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Official Personnel Folder



NOTICE: This is an Office of Personnel File and subject to 10 day limitation period. This file has been charged to NILLON 1707A and is due to be returned the Contract Personnel DIVICION, 5E-67 Hqs., x7841, as of

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19 October 1960

MEMORANDUM FOR: Chief, Records and Services Division

Office of Personnel

SUBJECT

: David S. Morales

- 1. Cover arrangements are in process, and/or have been completed for the above-named Subject.
- _, it is requested that your current Agency employment to an external inquirer.
 - 3. This memorandum confirms an oral request of Mr. Biladeau

Chief, Central Cover XXXXXXX Group

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Marajus Couls S.

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Form 1150 6-60 Obselete Previous Editions SECRET

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

SD NAME SERIAL ORGN GR-ST OLD SALARY NEW SALARY

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

/S/ EMMETT D. ECHOLS .
DIRECTOR OF PERSONNEL

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5 E C 2 E 7

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

NAME

SERIAL

GRADE-STEP

OLD SALARY

NEW SALARY

MORALES DAVID S

563385

GS-13-1

\$ 8,990

3 9,890

GORDON M. STEWART 15/ DIRECTOR OF PERSONNEL

SECPET

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

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

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

			Per A	\overline{nnum}	Rates	and	Steps			
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GS- 6	5,505	5.690	5,875 6,450	6,060	6,245	6,430 7,050	6,615 7,250	6,800 7,450	6,985 7,650	7,850
GS- 7 GS- 3	6,050 6,630	6,850	7,070	7,290	7,510	7,730 8,445	7,950	8,170	8,390 9,180	
GS-9 GS-10	7,220 7,900	8.170		8,710	8,980	9,250	9,520		10.060	10,330
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SECTION B	PERFORMANCI	E EVALUATION		
W - <u>Weak</u>	Performance raigns from wholly inadequate to a positive remedial action. The nature of the action probation, to reassignment or to separation. De	on could rangé from counseling; t excribe action taken or proposed i	o further training, to in Section:C.	placing in
A - Adequate	Parformance meets all requirements. It is entire excellence.	• • •	, ,	iency nor
P : Proficient	Performance is more than satisfactory. Desired	- ·	roficient manner,	
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SETION C NARRATIVE COMMENTS

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In the period April to December 1964, Subject was the Chief of JMWAVE's Paramilitary Branch. In this capacity he want sharged with the responsibility of mounting successful paramilitary operations into a denied area. Subject met his responsibilities in an exemplary manner and his Branch did mount successful operations into PBRUMEN in which intolligence was collected, resistance nuclei were establised in the rural areas of PBRUMEN, and in- and exfiltration routes were developed whereby supplies and men could be moved in and out of PBRUMEN. In addition, his Branch maintained a UDT and a Commando unit in a high state of combat readiness. The UDT and Commando units were not used operationally in their specialties because of policyprohibitions against committing them against the PBRUMEN target; however, they were available to meet contingency situations. performance as a Branch Chief was characterized by drive, dedication, reliability, imagination, and the use of sound first-echelon management techniques. Subject is realistic and effective in delegating authority and responsibility to his subordinates. Subject has the ability to weld into a cohesive unit a diverse group of men who are Staff agents, Career Agents, Contract Employees, and military personnel on detail to KUBARK. This quality of leadership developed sound principles of team work in the PM Branch and made it easy for the Branch to coordinate its activities with the programs of the other Branches in a Station that has over 300 employees and is engaged in

SECTION D	CERTIFICATION AND CO	JW(ENTS	<u>(continued)</u>
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	CERTIFY THAT I HAVE SEEN SECTIONS A.	B. AND C OF THIS REPORT	************
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The second secon	BY SUPERVISOR		*
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UATE	OFFICIAL TITLE OF SUPERVISOR	7s7 REUTEMAN.	Andrew K.
22 May 65	Chief of Station	/s/ pseude on I	Fld Tr.
3.	BY REVIEWING OFFICE	AL	
Concur in	Supervisor's evaluation	of this employee.	•
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, 10 June 1965	ADC/WII/C	U fohn T. I	

SECTION C - Narrative Comments (Continued)

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

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

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

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

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Indicate significant strangish or weaknesses demanstrated in current position beeping in proper per spective. It would get immore. Give recommendations for on foreign language competence, if required for current position. Amplify or explain rating given in Section 1 bests to determining future personnel action. Manner of performance of managerial or supervisory duties and applicable. - See Attached Continuation Sheet - SECTION D CERTIFICATION AND COMMENTS. I. OY EMPLOYEE I. OY EMPLOYEE I. OY EMPLOYEE I. OY EMPLOYEE I. June 1966 SIGNATURE OF PLANE SEEN (SIGNED ALL TO SHEET) BIOMATURE OF PLANE SEEN (SIGNED ALL TO SHEET) BY SUPERVISOR 12 OFFICIAL TITLE OF SUPERVISOR 13 June 1966 Office of Station, JULYS SY REVIEWING OFFICIAL COMENTS OF NAVIEWING OFFICIAL COMENTS OF NAVIEWING OFFICIAL	training. Comments provide beet
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Continuation Sheet/FITNESS REPORT - Section C:

