>1 July 1959</u></p>	<p>SIGNATURE </p>
<p>FOR USE OF CAREER SERVICE</p>	
<p>17. EMPLOYEE <input type="checkbox"/> HAS <input type="checkbox"/> HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT</p>	<p>18. REFERENCE DISPATCH NO. _____ CABLE NO. _____</p>
<p>19. TYPED OR PRINTED NAME</p>	<p>20. SIGNATURE</p>
<p>21. TITLE</p>	<p>22. DATE</p>
<p>23. COMMENTS</p>	

SECRET

CONFIDENTIAL
(When Filled In)

TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT
DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of 24 months from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.

2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.

3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:

Patricia H. Keefe
Office of Personnel

Joseph S. Piccolo
(Employee)

Joseph S. Piccolo

Date: 4 Nov 1957

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

CENTRAL INTELLIGENCE AGENCY Washington, D. C.
(Department or agency) (Bureau or division) (Place of employment)

I, Joseph Stephan Piccolo....., do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I knowingly a member of any organization that advocates the overthrow of the constitutional form of the Government of the United States, or which seeks by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) that I will not so advocate, nor will I knowingly become a member of such organization during the period that I am an employee of the Federal Government or any agency thereof.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

4 Feb. 1957.....
(Date of entrance on duty) Joseph S. Piccolo
(Signature of appointee)

Subscribed and sworn before me this 4th day of February A. D. 1957.

at Washington,.....
(City) D. C.
(State)

[SEAL]

[Signature]
(Signature of officer)
Appointment Clerk
(Title)

NOTE.—If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

STATEMENT OF PRIOR FEDERAL AND MILITARY SERVICE
AND DETERMINATION OF COMPETITIVE STATUS

IMPORTANT: The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V.

PART I.—EMPLOYEE'S STATEMENT										PART II—THIS COLUMN IS FOR PERSONNEL OFFICE USE		
1. NAME (Last, first, middle initial)					2. DATE OF BIRTH					3. RETENTION GROUP		
Piccolo, Joseph S.					5 DEC 1935					10. A CSC STATUS <input type="checkbox"/> YES <input type="checkbox"/> NO		
3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military service).										B. TYPE OF PRESENT APPOINTMENT		
NAME AND LOCATION OF AGENCY	FROM—			TO—			TYPE OF APPOINTMENT IF KNOWN	11. SERVICE				
	YEAR	MONTH	DAY	YEAR	MONTH	DAY		YEAR	MONTH	DAY		
FEDERAL BUREAU OF INVESTIGATION WASHINGTON, D.C.	1953	AUG	3	1955	JUN	9	CLERICAL					
4. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES IF YOU HAD NO ACTIVE MILITARY SERVICE, WRITE "NONE"										12. TOTAL SERVICE		
BRANCH	FROM—			TO—			DISCHARGE (Hon or dishon.?)	13. NONCREDITABLE SERVICE (Leave purposes only):				
	YEAR	MONTH	DAY	YEAR	MONTH	DAY		YEAR	MONTH	DAY		
NONE												
5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS AD'ANCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF ANSWER IS "YES," LIST FOLLOWING INFORMATION.										14. NONCREDITABLE SERVICE (RIF purposes only):		
TYPE OF SERVICE (LWOP, Post, Susp, AWOL, Mor Mat)	FROM—			TO—			TOTAL			15. REEMPLOYMENT RIGHTS		
	YEAR	MONTH	DAY	YEAR	MONTH	DAY	YEARS	MONTHS	DAYS	<input type="checkbox"/> YES <input type="checkbox"/> NO	16. RETENTION RIGHTS	
										<input type="checkbox"/> YES <input type="checkbox"/> NO	17. EXPIRATION DATE OF RETENTION RIGHTS	
6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO (If answer is "Yes," in what agency were you employed at the time status was acquired?)												
7. ARE YOU: A. THE WIFE OF A DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO C. THE WIDOW/ERES WIDOW OF A VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO												
8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS. I swear (or affirm) that the above statements are true to the best of my knowledge and belief.												
4 FEB 1957 (DATE)												
Subscribed and sworn to before me on this 4th day of Feb 1957 at Washington, D.C.												
SEAL												
NOTE: If oath is taken before a Notary Public, the date of expiration of his Commission should be shown												
INSTRUCTIONS: Fill this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved.												

Part III.— DETERMINATION OF COMPETITIVE STATUS. (Complete for noncompetitive hires based on competitive status as required by instructions in FPM Chapter 51.) Employee has a competitive status. This determination is based upon the following evidence:

NAME OF AGENCY	SIGNATURE AND OFFICIAL TITLE	DATE

PART IV.— DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES

 	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 13)	CREDITABLE SERVICE (Leave Purposes)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (Leave Purposes)	SERVICE COMPUTATION DATE (Leave Purposes)
Years			Years 3/27/57	9/25/57	2	7/5
Months			10/19/57	10/19/57	1	10/19/57
Days			10/19/57	10/19/57	1	10/19/57

PART V.— DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR REDUCTION IN FORCE PURPOSES. (Complete only in those cases when the amount of creditable service for reduction in force purposes differs from the amount creditable for leave purposes.)

 	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 14)	CREDITABLE SERVICE (RIF Purposes)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (RIF Purposes)	SERVICE COMPUTATION DATE* (RIF Purposes)
Years						
Months						
Days						

* Same as the "Service Computation Date" on the employee's "Service Based Card," SF 7

REMARKS:

CONFIDENTIAL
(When Filled In)

Date 4 February 1957

Dear Mr. Piccolo:

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective **4 February 1957**.

Position: **File Clerk**
Base Salary: **\$3415.00 per annum**

2. You will be entitled to receive annual and sick leave, retirement coverage and such other employee benefits as may be provided by Agency regulations or applicable Federal laws and regulations.

3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, the duration of the tour of duty will be prescribed in advance and will normally consist of a period of 24 months. You will be required to serve the prescribed period of the overseas tour of duty from the date of arrival at your overseas post of duty unless this tour is sooner terminated by the Government for its convenience or it is terminated for circumstances that are considered by the Agency to be beyond your control.

4. If you terminate your assignment at an overseas post of duty for reasons within your control in less than 12 months from the date of arrival at the overseas post of duty, it is understood and agreed that you will be liable for reimbursing CIA for all travel expenses, including storage and per diem, incurred by the Government in the transportation of yourself, your dependents, household effects and automobile to your overseas post of duty, and you will pay all return travel and transportation expenses to the United States.

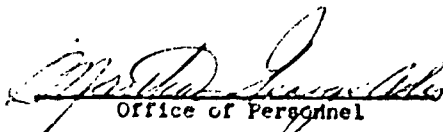
5. It is further understood and agreed that if you terminate your overseas assignment for reasons within your control subsequent to the twelfth month but prior to the completion of your prescribed tour of duty, you will pay all return expenses for the travel and transportation of yourself, your dependents, household effects and automobile to the United States.

6. If you wish to return to the United States for personal reasons during your overseas tour of duty, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

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7. Your employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of 12 months from the date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be considered for other types of available employment for which you are suited, or your employment will be terminated.

8. Your appointment is for such time as your services may be required and available funds permit.


Office of Personnel

I accept the above agreement as a condition of my employment by CIA.


(Employee)

4 February 1957
(Date)

CONFIDENTIAL

SECRET CONFIDENTIAL INTERNAL USE ONLY UNCLASSIFIED

REQUEST FOR MEDICAL EVALUATION

1 REQUEST DATE: 23 Aug 79

APPLICANT HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS: YES NO

EMPLOYEE: YES NO

3 NAME (Last, First, Middle): **Piccolo, Joseph SS.**

4 SOCIAL SECURITY NO. [REDACTED]

5 GRADE: **GS-13** 6 AFFILIATION: **All** 7 DIRECTORATE/OFFICE/POSITION: **DDO/CI Staff** 8 EMP ID: **6663** 9 POSITION TITLE: **Operations Officer**

10 DATE OF BIRTH: **6 Dec 35** 11 SEX: **M**

COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 215 CHECKED "DEPENDENT"

13	DEPENDENT NAME (L, F, M)	14	DATE OF BIRTH	15	DOB/DMY	16	SEX	17	RELATIONSHIP	18	DEPENDENT PREVIOUSLY SEEN BY OMS (Y/N)

20 REQUESTED ACTION (more than one is acceptable)

APPLICANT	PRE EMPLOYMENT	EOD	STD-ETA, DE MSTR	NO OF DEPENDENTS TO ACCOMPANY ON RETURN
	O'S PCS	STATUS		
	O'S TDY	TYPE CODE	POSITION	
ASSIGNMENTS	O'S RETURNEE	FITNESS FOR DUTY	OTHER QUALIFY	
	XXX O'S TDY STANDBY	RETURN TO DUTY		
	O'S PLANNING	SPECIAL TRAINING		
SEPARATION	RETIREMENT	MDR CARDS	MDR CSC	
ROUTINE	REGULAR ANNUAL	EXECUTIVE ANNUAL	MDR PHE	

21 COMMENTS

Please renew TDY standby. Mr. Piccolo's present TDY clearance expires in October 1979.

