

MATERIAL RECEIVED AT CIA HEADQUARTERS BY
 HOUSE SELECT COMMITTEE ON ASSASSINATIONS STAFF MEMBERS
 (SECRET)

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

INCLUSIVE DATES: 25 Jan 1951 - 29 June 1973

CUSTODIAL UNIT/LOCATION: OP

ROOM: 5E13

DELETIONS, IF ANY: _____

DATE RECEIVED	DATE RETURNED	REVIEWED BY (PRINT NAME)	SIGNATURE OF REVIEWING OFFICIAL

NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

SECRET

10-00000

THIS MEMO MUST REMAIN
ON TOP OF FILE

SECRET

25 July 1957

(Date)

MEMORANDUM FOR: Chief, Records Services Division
Office of Personnel

THROUGH : Personnel Security Division
Office of Security

SUBJECT : Charles Ellsworth FLICK

1. Cover arrangements have been completed for the above named subject.

2. Effective immediately, it is requested that your records be properly (blocked) (~~no longer~~) to (deny) (~~access~~) subject's current Agency employment by an external inquirer.

~~XX~~

Edward O. Benton
Chief, Official Cover Liaison, CCB

cc: P&D/03

THIS MEMO MUST REMAIN
ON TOP OF FILE

SECRET

js

SS. H
550-22-5259

SECRET

21 July 1959

File: K-6484

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

SUBJECT : Charles E. FLICK

1. Cover arrangements ~~xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~ have been completed for the above-named Subject.

2. Effective 1 July 1959, it is requested that your records be properly blocked ~~xxxxxxxx~~ to deny ~~xxxxxxxx~~ Subject's current Agency employment to an external inquirer.

~~xx~~

/s/ PAUL P. STEWART

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

cc: SSD/OS

SECRET
ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 11/17/01 BY [illegible]

J

SECRET

30 AUG 1967

MEMORANDUM FOR: Secretary, CS/CS Agent Panel

SUBJECT: Recommendation for Promotion to Grade GS-13

~~XXXXXXXXXX~~
CHARLES E. FLICK

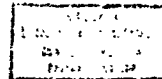
1. ~~XXXXXXXXXX~~ entered on duty with CIA in 1951. After brief service in Tokyo he performed a variety of functions with different staffs and divisions, thus acquiring broad experience. Since June 1960 he has been on assignment in Mexico City.
2. In Mexico, ~~XXXXXXXXXX~~ is still the manager of a large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

R. W. King
J. C. KING

Chief,

Western Hemisphere Division

SECRET



SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION DATE PREPARED
8 June 1973

1. SERIAL NUMBER: 006830
2. NAME (Last-First-Middle): ~~XXXXXXXXXXXX~~ Flick, Charles E

3. NATURE OF PERSONNEL ACTION: RETIREMENT (VOLUNTARY) ~~UNDER~~ CIARDS
4. EFFECTIVE DATE REQUESTED: MONTH 06, DAY 29, YEAR 73
5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: V TO V, V TO C, C TO V, X C TO C
7. PAN AND NOCA: 3135 0990 0000
8. LEGAL AUTHORITY (Completed by Office of Personnel): Public Law 88-643 Section 233

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

11. POSITION TITLE: OPS OFFICER
12. POSITION NUMBER: 0418
13. CAREER SERVICE DESIGNATION: D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 13 7
17. SALARY OR RATE: \$ 23642

18. REMARKS: LAST WORKING DAY 29 JUNE 1973.

1 - Security
1 - Finance

[Handwritten signatures and initials]

18A. SIGNATURE OF REQUESTING OFFICIAL: *[Signature]* DATE SIGNED: 8 JUN 73
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: *[Signature]* DATE SIGNED: *[Signature]*

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 45	20. EMPLOY. CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATUS CODE	23. INTEGRAL CODE	24. HOURS CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF GRAD MO DA YR	27. DATE OF LEI MO DA YR	
28. DATE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE TYPE	32. CORRECTION/CANCELLATION DATA MO DA YR	EOD DATA →			33. SECURITY REQ NO	34. SER
35. VET PREFERENCE CODE	36. SERV. COMP DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CAREER CATEGORY CODE	39. FEI/HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO 550-22-5259				
41. PREVIOUS GOVERNMENT SERVICE CODE		42. LEAVE CAT. CODE		43. FEDERAL TAX DATA FORM EXECUTED CODE		44. STATE TAX DATA FORM EXECUTED CODE		45. NO. TAX STATE DEW. CODE	

45. POSITION CONTROL CERTIFICATION: *[Signature]*
46. APPROVED: *[Signature]* DATE APPROVED: 7/7/73

SECRET

(When Filled In)