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

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

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



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NARRATIVE COMMENTS

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

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

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

SECTION D	CERTIFICATION AND COMM	ENT\$
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	ID C OF THIS REPORT
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2.	BY SUPERVISOR	
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OATE	Chief of Station, JMWAVE	/s/ Andrew K. REJIEMAN (signed in pseudo on Field Trans-
3.	BY REVIEWING OFFICIAL	nittal)

28 June 1963

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

> Deputy Chief, SAS Bruce

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Fitness Report - Section C - NARRATIVE COMMENTS (Continued)

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

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

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

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SECTION E	NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANC

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

SECTION F	CTION F CERTIFICATION AND COMMENTS						
1.	BY EMPLOYEE						
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SECTION E NARRATIVE DESCRIPTION OF MANHENGE JOB PERFORMANCE

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Subject is the finest all-around ops afficer I have ever known. Primarily he is a man of action who knows what has to the days, and goes about doing it. He is a tireless, dedicated worker who puts duty before any personal considerations. He has imagination coupled with good common sense and sound operational judgment. He is steady and cool during emergency situations. He has worked under constant strain and pressure over periods of several months without cracking or losing his sense of humor. He has strong leadership qualities, inspires confidence and loyalty in those he works for and with. He is especially effective in getting the most out of indigenous agents. He has exhibited great personal courage. He was respected by the Embassy officers and representatives of other agencies with whom he was in contact. He speaks Spanish fluently and is thoroughly conversant with Latin psychology. His operational and intelligence reporting, though not always polished products, are complete and lucid. He has a great capacity for work. He has the potential for assuming greater responsibility and for advancement in the Agency.

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

SECTION F	CERTIFICATION AND	COMMENTS
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is of the highest ord what it is, all office Chief, CI, and more at the broadth of his ac- operations, the organ and allied groups tot political action, pro- classification, e.g., without loss of tempo	cers should be versatile. This recently Chief of the combined ctivities. They take in denie itzation, training and managementaling over 300 people, sabotopaganda and a great number of taking over and running a factor politics caused the breat process.	reales is a one-man gang. His work atively of the JMWAVE operation being a Mr. Morales is. His titles firs CL-FI Section do not even suggest d'arch intelligence collection ent of a counter-intelligence apparatage and resistance ops, maritime ops, miscellaneous activities that defy st-moving PM recruitment program akdown of the normal recruitment queries from the trainees in camp.
F imagination and good	or sustained effort, Mr. Moral	les has few peers. With his drive, le for the people who work with him, bove him in the organizational
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Chief, WH/4

OFFICIAL TITLE OF REVIEWING OFFICIAL

31 JUL 1961

11 January 1963

MEMORANDUM FOR: Secretary, Agent Panel

SUBJECT

- Promotion

meralie, Lanik S,

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

WILLIAM K. HARVEY Chief, Task Force W

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THICUIT

Director of Personnel

BUDJECT

14 62.5

Dosignation of Officers Eligible for Premium Pay

Reference9

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

STATE AGENTS - SELLVE

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3. Anthority to eath this payers is contained in seference personnel and he seembrous to the supplement to their staff egent personnel section is required. The effective day of such promise pay personnel section is required. The effective day of such promise pay person fellowing I done 1962.

. Motributions .

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1 - Director of Personnel

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

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



PJM/asp

12 April 1961

Distribution:
_____ Headquarters

2 - Files

Chief, WHD

Chief of Base, JMWAVE

Commendation - House 1110

Commendation in personnel file

Morales, Land S.

1. For the information of Badquarters and for Carlo personnel file, WAVE wishes to express commendation of and a contribution to the JMATE project. Buginning with his arrival in the MAVE area is October 1960, anitiated an operational program directed to the cetablishment of a Cuban intelligence service, both for positive collection of intelligence and to establish protective security on JMATE operations. In a remarkably short time recruit, train, and organize such a purvice which had effectively responded to intelligence and counter intelligence operational tasks, and has shown willingness and ability to ably perform a number of support functions for other types of substantive operations, priscipally paramilitary. In addition, the Cuban service which organized is likely to be the nucleus of a post-Costro. Cuban Covernment service which will serve AURIER ends, not only on the basis of linison, but by mouns of penetrations of this service already established.

In the swift accomplishment of so early objectives, the state of so early so inscinction comments with a grade level well in excess of his own.

ROSERT NEXNULDS

. Hana / Augo

12 April 1981

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2 - Files

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In view of your contemplated cover and incount you have been designated a Stiff again. The inspire of this Supplement is to call vour attention to exist this place by which is constitutedly patered to you up be you are so confined and maintenance to the free in rights bug. She then are dent to your status as we approximate complete.