22 REQUESTING DIRECTORATE/OFFICE/DIV: **DDO/CI/PERS**

23 DESK NO: **2036 Hys**

24 EXTENSION: **4313**

25 SIGNATURE OF REQUESTOR: **Salvador A. Adams**

FOR OMS USE ONLY

APPROVE PROCESSING FOR EOD	DATE: _____ OMS SIGNATURE: _____
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (if any letter attached)	
REQUEST PRE EMP MEDICAL EVALUATION	
OTHER (see comments)	

FOR OTHER ACTIONS

REQUESTED ACTION	QUAL	CUMD (QUAL)	DEFER	DISQUAL
TDY-STBY	X			

QUAL TDY STBY until Sept. 31
Oct 1, 1979
James J. Graham OMS/PEO

UNCLASSIFIED INTERNAL USE ONLY CONFIDENTIAL SECRET

CONFIDENTIAL
(When Filled In)

MEMORANDUM OF UNDERSTANDING
REGARDING MILITARY SERVICE OBLIGATION

I understand that in accepting a position with the Central Intelligence Agency while subject to induction into the Armed Forces under the Selective Service Act, I cannot and will not expect deferment from such military service by virtue of my employment with the Central Intelligence Agency.

SIGNED *Joseph P. ...*

WITNESS *George Reder*

DATE *31 May 57*

FORM NO. 278
1 OCT 56

CONFIDENTIAL

(12)

SECRET CONFIDENTIAL INTERNAL USE ONLY UNCLASSIFIED

REQUEST FOR MEDICAL EVALUATION
(DEPENDENTARY WILL BE COMPLETED BY OMS)

OMS DATE: **6 Sep 77**

APPLICANT HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS: YES NO

DEPENDENTARY: EMPLOYEE

3 NAME (LAST, FIRST, MIDDLE): **Piccolo, Joseph S.**

4 SOCIAL SECURITY NO.:

5 CHART NO: **012424**

6 CNR (DATE MO/YR): **8 Dec 35**

7 SEX: **M**

8 GRADE: **GS-13**

9 AFFILIATION ID: **All**

10 DIRECTORATE/OFFICE DIVISION: **DNO/CI/OG/SO**

11 EMP ID: **6348**

12 POSITION TITLE: **Operations Officer**

COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 2 IS CHECKED "DEPENDENT(S)"

13 DEPENDENT NAME (L F M)	14 SOC SEC NO	15 CHART NO	16 DOB (MM/YY)	17 SEX	18 RELATIONSHIP	19 DEPENDENT PREVIOUSLY SEEN BY OMS (yes/no)

20 REQUESTED ACTION (more than one action is acceptable)

APPLICANT:	<input type="checkbox"/> PRE EMPLOYMENT	<input type="checkbox"/> EOD
ASSIGNMENTS	<input type="checkbox"/> O/S PCS	STATION
	<input type="checkbox"/> O/S TDY	TYPE COVER
	<input type="checkbox"/> O/S RETURNEE	FITNESS FOR DUTY
	<input checked="" type="checkbox"/> O/S TDY STANDBY	RETURN TO DUTY
	<input type="checkbox"/> O/S PLANNING	SPECIAL TRAINING
SEPARATION	<input type="checkbox"/> RETIREMENT	MDR/CARDS
ROUTINE	<input type="checkbox"/> REGULAR ANNUAL	<input type="checkbox"/> EXECUTIVE ANNUAL
		<input type="checkbox"/> MPT/PHE

21 COMMENTS

22 REQUESTING DIRECTORATE/OFFICE/DIV: **DDO/PCS/CSS/Pers**

23 ROOM BLDG: **2C43**

24 EXTENSION: **4013**

25 SIGNATURE OF REQUESTOR: *Virginia L. Rogers*
Virginia L. Rogers

FOR OMS USE ONLY

FOR APPLICANTS	COMMENTS
<input type="checkbox"/> APPROVE PROCESSING FOR EOD	
<input type="checkbox"/> HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL (O/S OPERATIONAL) (FORM 6119-2126-003)	
<input type="checkbox"/> REQUEST PRE EMP MEDICAL EVALUATION	
<input type="checkbox"/> OTHER (SEE COMMENTS)	DATE
	OMS SIGNATURE

FOR OTHER ACTIONS

REQUESTED ACTION	QUAL	COND QUAL	DEFER	DISQUAL
TDY STDBY	XX			

Expires 1 October 1979.

9 November 1977
James J. Graham, OMS/PEO

UNCLASSIFIED INTERNAL USE ONLY CONFIDENTIAL SECRET

SECRET CONFIDENTIAL INTERNAL USE ONLY UNCLASSIFIED

REQUEST FOR MEDICAL EVALUATION

1 REQUEST DATE (DD MM YY) 2 APPLICANT HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS

1377 25 Feb 77 X YES NO

3 NAME (Last First Middle) 4 SOCIAL SECURITY NO 5 (DD MM YY) 6 SEX

Piccolo, Joseph S. [REDACTED] 8 Dec 35 M

7 GRADE 8 AFFILIATION CG 9 DIRECTORATE OFFICE/DIVISION 10 EMP NO 11 POSITION TITLE

GS-13 All DDO/LA/Hqs 7350 Operations Officer

12 COMPLETE 13-15 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF THIS CHECKED (DEPENDENTS)

13 DEPENDENT NAME (F M)	14 SOC SEC NO	15 DOD (M/Y)	16 SEX	17 RELATIONSHIP	18 DEPENDENT PREVIOUSLY SEEN BY OMS (Yes No)
			F	Wife	Yes
			F	Dau	Yes
			F	Dau	Yes

20 REQUESTED ACTION (more than one action is acceptable)

APPLICANT	PHE EMPLOYMENT	STATION	LT/ETA (DD MM YY)	NO OF DEPENDENTS TO ACCOMPANY OR RETURN
X	O/S PCS	Mexico City, Mexico	25 Jul 77	Three
	O/S TDY	Designee	Operations Officer	
	O/S RETURNEE			
	O/S TOY STANDBY			
	O/S PLANNING			
SEPARATION	RETIREMENT	MUR/CIARDS		MOR/C/C
ROUTINE	REGULAR ANNUAL	EXECUTIVE ANNUAL		MPT/PHE

21 COMMENTS

Please schedule physicals

22 REQUESTING DIRECTORATE OFFICE/CG 23 ROOM/BLDG 24 EXTENSION 25 SIGNATURE OF REQUESTING OFFICER

DDO/LA/Pers 3D-3113 Hqs. 7350 Jill Kritzer

FOR APPLICANTS					FOR OMS USE ONLY	
APPROVE PROCESSING FOR EGD					COMMENTS	
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (Form letter attached)						
REQUEST PRE EMP MEDICAL EVALUATION						
OTHER (see instructions)						
DATE					OMS SIGNATURE	
FOR OTHER ACTIONS					COMMENTS	
REQUESTED ACTION	QUAL	COND QUAL	DEFER	DISQUAL	<p>6 OCT 1977</p>	
DATE					OMS SIGNATURE	

UNCLASSIFIED INTERNAL USE ONLY CONFIDENTIAL SECRET 17 IMPDET CL BY 006962

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST

30 Sept 75

2. NAME (Last, First, Middle)

Piccolo, Joseph S.

3. POSITION TITLE

Ops Officer

4. GRADE

GS-13

5. OFFICE DIVISION BRANCH

DDO/LA/COG

6. EMPLOYEE S ENT.

7. PURPOSE OF EVALUATION

PRE-EMPLOYMENT

ENTHANCE ON DUTY

TDY STANDBY

SPECIAL TRAINING

ANNUAL

RETURN TO DUTY

FITNESS FOR DUTY

MEDICAL RETIREMENT

HDQS/TDY

OVERSEAS ASSIGNMENT

ETO
STATION
TDY OR PCS
TYPE OF COVER
NO. OF DEPENDENTS TO ACCOMPANY
NO. OF DEPENDENTS REPORTS OF MEDICAL HISTORY ATTACHED

RETURN FROM OVERSEAS

ETA
29 Sept 75
STATION
Managua
NO. OF DEP. S

8. OVERSEAS PLANNING EVALUATION (Use 801-2 form for 1st visit)

YES

NO

9. REQUESTING OFFICER

Kathy Hill
Kathy Hill, LA/Trng

3C34 Hqs

5871

10. COMMENTS

11. RESULT OF EVALUATION

Returnee Exam Completed. Qualified for TDY Standby until 1 October 1977.