6751

XXH

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 25 April 1967	
1 SERIAL NUMBER 006830		2 NAME (Last-First-Middle) <i>Fletcher, Charles G.</i>					
3 NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM				4 EFFECTIVE DATE REQUESTED MONTH: 05 DAY: 07 YEAR: 67		5 CATEGORY OF EMPLOYMENT REGULAR	
6 FUNDS ▶		V TO V		V TO CF		7 FINANCIAL ANALYSIS NO. CHARGEABLE 7135-0990	
		CF TO V		X		CF TO CF	
9 ORGANIZATIONAL DESIGNATIONS DDP/WH				10 LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO			
11 POSITION TITLE			12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION D		
14 CLASSIFICATION SCHEDULE (G.S. E.B. etc.)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP 13		17 SALARY OR RATE \$	
18 REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.							
18A SIGNATURE OF REQUESTING OFFICIAL			DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19 ACTION CODE	25 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC		22 STATION CODE	23 INTEGREE CODE	24 MODERN CODE	25 DATE OF BIRTH MO. DA. YR.
26 RET. EXPIRES MO. DA. YR.	29 SPECIAL SERVICE	30 RETIREMENT DATA 1-USC 1-FICA 1-NONE		31 SEPARATION DATA CODE	32 CORRECTION, CANCELLATION DATA TYPE MO. DA. YR.		33 SECURITY REG. NO.
35 NET PAYABLE CODE 0-NONE 1-3 PT 2-3 PT	36 SERV COMP DATE MO. DA. YR.	37 LONG COMP DATE MO. DA. YR.	38 CAREER CATEGORY CAR RISK PROV. TEMP	39 FEGLI HEALTH INSURABLE CODE 0-NONE 1-YES	40 SOCIAL SECURITY NO.		
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1-NO PREVIOUS SERVICE 2-NO SERVICE IN SERVICE 3-NO SERVICE (LESS THAN 3 YEARS) 4-NO 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		45 STATE CODE
45 POSITION CONTROL CERTIFICATION 6751675				46 OP APPROVAL APPROVED BY [Signature] 17 APR 67		DATE APPROVED	

SECRET

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION					DATE PREPARED	
1. SERIAL NUMBER 006830					2. NAME (Last-First-Initial) Robert D. Cashman	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED 04/10/66		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS			7. COST CENTER NO. CHARGEABLE 6135-0990		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP WH FOREIGN FIELD BRANCH 1 MEXICO CITY, MEXICO STATION			10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO			
11. POSITION TITLE OPS OFFICER (13)			12. POSITION NUMBER 0418		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (G.S. L.B., etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 2		17. SALARY OR RATE \$ 12,945
18. REMARKS FROM: Pos. No.: 0853						
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> Recorded by CSPD  </div>						
18A. SIGNATURE OF PROMOTING OFFICIAL ROBERT D. CASHMAN C/WH/PERS			DATE SIGNED 1 April 1966		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER D. H. ...	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL						
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC: 51620 WH ALPHABETIC:		22. STATION CODE 45035	23. INTEGRITY CODE	24. INDEX CODE 3
25. DATE OF BIRTH 04/12/19		26. DATE OF GRADE		27. DATE OF SER.		28. SECURITY REG NO.
29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		
32. VET PREFERENCE		33. SERV COMP DATE		34. LONG COMP DATE		35. CAREER CATEGORY
36. PREVIOUS GOVERNMENT SERVICE DATA		37. LEAVE CAT. CODE		38. FEDERAL TAX DATA		39. STATE TAX DATA
40. POSITION CONTROL CERTIFICATION		41. O.P. APPROVAL		DATE APPROVED		

(RPA)