- 1 Earli A ministrat in As indicated in four Jost Agent Personnel Action, your property astary and grade are 3 12,210,00 our annum and G.-16¹ respectively. As an appointed employee of the Covernment you are callfed to receive and retain only the salary, all wances and other beariffs applicable to that status. However, certain procedural variations will be followed to preserve the accuracy of your cover position:
 - (a) The gross empluments that you receive from your cover activities will be retained by you as an effect against the gross empluments due you from this organization. If cover empluments ever exceed those due you from this organization, the overage is to be remitted to this organization on a monthly basis, unless a different period is specified.
 - (b) Your Federal income taxes will be withhold and reported in contermance with 3.20-66 or any subsequent regulations or procedures,
 promulgated by this organization. For your information, this organitation shall withhold from the grees payments does not Federal income
 taxes in an amount which, when suded to the income taxes withheld by
 your cover facility, will equal the tax withholdings normally made
 from your gross taxable compression with this organization. Taxes
 will be winded from the differential due you by this organization if
 there is no differential or if it is insufficient, you will be required to
 make tax remittances in contorpositive with 145 20-661-4
 - (c) This organization will deduct from the gross payments due you an amount equivalent to six and one shalf per cent to 1/2% of your prose scary for contribution to the Civil Service detirement 8 and Thin amount will be deducted from the differential one veu by the occanization. If there is no differential or if it is insufficient you will be required to make direct remarks as to this organization in settinfiction of the required contributions. The Agency will not reminately for cover regardatory social accurity define cops required by virtue of some cover applyment.
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Continuation Sheet

FILLD REASSIGNMENT QUESTIONNAIRE/Section 12:

Subject is an experienced senior operations officer who has sufficient scope to be able to manage FI, CI, PW, or PM operations. He has a high degree of fluency in Spanish and has extensive area knowledge of Latin America. Subject is a hard-driving, dedicated officer who has turned in a consistently Strong performance during his tour at JMWAVE. Subject has additional growth potential both as a senior intelligence officer and as a first or second echelon supervisor of intelligence officers engaged in FI, CI, PW or PM operations. In view of Subject's experience, performance while at JMWAVE, his growth potential, fluency in Spanish, and his preference for a future assignment as outlined in paragraph 11, it is recommended that he be given a lateral field transfer to a WH Station where he can be used in an unofficial cover capacity in order to mount operations as appropriate for that Station's RMD. If Subject is given a lateral field transfer, he should attend the Clandestine Services Review Course, the Audio Surveillance Management Course, and an advanced course in management.

SECRET FIELD REASSIGNMENT QUESTIONNAIRE TRANSMITTAL INSTRUCTIONS This constituenties is designed to provide information for consideration by bendessetters in channel your no immediate supervision and forwarded to headonneters eight (8) months prior to the individual's planned date of departure from the station. The questionnaire will be completed and forwarded through operal · relate. SPECIAL NOTE This form must be prepared with due regard inc security considerations. For example, tive and support personnel and others whose duties do not in themselves reveal source stand the nature of your position. should be included. S. I. HAVE OF EMPLOYEE FOR providing of and Providing Canel S. 30 September 1964.
30 ANDREW K. REUTEMAN 15 October 1964 5.45 202 CHINIETE *** YINU: SECRET Obove and greated out

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11 January 1961

To : Mrector of Personnet

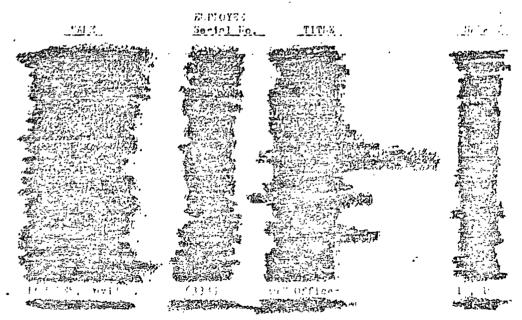
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CUBJ 207: Ald Hinnel Convensation in Lieu of Overtime segment

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

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



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1 June 1961 ~

MEMORANDUM FOR: Chief, Finance Division

FROM

14-00000

Chief, Wi/4/Support

SUBJECT

: Premium Fay

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







WILLIAM E. BISEMANN Chief, WI/4/Support

Distributions

2 - Chief, Finance Division (ea. employee)

2 - Director of Personnel (ea. employee)

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

12 SEP 1921

MEMORANDUM FOR: SA/BR/CPD

ATTENTION

Dot Kreinheder

FROM

Deputy Director of Security (Investi-

gations and Operational Support)

SUBJECT

Morola, Danis S.

MUSW. Vaxaly Victor R. White

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

- 2. This is to advise that a Covert Security Clearence is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above.
- 3. Subjects of Covert Security Clearances are not to represent themselves as, nor are they to be represented as, employees of CIA.
- 4. Your attention is called to the fact that a Covert Security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-210. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.
- 5. This clearence becomes invalid in the event the Subject's services are not utilized within six months of the date of this memorandum.

FOR THE DIRECTOR OF SECURITY:

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

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EXCLUSIVE OF THOSE FROM 1960-64)
WHICH ARE IN FOLDER FOR REDUCED BY
HSCA.)

SANITIZED CODIES OF THISE FOR REVIEW BY HISCA ARE EXCLUSED HEREWAY

SECRET

David S. MORALES