12. DATE

10 March 1976

William T. Golder, OHS/pro

SECRET

SECRET

1. NAME (Last, First, Middle)		2. DATE OF BIRTH		3. GRADE	
Piccolo, Joseph S.		12/02/35		GS-13	
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment)		5. PRESENT POSITION		6. EMPLOYEE EXTENSION	
DDO/WH/Rio de Janeiro		Ops Officer		5671	
7. PROPOSED STATION		8. PROPOSED POSITION (Title, Number, Grade)			
Managua, Nicaragua		Ops Officer 0306 GS-13			
9. TYPE OF COVER AT NEW STATION		10. ESTIMATED DATE OF DEPARTURE		11. NO. OF DEPENDENTS TO ACCOMPANY	
		09/10/73		three	
12. COMMENTS					
Physicals to be taken in the field.					
13. DATE OF REQUEST		14. SIGNATURE OF REQUESTING OFFICIAL		15. ROOM NUMBER AND BUILDING	
18 May 1973		<i>Karl Fleck</i> Karl Fleck		3D 5317 Hqs	
				5671	
17. OFFICE OF MEDICAL SERVICES DISPOSITION					
18. OFFICE OF SECURITY DISPOSITION					
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION					
24 AUG 1973					
QUALIFIED FOR PROPOSED ASSIGNMENT OVERSEAS					
<i>L. E. ...</i> Chairman, Overseas Candidate Review Panel					
REQUEST FOR PCS OVERSEAS EVALUATION					

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST
18 May 1973

2. NAME (Last, First, Middle)
Piccolo, Joseph S. (dependent of)

3. POSITION TITLE
Ops Officer

4. GRADE
GS-13

5. OFFICE DIVISION BRANCH
DDO/WII/Rio De Janeiro

6. EMPLOYEE S EXT.

7. PURPOSE OF EVALUATION

PRE-EMPLOYMENT

ENTRANCE ON DUTY

DUTY STANDBY

SPECIAL TRAINING

ANNUAL

RETURN TO DUTY

FITNESS FOR DUTY

MEDICAL RETIREMENT

HDQS/TDY

OVERSEAS ASSIGNMENT

ETD	09/10/73
STATION	Managua, Nicaragua
TDY OR PCS	PCS
TYPE OF COVER	
NO. OF DEPENDENTS TO ACCOMPANY	three
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED	none

RETURN FROM OVERSEAS

ETA	
STATION	
NO. OF DEP. S	

8. OVERSEAS PLANNING EVALUATION (Use check mark to check)

YES

NO

9. REQUESTING OFFICER

SIGNATURE
Karl Fleck
Karl Fleck
ROOM NO. & BUILDING
3D 5317 Hqs

EXT
5HX 5611

10. COMMENTS

NIFE
Dau
Dau

Physicals to be taken in the field.

11. REPORT OF EVALUATION

QUALIFIED FOR OR PCS

18 19 73

SIGNATURE FOR USE BY MEDICAL STAFF
PETER J. GAUGHAN

CONFIDENTIAL

REQUEST FOR PRE-EMPLOYMENT MEDICAL EVALUATION		DATE 21 August 1956
NAME (Last) (First) (Middle) PICCOLO, JOSEPH STEPHAN		SUSPENSE DATE (in working days)
ORGANIZATIONAL ASSIGNMENT DDP/FI/RI	POSITION TITLE (and grade) File Clerk GS-4	PERSONNEL DIVISION <input checked="" type="checkbox"/> Over <input type="checkbox"/> Report
7. THE MEDICAL OFFICE IS REQUESTED TO CHECK THE DESIRED ACTION, RETURNING THE ORIGINAL COPY OF THIS FORM TO THE APPROPRIATE PERSONNEL DIVISION NO LATER THAN THE SUSPENSE DATE INDICATED IN ITEM NO. 3.		
A <input type="checkbox"/> Approve processing for I.O.B. B <input type="checkbox"/> Hold pending receipt of additional medical information (Form letters attached) C <input checked="" type="checkbox"/> Request pre-employment medical examination		
D <input type="checkbox"/> Rejected for medical reasons		
8. Remarks: (8/30/56) Please have subject come in any day of the week except Mon. & Wed. at 8:30.		
<i>8E med 9/17 at 8:30 for med re 9/13/56 my</i>		<i>Mat. N. Hartman</i> SIGNATURE FOR MEDICAL OFFICE

FORM NO. 570 REPLACES FORM 27-103
1 MAR 55 WHICH MAY BE USED.

CONFIDENTIAL

(4)

SECRET
(When Filled In)

~~SECRET~~
12424

MEDICAL ACTION REQUEST AND REPORT

I REQUEST FOR PHYSICAL EXAMINATION BY		
1. NAME (Last)	(First)	(Middle)
PICCOLO, Joseph S.		2. DATE 23 September 57
3. TO POSITION File Clerk	4. OFFICE, DIVISION, BRANCH DDF/WI/III	5. GRADE GS-4
6. TYPE OF POSITION <input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input checked="" type="checkbox"/> Overseas	7. EVALUATE FOR <input type="checkbox"/> EOD <input checked="" type="checkbox"/> Overseas <i>PCS</i> <input type="checkbox"/> Returnee <input type="checkbox"/> Pre-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify) <i>10 Jan 58</i> Mexico City, Mexico	
II REPORT OF MEDICAL EVALUATION		
<input type="checkbox"/> Qualified for Full Duty (General)		<input type="checkbox"/> Qualified for Full Duty (Special)
<input type="checkbox"/> Qualified for Departmental Duty Only		<input type="checkbox"/> Disqualified
Remarks QUALIFIED FOR PROPOSED PCS AND ASSIGNMENT OCT 4 1957 <i>Walter J. [Signature]</i> MEDICAL OFFICER		

12424
1011 170
OFFICE OF BEARINGS

SECRET

FORM 10-57

SECRET
(When Filled In)

MEDICAL ACTION REQUEST AND REPORT			
I REQUEST FOR PHYSICAL EXAMINATION BY			
1. NAME (Last) Piccolo,		2. DATE 17 September, 1956.	3. NAME (First) Joseph
4. NAME (Middle) Stephen		5. OFFICE, DIVISION, BRANCH DDP/PI	6. GRADE GS-4
7. TO POSITION File Clerk		8. TYPE OF POSITION <input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas	
9. EVALUATE FOR <input type="checkbox"/> EOD <input type="checkbox"/> Overseas <input type="checkbox"/> Returnee		10. EVALUATE FOR <input checked="" type="checkbox"/> Pro-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	
II REPORT OF MEDICAL EVALUATION			
<input type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only		<input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified	
Remarks: Subject is qualified for Full Duty/General. (1/24/57) Must be re-evaluated prior to any specific o/s assignment.			
		<i>Vincent J. Lord</i> MEDICAL OFFICE	

SECRET

SECRET

(WHEN FILLED IN)

QUALIFICATIONS SYSTEM RECORD CHANGE

APPLICANT CODING DATA

1. ID	2. APPL. NO. 6-DIGITS	3. NAME MUST CONTAIN 20-DIGITS
4. DATE OF BIRTH MO DA YR	5. DATE CODED MO DA YR	THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICATIONS CODING RECORD.

LANGUAGE CODING DATA - FORM 444c

1. ID	2. EMPLOYEE NO.	3. NAME 3-LETTERS	4. LANGUAGE DATA CODE							
			BASE CODE	R	W	P	S	U	T	YR
5. DATE SUBMITTED MO DA YR	6. DATE OF BIRTH MO DA YR		WHEN FORM 444c DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO++LANGUAGE" (12-DIGITS)							

LANGUAGE PROFICIENCY TEST DATA

1. ID	2. EMPLOYEE NO.	3. NAME	4. CODE C-A-D	5. LANGUAGE DATA BEFORE TEST							
				BASE CODE	R	W	P	S	U	T	YR
6. LANGUAGE DATA AFTER TEST BASE CODE	R	W	P	S	U	T	YR	7. DATE OF TEST MO DA YR	DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AWARDS DATA.		

QUALIFICATIONS RECORD CHANGE

1. ID	2. EMP/APPL NO.	3. NAME 3-LETTERS	ENTER UNDER "TYPE" - A - ADDITION TO RECORD C - CHANGE TO EXISTING RECORD D - DELETION OF DATA FROM EXISTING RECORD								
TYPE	CODE # 1					CODE # 2					
	BASE	1	2	3	YR	BASE	1	2	3	YR	

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-8 02565K	(Print) Piccolo	7-24 Joseph	S.

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. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	1			NICARAGUA 525
04	27	68								

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	CODE	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR					
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION				

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

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

DOCUMENT IDENTIFICATION NO. HMMT-1470	DOCUMENT DATE/PERIOD
--	----------------------

REMARKS

PREPARED BY DSD	<input checked="" type="checkbox"/> REPORT INDICATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
C & S DIVISION CTDR.	DATE 6/18/68	SIGNATURE <i>[Signature]</i>
<input checked="" type="checkbox"/> C & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

SECRET
(When filled in)

OFFICIAL USE ONLY (until filled in)

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING EIGHT COLORED INKS.