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED 21 MAY 1965											
1 SERIAL NUMBER 006830		2 NAME (Last, First - Middle) R. L. ...				3 NATURE OF PERSONNEL ACTION PROMOTION		4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR MAY 23 65		5 CATEGORY OF EMPLOYMENT REGULAR							
6 FUNDS		7 V TO V		7 V TO C		7 COST CENTER NO CHARGE ART 5135 0990		8 LEGAL AUTHORITY (Completed by Office of Personnel)									
9 ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH III MEXICO CITY, MEXICO STATION						10 LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO											
11 POSITION TITLE OPS OFFICER						12 POSITION NUMBER 0853		13 CAREER SERVICE DESIGNATION D									
14 CLASSIFICATION SCHEDULE (GS, F B, etc.) GS			15 OCCUPATIONAL SERIES 12 0136.01		16 GRADE AND STEP 13 2		17 SALARY OR RATE \$ 12,495										
18 REMARKS FROM: SAME/GS 12.5/\$11,670. PEP in accordance with HCP-20-21/1 para 1 (EFF: 2 years) TO BE EFFECTIVE 23 MAY 1965																	
<div style="border: 1px solid black; padding: 5px; width: fit-content;"> <p>I certify that this promotion is absolutely essential to the defense of the United States.</p> <p>Action Item: 5-23-65</p> </div>																	
1-11-1965 ROBERT D. CASHMAN C/WH/PERS				DATE SIGNED 3/2/65		108 SIGNATURE OF CAREER SERVICE APPROVING OFFICER Joseph B. ...				DATE SIGNED 7/2/65							
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 INTEREST 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.	
2-2		10		51200 WH		45075				3		04/12/19		05/23/65		05/25/65	
78 HIRE EXPIRES MO. DA. YR.		28 SPECIAL REFERENCE		29 RES. ADJUST DATA 1-USE 2-FICA 3-NONE		30 SEPARATION DATA CODE		31 CORRECT/CA/CANCELLATION DATA TYPE MO. DA. YR.		32 SECURITY RES. NO		33 SEA					
05/22/67		181								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 CARE PERS PROV TEMP		39 FEED/HEALTH INSURANCE CODE 0-NATURAL 1-ITS		40 SOCIAL SECURITY NO							
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NONE 1-NO PREVIOUS 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-ITS 2-NONE		44 STATE TAX DATA FORM EXECUTED CODE 1-ITS 2-NONE		45 POSITION CONTROL CERTIFICATION							
										<div style="border: 1px solid black; padding: 5px; width: fit-content;"> <p>DATE APPROVED</p> <p>Joseph B. ...</p> </div>							

SECRET

7 NOV 1955

MEMORANDUM FOR: Chief, Western Hemisphere Division
SUBJECT: Notification of Approval of Quality Step Increase - ~~Charles S. F. Lick~~

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

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

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

Robert S. Wattles
Director of Personnel

SECRET

EYES ONLY
SECRET

16 MAR 1965

MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT : Recommendation for Promotion to Grade GS-13

~~████████████████████~~
Charles S. Flick

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

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

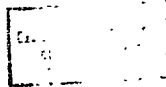
3. Subject is 46 years old and has been in grade as a GS-12 for the past seven years.

Desmond Fitzgerald
Desmond Fitzgerald
Chief

Western Hemisphere Division

Approved - May 1965

EYES ONLY
SECRET



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

ACTION REQUIRED - REFERENCES

ACTION: See Below

Charles E. Felt

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

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

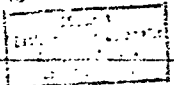
3. Chief of Station, Mexico City, has repeatedly recommended and urged the promotion of ~~██████████~~ see his Annual Fitness Report and letter of transmittal of 16 January 1964 (2001-4299). This request for promotion is repeated.

William C. Curtis
WILLIAM C. CURTIS

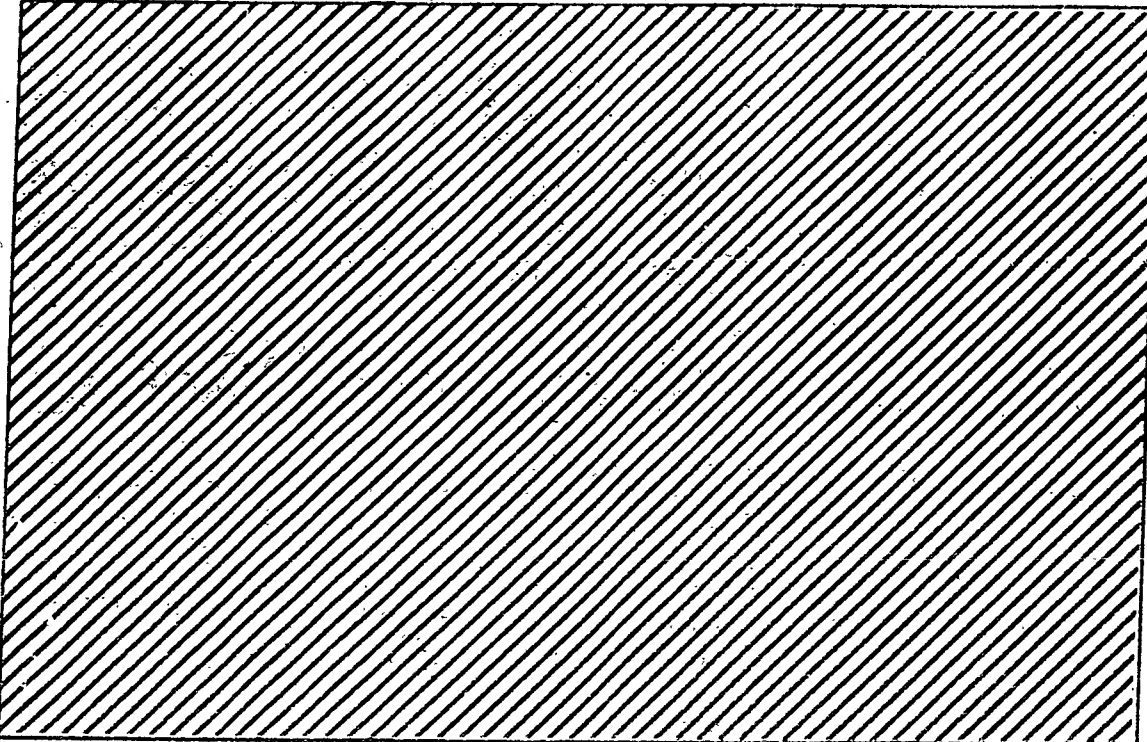
Attachment:
As stated above (1/1)