SECTION I

BIOGRAPHIC AND POSITION DATA

1 EMP SER NO 029696	2 NAME Last First Middle PICCOLO JOSEPH S	3 SEX M	4 DATE OF BIRTH 12/08/35	5 SCHEDULE GRADE/STEP GS-11-04
6 SO D	7 POSITION TITLE CPS OFFICER	8 OFFICE OF ASSIGNMENT WH	9 LOCATION (Agency City) MEXICO CITY, MEXICO	

SECTION II

AGENCY OVERSEAS SERVICE

AREA	TYPE TO, P	FROM	TO
MEXICO	PCS 64	87/12/01	58/07/01
WESTERN HEMISPHERE	TDY 51	65/04/13	65/08/11
EUROPE	TDY	64/8/1	64/10/1
EUROPE	TDY	64/11/1	64/12/1
MEXICO	PCS	65/9/30	68/11/70

OVERSEAS DATA
 1 APR 1968
 FG

SECTION III

EDUCATION

DEGREE	DATES	CERTIFICATES	YEAR
BSES	NO COLLEGE DEGREE ON RECORD International Relations	Communication Certificate	64

SECRET

68 APR 1968

SECRET

When Filled In

SECTION IV GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	EXPERIENCE ACQUIRED BY - CHECK IN			
				RES. DEVICE	TRAVEL	STUDY	WORK ASSIGNMENT
MEXICO	Political, Economic	1957-58 1965-68	N/A	X			X
Belgium	NONE/TOURIST						
France							
Germany		1965	N/A		X		X
Spain							
England							

SECTION V TYPING AND STENOGRAPHIC SKILLS			
1. TYPING (WPM) <i>Limited</i>	2. SHORTHAND (WPM) <i>None</i>	3. INDICATE SHORTHAND SYSTEM USED - CHECK IN APPROPRIATE ITEM. <input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOYPE <input type="checkbox"/> OTHER SPECIFY.	
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (computer, micrograph, card punch, etc.) <i>None</i>			

SECTION VI SPECIAL QUALIFICATIONS	
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED INDICATE YOUR PROFICIENCY IN EACH. <i>Doc Training - Limited</i>	
2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4, SECTION V, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES SUCH AS OPERATION OF RADIO TRANSMITTERS (include CW speed reading & training), OFFSET PRESS, TURRET LATHE, EDP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES. <i>None</i>	
3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS PAINT ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
4. IF YOU HAVE ANSWERED YES TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Provide license register number if known)	5. FIRST LICENSE, CERTIFICATE (year of issue)
	6. LATEST LICENSE, CERTIFICATE (year of issue)
7. LIST ANY RESEARCH AND PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR. DO NOT INCLUDE MATERIALS CURRENTLY UNDER PUBLICATION. INDICATE THE TITLE, PUBLICATION DATE AND TYPE OF WRITING (see format on reverse) (include general interest subjects unless stated otherwise). <i>None</i>	
8. OPERATOR AND COPIER WITHIN THE PAST FIVE YEARS AND STATE WHETHER FOR GOVT. OR PRIVATE. <i>None</i>	
9. ADDITIONAL SPECIAL SKILLS OR EXPERIENCE (e.g., foreign language, etc.) <i>University Education</i>	

SECRET
(When Filled In)

11-61		LANGUAGE DATA RECORD		
625 658				
PART I-GENERAL				
1. NAME (Last-First-Middle) (7-24)		2. DATE OF BIRTH (24-30)		
Piccolo, Joseph Stephan		MONTH Dec	DAY 8	YEAR 35
3. LANGUAGE (21-23)	4. TODAY'S DATE (24-29)		5.	
SPANISH 720	MONTH AUG	DAY 27	YEAR 62	<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
PART II-LANGUAGE ELEMENTS				
SECTION A. Reading (40)				
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.				
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.				
③ 3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.				
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.				
5. I HAVE NO READING ABILITY IN THE LANGUAGE.				
SECTION B. Writing (41)				
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.				
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.				
② 3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.				
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.				
5. I CANNOT WRITE IN THE LANGUAGE.				
SECTION C. Pronunciation (42)				
1. MY PRONUNCIATION IS NATIVE.				
① 2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.				
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.				
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.				
5. I HAVE NO SKILL IN PRONUNCIATION.				
CONTINUE ON REVERSE SIDE				

CONTINUATION OF PART II—LANGUAGE ELEMENTS

SECTION D.

Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E.

Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 23-119, PAR. 1(C)(2). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

27 AUG 62

SIGNATURE

Joseph J. Piro

1405

1411

SECRET
(When Filled In)

(1-6)		LANGUAGE DATA RECORD			
525658					
PART I-GENERAL					
1. NAME (Last-First-Middle)			2. DATE OF BIRTH		
PICCOLI, Joseph S.			MONTH: DECEMBER DAY: 5 YEAR: 1935		
3. LANGUAGE		4. TODAY'S DATE		5.	
SPANISH 720		AUGUST 24 1959		<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE	
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CONTINUATION OF PART II—LANGUAGE ELEMENTS

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4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE ABOARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 28.119, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN ABOARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE ABOARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

SIGNATURE

26 August 1979

161

1981

1979

PERSONAL HISTORY STATEMENT

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? YES NO

Part I PERSONAL BACKGROUND

FULL NAME John Edward Smith 1945
DATE OF BIRTH 10/15/1945

CURRENT ADDRESS 123 Main St, Springfield, MA 01101

PREVIOUS ADDRESSES 456 Oak St, Springfield, MA 01102

EDUCATION High School Graduate

EMPLOYMENT HISTORY Various retail jobs

MILITARY SERVICE None

CRIMINAL RECORD None

OTHER INFORMATION None

STATEMENT MADE ON 10/25/1998

BY John E. Smith

WITNESSED BY John E. Smith

SIGNATURE OF WITNESS John E. Smith

DATE OF SIGNATURE 10/25/1998

STATEMENT MADE AT Springfield, MA

BY John E. Smith

WITNESSED BY John E. Smith

SIGNATURE OF WITNESS John E. Smith

DATE OF SIGNATURE 10/25/1998

STATEMENT MADE AT Springfield, MA

BY John E. Smith

WITNESSED BY John E. Smith

SIGNATURE OF WITNESS John E. Smith

DATE OF SIGNATURE 10/25/1998

STATEMENT MADE AT Springfield, MA

BY John E. Smith

WITNESSED BY John E. Smith

[The following text is extremely faint and largely illegible due to heavy noise and low contrast. It appears to be a multi-paragraph document, possibly a report or a letter, with several lines of text per paragraph. Some words are difficult to discern but may include terms like "The following information", "is being provided", and "for your information".]

[The text continues with several more paragraphs, maintaining the same level of illegibility. The structure suggests a formal communication.]

[The document concludes with a few final lines of text, which are also obscured by the same quality issues.]

1944

1. NAME OF THE PARTY: [Illegible]

2. ADDRESS: [Illegible]

3. OCCUPATION: [Illegible]

4. DATE OF BIRTH: [Illegible]

5. PLACE OF BIRTH: [Illegible]

6. EDUCATION: [Illegible]

7. RELIGION: [Illegible]

8. POLITICAL AFFILIATION: [Illegible]

9. SOCIAL SECURITY NUMBER: [Illegible]

10. MARITAL STATUS: [Illegible]

11. NUMBER OF CHILDREN: [Illegible]

12. DATE OF ENTRY INTO THE U.S.: [Illegible]

13. TYPE OF ENTRY: [Illegible]

14. CURRENT STATUS: [Illegible]

15. COMMENTS: [Illegible]

EDUCATION

SCHOOL NAME St. Joseph's High School ADDRESS St. Joseph's High School

DATE ATTENDED 1942-1943 GRADE 12

NAME OF COLLEGE St. Joseph's College ADDRESS St. Joseph's College

DATE ATTENDED 1943-1944 GRADE 12

COLLEGE St. Joseph's College ADDRESS St. Joseph's College

MAJOR AND SPECIALTY Business Administration

DATE ATTENDED 1944-1945 GRADE 12

COLLEGE St. Joseph's College ADDRESS St. Joseph's College

MAJOR AND SPECIALTY Business Administration

DATE ATTENDED 1945-1946 GRADE 12

NAME OF INTERMEDIATE COLLEGE St. Joseph's College ADDRESS St. Joseph's College

MAJOR AND SPECIALTY Business Administration

DATE ATTENDED 1946-1947 GRADE 12

NAME OF COLLEGE St. Joseph's College ADDRESS St. Joseph's College

MAJOR AND SPECIALTY Business Administration

DATE ATTENDED 1947-1948 GRADE 12

NAME OF COLLEGE St. Joseph's College ADDRESS St. Joseph's College

MAJOR AND SPECIALTY Business Administration

DATE ATTENDED 1948-1949 GRADE 12

NAME OF COLLEGE St. Joseph's College ADDRESS St. Joseph's College

MAJOR AND SPECIALTY Business Administration

DATE ATTENDED 1949-1950 GRADE 12

NAME OF COLLEGE St. Joseph's College ADDRESS St. Joseph's College

MAJOR AND SPECIALTY Business Administration

DATE ATTENDED 1950-1951 GRADE 12

NAME OF COLLEGE St. Joseph's College ADDRESS St. Joseph's College

MAJOR AND SPECIALTY Business Administration

DATE ATTENDED 1951-1952 GRADE 12

NAME OF COLLEGE St. Joseph's College ADDRESS St. Joseph's College

MAJOR AND SPECIALTY Business Administration

DATE ATTENDED 1952-1953 GRADE 12

NAME OF COLLEGE St. Joseph's College ADDRESS St. Joseph's College

MAJOR AND SPECIALTY Business Administration

UNITED STATES GOVERNMENT
MILITARY SERVICE

[Handwritten information including name, address, and service details]

CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 10 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of date.)

[Handwritten entry for a specific employment period, including employer name, address, and job title]

[Handwritten entry for another employment period, including employer name, address, and job title]

[Handwritten entry for a third employment period, including employer name, address, and job title]

[The following text is extremely faint and largely illegible due to heavy noise and low contrast in the scan. It appears to be a multi-paragraph document with several lines of text per paragraph. Some words are barely discernible, but the overall structure suggests a formal or technical report.]

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[Illegible text block 100]

1. NAME (Last, First, Middle Initial)
2. ADDRESS (Street, City, State, Zip)

3. PHONE NUMBER (Area Code, Number)
4. OCCUPATION (Title, Employer)

5. GENERAL QUALIFICATIONS (Education, Experience, Skills)
6. REFERENCES (Name, Address, Phone Number)

7. SPECIAL INTERESTS (Hobbies, Languages, Certifications)

8. REFERENCES (Continued)

[The text in this section is extremely faint and illegible due to heavy noise and low contrast. It appears to be a multi-paragraph document.]

[The page contains several paragraphs of text that are extremely faint and difficult to read. The text appears to be a formal document or report, possibly containing a list or table of contents. The content is mostly illegible due to the quality of the scan.]

[The page contains several lines of text that are extremely faint and difficult to read. The text appears to be a list or a series of entries, possibly related to a military or administrative record. The content is largely illegible due to the quality of the scan and the density of the markings.]

[The text in this section is extremely faint and illegible due to heavy noise and low contrast. It appears to be a list or a series of entries, possibly containing names and dates, but cannot be transcribed accurately.]

CONFIDENTIAL
(WHEN FILLED IN)

SECURITY APPROVAL

DATE : 20 July 1962

YOUR
REFERENCE: 10775 DDP/TFW

CASE NO. : 109709

TO : Director of Personnel

FROM : Director of Security

SUBJECT : PICCOLO, Joseph Stephens

1. This is to inform you of security approval of the subject person as follows:

Subject has been approved for the appointment specified in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.

Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-210, and under Regulation 20-730 including access to classified information through Top Secret as required in the performance of his duties.

2. Unless arrangements are made within 60 days for entrance on duty within 120 days, this approval becomes invalid.

3. As part of the entrance on duty processing:

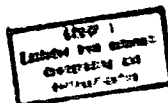
A personal interview in the Office of Security must be arranged.

A personal interview is not necessary.

FOR THE DIRECTOR OF SECURITY:

W. A. Osborne
W. A. Osborne

Chief, Personnel Security Division



CONFIDENTIAL
SECURITY INFORMATION
SECURITY APPROVAL

Date: 20 December 1956

TO: Chief, Records & Services Division
Personnel Office
FROM: Chief, Security Division
Personnel
SUBJECT: PICCOLO, Joseph Stephan

Your Reference: C-6351 FI

Case Number: 109709

1. This is to advise you of security action in the subject case as indicated below:

- Security approval is granted the subject person for access to classified information.
- Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.
- The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.
3. Subject is to be polygraphed as part of EOD procedures.

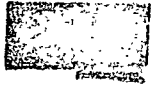
W. M. Knott
W. M. Knott
2

*Branch Chief
12/25/57
FA/EOD*

RECEIVED SECTION

DEC 31 1 19 1956

CONFIDENTIAL



U.S. DEPARTMENT OF JUSTICE

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Vertical text on the right margin, possibly bleed-through from the reverse side of the page.

U. S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION
WASHINGTON 25, D. C.

Checked by: *[Signature]*
Filed by: *[Signature]*

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR - MISS - MRS., FIRST - MIDDLE INITIAL - LAST) JOSEPH S. PICCOLO #18185		2. DATE OF BIRTH 12-8-35	3. JOURNAL OR ACTION NO. F. B. I. 5714	4. DATE 9-9-55	
This is to notify you of the following action affecting your employment					
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) RESIGNATION		6. EFFECTIVE DATE cb 9-9-55	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY		
FROM		TO			
File Clerk GS 4 Series 305 FBI#54-D-167 \$3415 per annum Div. Four Files Section D. C. Washington Field Office		8. POSITION TITLE			
		9. SERVICE, SERIES, SALARY, GRADE			
		10. ORGANIZATIONAL DESIGNATION			
		11. HEADQUARTERS			
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L	<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION			
NONE	WRITE OTHER	15 POINT	NEW VICE I A. BEAL		
X					
15. SEX M	16. RACE	17. APPROPRIATION S O E. FBI 18. FROM: 19. TO: SAME	20. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) No FICA	21. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)	22. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
<i>J. E. Hoover</i> DIRECTOR F. B. I.					
REMARKS: Forwarding Address: 2210 20th Street, Northwest Washington 9, D. C. Leave in the amount of 55 hours extending thru 4:30 p.m. 9-20-55. Owe for 216 hours plus 1 holiday for advanced sick leave which is being changed to LWOP for the period 6-1-55 (9:00 a.m.) to cb 7-6-55. The above listed 55 hours leave is being used to offset his indebtedness.					
36 OCT 12 1955					

NOTICE OF CONVERSION PRIVILEGE
Federal Employees' Group Life Insurance Act of 1954

An employee is entitled to convert to an individual policy when his group insurance terminates because of separation from an agency, transfer or appointment to a group excluded by law or regulation from insurance coverage, expiration of 12 continuous months in a nonpay status, or entry into the military service of the United States and acquisition of coverage under the Servicemen's Indemnity Act of 1951.

An employee whose group insurance terminates as indicated above may, under provisions set forth in his Certificate of Group Insurance, purchase an individual policy of life insurance without medical examination. The individual policy may be in an amount not exceeding the employee's group life insurance and will be issued at rates applicable to the type of policy purchased and to his current age and class of risk.

If you are entitled to convert group life insurance to an individual policy and wish to exercise this privilege, you must:

1. Ask the agency identified in the block below to give you a completed Agency Certification of Insurance Status, and
2. Follow the instructions printed on the Agency Certification of Insurance Status, and mail it to the Office of Federal Employees' Group Life Insurance, 330 Fourth Avenue, New York 10, N. Y. That office will promptly mail to you detailed information on how to apply for conversion.

IMPORTANT

THE TIME IN WHICH AN EMPLOYEE MAY CONVERT IS LIMITED. THE COMPLETED "AGENCY CERTIFICATION OF INSURANCE STATUS" (NOT THIS FORM) MUST BE MAILED TO THE OFFICE OF FEDERAL EMPLOYEES' GROUP LIFE INSURANCE WITHIN 31 DAYS AFTER YOUR GROUP INSURANCE TERMINATES, OR WITHIN 15 DAYS AFTER THE DATE OF THIS NOTICE, WHICHEVER BASIS GIVES YOU THE MOST TIME.

UNDER CERTAIN CONDITIONS, LIFE INSURANCE IS PAYABLE IF DEATH OCCURS WITHIN 31 DAYS AFTER AN EMPLOYEE'S GROUP INSURANCE TERMINATES, EVEN THOUGH HE HAS NOT APPLIED FOR CONVERSION. IF DEATH OCCURS WITHIN THIS PERIOD FURTHER INFORMATION CONCERNING POSSIBLE BENEFITS MAY BE OBTAINED FROM THE AGENCY NAMED BELOW.

Mr. Joseph S. Piccolo

DATE OF THIS NOTICE

September 8, 1955

NAME AND MAILING ADDRESS OF AGENCY

Federal Bureau of Investigation
Room 412
United States Department of Justice
Washington 25, D.C.

INSTRUCTIONS TO EMPLOYING AGENCY

1. Fill in the name and address of the office which issues this notice (overprint or stamp if desired).
2. Fill in the date this notice is issued, and note this date in your records for possible future reference.
3. Give this notice, as required, to every employee on the date his insurance terminates (except by waiver).

SEP 9 1955

U. S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION
WASHINGTON 25, D. C.

FORM APPROVED
BUDGET BUREAU NO. 50-10664

Prepared by: *[Signature]*
Checked by: *[Signature]*
Filed by: *[Signature]*

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MISS, DR., FIRST, MIDDLE INITIAL, LAST) MR. JOSEPH S. PICCOLO		2. DATE OF BIRTH 12-8-35	3. JOURNAL OR ACTION NO. F. B. I. 12688	4. DATE 10-8-54
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) PROMOTION		6. EFFECTIVE DATE 10-10-54	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY EXCEPTED BY LAW	
FROM		TO		
File Clerk GS 3 (Series 305 FBI# 54-D-86) \$2950 per annum. Div. Four Files Section D. C.		8. POSITION TITLE Same	9. SERVICE, SERIES, SALARY, GRADE GS 4 \$3175 per annum	10. ORGANIZATIONAL DESIGNATIONS Same Same Same
11. HEADQUARTERS		12. FIELD OR DEPT'L		
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION (Series 305 FBI# 54-D-167)		
None	50%	OTHER	10-POINT	15. DATE OF APPOINTMENT AFFIDAVIT (YES-NO)
			DISAB. OTHER	X X Betty Brooks Koontz
X				no FICA
16. RACE	17. APPROPRIATION S. & E. FBI		18. LEGAL RESIDENCE	
X	SAME		<input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED	
18. APPROVED		STATE:		
<i>[Signature]</i>				
DIRECTOR, F. B. I.				
<p>REMARKS: The provisions of the Universal Military Training and Service Act of 1951 have been complied with. The classification grade of this position is subject to post-audit and correction pursuant to Section 1310 of the Supplemental Appropriation Act, 1952 - Public Law # 253, approved 11-1-51. This promotion is temporary in accordance with Public Law #843 approved 9-27-50.</p>				
<p>2 OCT 29 1954</p>				

42 [Signature]

1. PERSONNEL FILE

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: JOSEPH S. PICCOLO

Where Assigned: RECORDS & COMMUNICATIONS RECORDS SECTION; FILE REVIEW AND
(Division) (Section, Unit) RESEARCH UNIT

Payroll Title: FILE CLERK GS-3

Rating Period: from 1-1-54 to 9-30-54

ADJECTIVE RATING: SATISFACTORY Employee's Initials JSP
Outstanding, Satisfactory, Unsatisfactory

Rated by: Mary C. Hoyle Supervisor 9/30/54
Signature Title Date

Reviewed by: E. W. WALKART Supervisor in Charge SEP 30 1954
Signature Title Date

Rating approved by: J. P. [Signature] Asst. Dir. 21 1954
Signature Title Date

TYPE OF REPORT

- Official
- Annual
- Administrative
- 60-day
- Transfer
- Separation from service
- Special

10
OCT 21 1954

RECORDED

U. S. DEPARTMENT OF JUSTICE
 FEDERAL BUREAU OF INVESTIGATION
 WASHINGTON 25, D. C.

Prepared by *[Signature]*
 Checked by *[Signature]*
 Filed by:

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MISS, MRS., FIRM) - MIDDLE INITIAL - LAST MR. JOSEPH S. PICCOLO		2. DATE OF BIRTH 12-8-35	3. OFFICE OR AGENCY F. B. I.	4. CASE NO. 18802	5. DATE 3-26-54
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) CHANGE IN TITLE		6. EFFECTIVE DATE 3-28-54	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY EXCEPTED BY LAW		
8. POSITION TITLE Locate Clerk		9. SERVICE SERIES SALARY GRADE GS 3 (Series 305 CSC#3741) \$2950 per annum	10. POSITION TITLE File Clerk		
11. HEADQUARTERS Div. Four Files Section D. C.		12. FIELD OR DISTRICT FIELD	13. POSITION CLASSIFICATION ACTION (Series 305 CSC#3741)		
14. VETERAN'S PREFERENCE <input checked="" type="checkbox"/> 15. <input type="checkbox"/> 16. <input type="checkbox"/>		17. APPROPRIATION U. S. L. F. O. I. same		18. DATE OF BIRTH no PICA	
19. SEX M		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		21. APPROVED <i>[Signature]</i> DIRECTOR, F. B. I.	
REMARKS		MAY 18 1954			

1. PERSONNEL FILE

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

John J. Sullivan

Name of Employee: JOSEPH S. PICCOLO

Where Assigned: RECORDS & COMMUNICATIONS RECORDS SECTION FILING UNIT
(Division) (Section, Unit)

Payroll Title: LOCATE CLERK GS-3

Rating Period: from 8-3-53 to 12-31-53

ADJECTIVE RATING: SATISFACTORY
Outstanding, Satisfactory, Unsatisfactory

Employee's
Initials

J.P.

Rated by: *[Signature]* Supervisor 12-31-53
Signature Title Date

Reviewed by: F. W. WALKART [Signature] DEC 31 1953
Signature Title Date

Rating approved by: *[Signature]* ASSISTANT DIRECTOR JAN 2 1954
Signature Title Date

TYPE OF REPORT

- Official
- Annual

- Administrative
- 60 day
- Transfer
- Separation from service
- Special

7 7 JAN 14 1954

3-8-54

S. DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION
WASHINGTON 25, D. C.

Prepared by:
Checked by:
Filed by:

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR - MISS - MRS. - FIRST - MIDDLE INITIAL - LAST) MR. JOSEPH S. PICCOLO		2. DATE OF BIRTH 12-8-35	3. JOB NUMBER F.B.I. 10703	4. DATE 12-4-53
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) PROMOTION		6. EFFECTIVE DATE 12-6-53	7. CIVIL SERVICE CLASSIFICATION AND TITLE Schedule A Part 6.108 (E)	
FROM File Clerk		8. POSITION TITLE Locate Clerk		
9. SERVICE, SERIES, SALARY, GRADE GS 2 (Series 305 DJ#50-D-53) \$2750 per annum		9. SERVICE, SERIES, SALARY, GRADE GS 3 \$2950 per annum		
10. ORGANISATIONAL DESIGNATIONS Div. Four Files Section D. C.		10. ORGANISATIONAL DESIGNATIONS same same same		
11. HEADQUARTERS				
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NOTE: (NONE) (OTHER) (5-PT) (10-POINT) <input checked="" type="checkbox"/> NONE <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT <input type="checkbox"/> 10-POINT <input type="checkbox"/> DISAB. <input type="checkbox"/> OTHER		14. POSITION CLASSIFICATION ACTION (Series 305 CSC#3741) Hattie B. Hall remove from rolls effective cb 9-10-53		
15. SEX M	16. RACE	17. APPROPRIATION S. & E., FBI 18. FROM same 19. TO	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) no FICA	19. DATE OF LAST PAYMENT RECEIVED (CALCULATION ONLY)
APPROVED		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		
DIRECTOR, F. B. I. E. Hoover		<p><i>Via changed to be added individual record M. Piccolo (CE 154-D-50) 12-4-26-54. File 5-12-54.</i></p> <p><i>see the law</i></p> <p><i>7-16</i></p>		
REMARKS: The provisions of the Universal Military Training and Service Act of 1951 have been complied with. The classification grade of this position is subject to post-audit and correction pursuant to Section 1310 Supplemental Appropriation Act, 1952 - Public Law # 253, approved 11-1-51. This promotion is temporary in accordance with Public Law # 3, approved 9-27-50.				
16 DEC 16 1953		SIGNATURE OF OTHER AUTHORITY		

1. PERSONNEL FILE

Give this card to the APPOINTMENT CLERK at the PHS OUTPATIENT CLINIC 410 278 G Street NW, Wk. 6220 Eye Bldg (at Code 116)

68869281

1. FIRST NAME: JOSEPH S. PICCOLO
 2. POSITION TITLE: File Clerk

3. DATE OF BIRTH: 12-8-35 HAS AN APPOINTMENT ON _____ AT _____ (Place) (Place) A.M. P.M.

AT THE SERVICE CHECKED BELOW:

4. <input checked="" type="checkbox"/> PHOTODUROGRAM	8. <input type="checkbox"/> OB GYN.	16. <input type="checkbox"/> NUTRITION
5. <input type="checkbox"/> MEDICAL EXAMINATION	9. <input type="checkbox"/> PHYS. MED.	17. <input type="checkbox"/> MENTAL HEALTH
6. <input type="checkbox"/> LABORATORY	10. <input type="checkbox"/> SURGICAL	18. <input type="checkbox"/> DERMATOLOGY
7. <input type="checkbox"/> MEDICAL	11. <input type="checkbox"/> PEDIATRIC	15. <input type="checkbox"/> ECMT
12. <input type="checkbox"/> OTHER (Specify)		

19. CLINIC REGISTER NO. _____ 20. NAME OF DOCTOR: _____

STANDARD FORM 78A - JULY 1949 CIVIL SERVICE COMMISSION U. S. GOVERNMENT PRINTING OFFICE: 1949 O - 485001

MEDICAL APPOINTMENT AND REPORT

16-5450-1

89 OCT 7 1953

300 g kafa

VETERAN'S PREFERENCE AND SOCIAL SECURITY STATEMENTDate 8-3-53

1. Are you eligible to claim Veteran's Preference under any of the existing Veterans Preference Bills? Yes No .
2. Furnish information substantiating Veteran's Preference claim, including disability rating, if any.
3. Are you currently receiving any Social Security benefit payments? Yes No .
(If you are receiving any Social Security benefit payments at the present time you should immediately contact the local Social Security field office as to whether you will still be entitled to such payment.)

Signature *Joseph L. P...*

89 AUG 24 1953 12

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand the attached information for appointees

JUSTICE (Department or agency) F. B. I. (Bureau or division) WASHINGTON, D. C. (Place of employment)

I, JOSEPH STEPHAN PICCOLO, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

8-3-53 (Date of entrance on duty) Joseph S. Piccolo (Signature of appointee)

Subscribed and sworn before me this 3rd day of August, A. D. 1953
at Washington (City) D. C. (State)

[SEAL]

Catherine C. Johns
Act. Sec. File

NOTE.—If the oath is taken before a Notary Public the date of expiration of his commission should be noted. 3-1953

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Imprecation is a criminal offense and will be prosecuted accordingly.

1 HOME ADDRESS (street and number, city and State)
1676 E. 207th St. LAUREL, MD

2 (A) DATE OF BIRTH: 12-8-35 (B) PLACE OF BIRTH (city or town and State or country): YONKERS, NEW YORK

3 (A) IN CASE OF EMERGENCY PLEASE NOTIFY: MS. J. P. Piccolo (B) RELATIONSHIP: FATHER (C) STREET AND NUMBER, CITY AND STATE: 1676 E. 207th St. (D) TELEPHONE NO.: 278-34

4 DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? YES NO

If no, for each such relative fill in the blanks below. If additional space is necessary, complete under item 10.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MAR. STAT. (Check one)	SINGLE

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS	
			ITEM NO.	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
5. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	X			
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? <i>If your answer is "Yes", give details in item 10.</i>		X		
7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY PENSION ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? <i>If your answer is "Yes", give in item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 3 years' service; amount of retirement pay, and under what retirement act, and rating, if retired from military or naval service.</i>		X		
8. SINCE YOU FILED APPLICATION RELATING TO THIS APPOINTMENT HAVE YOU BEEN DISCHARGED OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? <i>If your answer is "Yes", give in item 10 the name and address of employer, date and reason in each case.</i>		X		
9. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$25 OR LESS OR FOR FEELING LATERAL OR OTHER CASES) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT? <i>If your answer is "Yes", list all such cases under item 10. Give in each case: (1) The date, (2) the nature of the offense or violation, (3) the name and location of the court, (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.</i>		X		

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine in his own discretion that the appointment must be in conformity with the Civil Service Act, applicable Civil Service Rules and Regulations and rules of Congress pertaining to appointments.

This form should be filed for holding of office, position, jurisdiction in connection with any record of record discharge, of arrest, and particularly for the following:

(1) *Identity of appointee* - It is the duty of the appointing officer to guard against impersonation (a) in determining beyond reasonable doubt that the appointee is the same person whose appointment was authorized. The appointee's signature and handwriting are to be compared with the application and other pertinent papers. If the appointee is qualified in a civilian capacity before the signature on this form should be compared with the signature on the declaration sheet, which was filed on the recommendation form. The physical appearance may be checked against the physical records. The appointee may also be questioned on his personal history by agreement with his personal representative.

(2) *Age* - If definite age limits have been established for the position it should be determined that applicant is not outside the age range for appointment. Unless such determination is made, the appointment may not be consummated.

(3) *Qualification* - The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) any special law or local statute which applies to such positions and to a special class of positions. In addition, the appointing officer should be satisfied that the appointee has been removed from the existing rolls of the Civil Service Commission.

(4) *Members of Family* - Section 5 of the Civil Service Act prohibits that whenever there are already two or more members of a family having similar positions of government appointments in the competitive service no other member of such family shall be appointed or promoted or transferred to the competitive service. The determination of previous period in competitive service is not subject to this requirement. The number of family members who are already in the competitive service should be reported to the appointing officer of the Civil Service Commission for review.

OFFICIAL ENTRANCE PERFORMANCE RATING

Date: August 3, 1953

Name: Joseph S. Piccolo

Eod: August 3, 1953

Under the Federal Bureau of Investigation performance rating plan, every new employee is given an entrance performance rating which will constitute his official rating until superseded by a subsequent official rating.

The official entrance rating for this employee is satisfactory.

AUG 7 1953

MEMORANDUM

RE: MR. JOSEPH S. PICCOLO

A character and fitness investigation including an appropriate loyalty check was conducted concerning this employee and he was found suitable for employment with this Bureau.

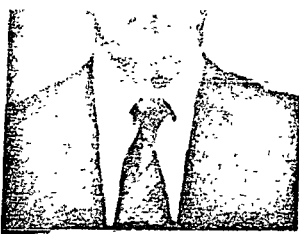
U. S. DEPARTMENT OF JUSTICE
 FEDERAL BUREAU OF INVESTIGATION
 WASHINGTON 25, D. C.

FORM APPROVED
 BUDGET BUREAU NO. 50-1074
 Prepared by: *AC*
 Checked by:
 Filed by:

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MRS., MISS, FIRST, MIDDLE INITIAL, LAST) MR. JOSEPH B. PICCOLO		2. DATE OF BIRTH 12-8-35	3. JOURNAL OF PERSONNEL NO. F. B. I. 2966	4. DATE 8-3-53
5. NATURE OF ACTION (SEE EXPLANATORY TERMINOLOGY) EXCEPTED INDEFINITE APPOINTMENT		6. EFFECTIVE DATE EOD 8-3-53	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY Schedule A Part 6.108(E)	
8. POSITION TITLE File Clerk		9. SERVICE, SERIES, SALARY, GRADE GS 2 \$2750 per annum		
10. ORGANIZATIONAL DESIGNATIONS Div. Four Files Section D. C.		11. HEADQUARTERS		
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		13. VETERAN'S PREFERENCE <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
14. POSITION CLASSIFICATION ACTION DJ#50-D-53 Cecilia Shirley Miniok reassign GS 2 FBI#52-D-184 eff 6-23-53		15. SUBJECT TO CIVIL SERVICE RETIREMENT ACT (YES-NO) <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
16. SEX: <input checked="" type="checkbox"/> M <input type="checkbox"/> F		17. APPROPRIATION S. & E., FBI same		
18. RACE: M		19. FICA no FICA		
20. LEGAL RESIDENCE STATE: <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVIDED		21. SIGNATURE OF OTHER AUTHENTICATOR		
22. SIGNATURE OF DIRECTOR, F. B. I. <i>J. E. Hoover</i> DIRECTOR, F. B. I.		23. REMARKS The provisions of the Universal Military Training and Service Act of 1951 have been complied with. The classification grade of this position is subject to post-audit and correction pursuant to Section 1310 c Supplemental Appropriation Act, 1952 - Public Law # 253, approved 11-1-51. This appointment is a temporary, indefinite appointment, pursuant to the provisions of Public Law #843, approved 9-27-50.		

3 - AUG 24 1953



FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

FD-140
(9-10-51)

Date May 23 1953

APPLICATION FOR EMPLOYMENT

DIRECTOR:
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C.

- Special Agent (Law Trained)
- Special Agent (Accountant)
- Stenographer
- Typist
- Clerk (Check position applied for)
- Translator
- Radio Operator
- Laboratory Technician

SIR:
I hereby make application for employment by the Federal Bureau of Investigation, United States Department of Justice in the position indicated by a check mark and for your use in connection therewith I submit the following information.

NOTICE: Application MUST be typewritten or clearly printed. ALL questions MUST be answered. If a question is not applicable so state. Applications which are not complete and legible will not be considered. If space provided is not sufficient for complete answers, or you wish to furnish additional information, attach sheets of the same size as this application, and number answers to correspond with questions.

1. Name in Full: Piccolo Joseph Stephen
Family Name Given Name Middle Name

a) List all other names you have used including nicknames, and maiden name of female applicants:

Joe, Pic, Lo

2. Present Residence Address: H.E. 20th St. Ft. Lauderdale, Fla. 1636 192 33324
Street City State Telephone

3. Address to which you wish mail or telegram sent: 1636 H.E. 20th St. Ft. Lauderdale, Fla. Box none
Street City Zone No. State

4. Height 511 5. Weight 129 6. Date of Birth 8 Dec 1935 7. Place of Birth Yonkers N.Y.
Day Month Year City State

8. Are you a U.S. citizen? yes. If not born in U.S. give date of entry none 9. Place of entry none

10. Are you naturalized? no 11. Date none 12. Place none 13. Court none

14. Describe any physical defects or disabilities you have, including extent of defective vision, if any, with and without glasses (Snellen) and deficiencies in color vision and hearing none

15. If appointed as a Special Agent, are you willing and prepared to accept assignment or transfer to any part of the United States or its territorial possessions, for either temporary or permanent duration? Yes a) If appointed to other positions, will you accept assignment anywhere in the United States or its territorial possessions? Yes b) If not, specify where you will accept assignment: Washington D.C.

16. If appointed as a Special Agent, or to other positions for assignment in Washington, D.C. are you willing to proceed to Washington, D.C. at your own expense, upon 10 days notice? Yes a) If not, what is the minimum notice you will accept? 10 days 17. What is the lowest entrance salary you will accept? \$ 2750

18. Are you now employed by an agency of the Federal Government? no a) Have you been so employed within the past 90 days? no b) Name of Agency none c) Location none

19. Have you ever before applied for employment with the Federal Bureau of Investigation? no a) Date none b) Where did you apply? none

20. EDUCATION	NAME OF SCHOOL	LOCATION	FROM	TO	COURSE P.-G.C. P.O.	DIPLOMA, RECEIVED
HIGH SCHOOL	<input checked="" type="checkbox"/> St. Anthony's	Pt Lauderdale Fla.	1949	1952	Academic	
	Central Catholic	Ft Lauderdale Fla.	1952	1953	Academic	Graduate
COLLEGE	none	none	none	none	none	none
GRADUATE SCHOOL	none	none	none	none	none	none
MISCELLANEOUS	none	none	none	none	none	none

21. If you are now employed by a Federal agency, are you willing to accept assignment or transfer to any part of the United States or its territorial possessions, for either temporary or permanent duration? no a) If not, what is the minimum notice you will accept? none
22. If you are now employed by a Federal agency, are you willing to accept assignment or transfer to any part of the United States or its territorial possessions, for either temporary or permanent duration? no a) If not, what is the minimum notice you will accept? none
* Applicants for these positions must attach a complete record of their educational qualifications, unless required, and a detailed description of these experiences is the specific work for which application is being made. Separate statements describing necessary qualifications for these positions will be furnished upon request.

23. If you have ever used any names other than your true name, during what period, and under what circumstances, were these names used? none

24. Have you ever legally changed your name? no 25. Date: none a) Place: none b) Court: none

26. Where do you consider your legal residence? Ft. Lauderdale Broward Florida
(City) (County) (State)

27. EMPLOYMENT: (list chronologically ALL employments, including summer and part-time employments)

NAME AND ADDRESS OF EMPLOYER	FROM	TO	ANNUAL SALARY	POSITION AND CLASS OF WORK		
a) Name <u>Joseph Piccolo</u> Address	<u>1949</u>	<u>present</u>	<u>\$500</u>	<u>teaching</u>	<u>J. Piccolo</u>	<u>still employed</u>
b) Name Address						
c) Name Address						
d) Name Address						
e) Name Address						
f) Name Address						
g) Name Address						
h) Name Address						

28. MILITARY RECORD:

a) Have you ever served in the Armed Forces of the United States? no b) Branch none
 c) Dates of Service none d) Type of Discharge none
 e) Serial Number none f) Basis for Discharge none
 g) Are you registered for Selective Service? no h) Local Board No. none i) City none
 j) Do you claim Veteran's Preference? no k) Basis for claim none

29. Have you ever served in the Armed Forces of a foreign country? no a) Dates none
 b) Country none c) Branch none d) Circumstances none

30. Have you ever visited or resided in any foreign country (except for travel in the Armed Forces of the U.S.)? no
 a) Date passport issued none b) Place issued none

COUNTRIES VISITED	FROM	TO	REASON FOR TRAVEL
<u>none</u>	<u>none</u>	<u>none</u>	<u>none</u>

31. List any close relatives, including in-laws, now residing outside the United States (except those in the Armed Forces of the U.S.)

NAME	RELATION	AGE	CITY	COUNTRY	CITIZEN OF WHAT COUNTRY
<u>none</u>	<u>none</u>		<u>none</u>	<u>none</u>	<u>none</u>

Write "YES" or "NO" in the appropriate column. If the answers to any of the following questions are "YES" you MUST give full details, using additional sheets if necessary, and numbering answers to correspond with questions.

	YES	NO
32. Have you had any serious illnesses or operations in the past 5 years? _____		no
a) If so, describe and give dates _____		
b) Were you hospitalized? _____		no
Dates: _____ Hospital _____ Location _____		
c) How many days' work have you lost in the past 5 years due to illness? _____		
d) Do you have any service disability? _____		no
e) Percentage: _____ f) Nature of disability? _____		
33. Do you have any sources of income other than your salary? _____		no
a) What are they? _____ b) Total amount of such income \$ _____		
34. Has your credit record ever been considered unsatisfactory, or have you ever been refused credit? _____		no
a) If so, give dates, places, names of creditors and circumstances _____		
35. Are you now indebted to anyone? _____		no
a) Name: _____ Address _____ Amount _____		
36. Have you ever been arrested (include traffic violations, but not parking tickets)? _____	yes	
DATE PLACE CHARGE DISPOSITION DETAILS		
Jan. 8, 1953 Ft. Lauderdale speeding fined \$10.00		
37. Has any member of your immediate family or close relative (including in-laws) ever been arrested for other than traffic violations? _____		no
NAME RELATION DATE PLACE CHARGE DISPOSITION		
38. Were you ever dismissed from a school, or was any disciplinary action, including scholastic probation, ever taken against you, during your scholastic career? _____		no
School: _____ Date: _____ Type of Action _____		
39. Have you ever been dismissed or asked to resign from any employment or position you have held? _____		no
Employer's name: _____ Date: _____ Reasons: _____		
40. Have you ever been a defendant in a court action? _____	yes	
(If so, give date, place, court, names of parties involved, nature of action, and final disposition)		
Attached sheet		
41. Are you now, or have you ever been, a member of the Communist Party U.S.A. or any Communist organization? _____		no
42. Are you now, or have you ever been, a member of a Fascist organization? _____		no
43. Are you now, or have you ever been, a member of any organization, association, movement, group, or combination of persons which advocates the overthrow of our constitutional form of government, or which has adopted a policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States, or of seeking to alter the form of government of the United States by unconstitutional means? _____		no

45. REFERENCES

Give three personal references (not relatives, former employers, fellow employees or school teachers) who are responsible adults of reputable standing in their communities, such as householders, property owners, business or professional men or women including your family physician if you have one, who have known you well during the past 5 years.

NAME	RESIDENCE ADDRESS	BUSINESS ADDRESS	NO. OF YEARS ACQUAINTED
a) Paul F. Gocke	3025 N.E. Centor Ave. City	7200 Harbor Island, Miami Beach, Fla.	3 years
b) Dr. P.C. Heberman	420 N.E. 9th Ave. City	116 Broward Blvd. Ft. Lauderdale, Fla.	4 years
c) Harry E. Keitner	205 N.E. 1st street City	2000 E Sunrise Blvd. Ft. Lauderdale, Fla.	2 years

46. List the names of any of your relatives who are now employed by the Federal Government

NAME	RELATION	AGENCY BY WHICH EMPLOYED	LOCATION
a) Frances Carpinelli	cousin	Veterans Administration	New York City
b)			
c)			

46. List names in FULL of any friends or acquaintances who are now employed in the Federal Bureau of Investigation. Give the name of the city in which they are working, or were working when you last heard from them.

NAME IN FULL	LOCATION	LENGTH OF ACQUAINTANCE
a) none	none	none
b)		
c)		

47. List chronologically ALL of your residences for the past 10 years

FROM	TO	STREET	APT. NO.	CITY	STATE
✓ a) 1943	1945	658 Main Street	none	Dalton	Mass.
✓ b) 1945	1948	676 East Street	none	Pittsfield	Mass.
✓ c) 1948	1950	1100 N.E. 7th Ave.	none	Ft Lauderdale Fla.	Fla.
✓ d) 1950	1951	507 N.E. 11th Ave.	none	Ft Lauderdale	Fla.
✓ e) 1951	1953	1535 N.E. 23th street	none	Ft Lauderdale	Fla.
f)					
g)					
h)					
i)					
j)					
k)					
l)					

48. Are you single, married, widowed, separated or divorced? single
 a) If divorced, give date of divorce none Place none Court none
 49. Maiden name of wife or husband's full name: none
 a) Occupation none Employer's name and address: none
 b) wife's or husband's present address: none
 c) Birthplace: none d) Date of Birth none e) Is he or she a U.S. citizen? none
 f) Date of naturalization none g) Place none h) Court none
 50. NAMES OF CHILDREN none AGE

NOTE: If you have been married more than once, give the above information concerning each former husband or wife, even though a relative is deceased, give all information requested, and indicate last residence and year of death. Include step-brothers and sisters, and if you or your wife or husband have step-parents, legal guardians, or others who have raised you instead of your parents the requested information should be furnished concerning them as well as your real parents:

RELATIVES

	FULL NAME	ADDRESS	AGE	PLACE OF BIRTH	OCCUPATION	DATE & PLACE OF NATURALIZATION
51. FATHER	Joseph Piccolo	1636 N.E. 20th street	48	Naples, Italy	driving instructor	Pittsfield Mass.
52. MOTHER	Irene Anna Piccolo	1636 N.E. 20th Street	44	Yonkers N.Y.	housewife	none
53. BROTHERS AND SISTERS				Pittsfield		
a)	Francis Donald	same	11	MASS.	student	none
b)	Louis Brian	same	9	Pittsfield, Mass.	student	none
c)						
54. WIVES OR HUSBANDS OF BROTHERS OR SISTERS						
a)	none	none		none	none	none
b)						
c)						
55. FATHER-IN-LAW		none		none	none	none
56. MOTHER-IN-LAW		none		none	none	none
57. BROTHERS AND SISTERS OF YOUR HUSBAND OR WIFE		none		none	none	none
a)		none		none	none	none
b)						
c)						
d)						
58. OTHERS (indicate relation - see note above)						
a)		none		none	none	none
b)						
c)						

50. List all clubs, societies or organizations of which you are a member

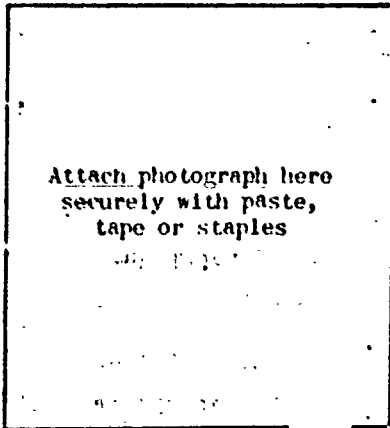
- a) Jawion Civitan Club Location Ft. Lauderdale
- b) _____ Location _____
- c) _____ Location _____
- d) _____ Location _____

60. Foreign languages	Speak	understand	read	write
a)	none	none	none	none
b)				
c)				

Indicate your proficiency in each phase of each language as "slight" "good" "fluent"

61. List any special abilities you have, or avocations at which you are proficient with degree of proficiency.

- Ability at public speaking. Ability to hold chauffers license.
- _____
- _____
- _____



Attach an unmounted full face photograph of yourself, not larger than 2 3/4 x 2 1/2 inches. Print your name plainly on the back of the photograph. The photograph must have been taken not more than 3 months prior to the date of this application.
 NO APPOINTIVE CONSIDERATION WILL BE AFFORDED ANY APPLICANT UNLESS SUCH A PHOTOGRAPH IS FURNISHED.

I understand that all appointments are probationary for a period of one year, during which time the employee must demonstrate his fitness for continued employment by the Federal Bureau of Investigation. I also understand that any appointment tendered me will be contingent upon the results of a complete character and fitness investigation, and I am aware that willfully withholding information or making false statements on this application will be the basis for dismissal from the service. I agree to these conditions, and I hereby certify that all statements made by me on this application are true and complete, to the best of my knowledge.

Respectfully,

[Handwritten Signature]
 (Signature of the applicant as usually written)

Question #40.

Jan. 10, 1953, Ft Lauderdale, Fla, Traffic court, Joseph Piccolo-City of Ft Lauderdale, Fla. Traffic violation, Fined \$ 10.00.