Distribution:
3 - MI, W/ests

7/5
recommenced on 1/15/65
at 10:00 AM
page

CROSS REFERENCE TO	DISPATCH SYMBOL AND NUMBER	DATE
	HM-5150	13 January 1965
	CLASSIFICATION SECRET/RYBAT	MOS FILE NUMBER

SECRET
(When Filled In)



NAME OF EMPLOYEE (Last-First-Middle) XXXXXXXXXXXXXXXXXXXX	NAME AND RELATIONSHIP OF DEPENDENT Self	CLAIM NUMBER 65-280
---	--	------------------------

Charles E. Flick

There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 24 April 1964.

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 1 OCT 1964	SIGNATURE OF BGD REPRESENTATIVE <i>[Signature]</i>
------------------------------	---

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

EYES ONLY

8 November 1963

MEMORANDUM FOR: Secretary, Agent Panel

SUBJECT:

Promotion of ~~██████████~~ *Charles G. Flick*

REFERENCE:

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

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

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

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

Western Hemisphere Division

Not Approved
Jan 1964

EYES ONLY

XXB

SECRET
(When Filled In)

dal

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER 000830						2. NAME (Last, First, Middle) Flick, Charles E	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 24 62		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS		7. V TO V		7. COST CENTER NO. CHARGE-ABLE 2135-5700-1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP WH BRANCH 3 MEXICO CITY, MEXICO STATION		10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO		11. POSITION TITLE O/S OFFICER (D)		12. POSITION NUMBER -853	
13. CLASSIFICATION SCHEDULE (OS, LB, etc.) GS (12)		14. OCCUPATIONAL SERIES 0136.01		15. GRADE AND STEP 12 3		16. SALARY OR RATE 9475	
17. REMARKS FROM: DDP/WH/3/PROJECT LIENVOY/BAP-6120/MEXICO, funds STAFFING COMPLEMENT CHANGE.							
18. SIGNATURE OF REQUESTING OFFICER A.P. C. ROBERTS				19. DATE SIGNED 1 Feb 62		20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Louis W. Armstrong	
21. DATE SIGNED 1 Feb 62							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
22. ACTION CODE 37 10		23. OFFICE SYMBOL 64700 WH		24. STATION CODE 45075		25. UNIT FILE CODE 3	
26. DATE OF BIRTH MO. DA. YR. 04 12 19		27. DATE OF GRADE MO. DA. YR.		28. DATE OF LEAVE MO. DA. YR.		29. DATE OF RESIGNATION MO. DA. YR.	
30. VET. PREFERENCE 1 - NONE 2 - 5 PT 3 - 10 PT		31. SERV. COMP. DATE MO. DA. YR.		32. LEAVE COMP. DATE MO. DA. YR.		33. MIL. SER. NUMBER 1 - YES 2 - NO	
34. FEDERAL EMPLOYMENT SERVICE DATA 1 - NO FEDERAL SERVICE 2 - NO BRANCH SERVICE 3 - BRANCH TO SERVICE (LESS THAN 12 MO.) 4 - BRANCH TO SERVICE (MORE THAN 12 MO.)		35. FEDERAL EMP. DATA MO. DA. YR.		36. FEDERAL EMP. DATA MO. DA. YR.		37. FEDERAL EMP. DATA MO. DA. YR.	
38. POSITION CONTROL CERTIFICATION J. Kearney 02/14/62				39. C.P. APPROVAL Joseph B. Rogan		40. DATE APPROVED 1 Feb 62	

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No.		2. Name (Last-First-Middle) Flick, Charles C.			3. Date Of Birth Mo. Da. Yr. 04 12 19			4. Vol. Prod. Non-0 5 Pt-1 10 Pt-2 1		5. Sex M	6. CS-FOB Mo. Da. Yr. 04 16 51		
7. SCB		8. CSC Reqm. Yes-1 No-2 1		9. CSC Or Other Legal Authority		10. Appt. Affidvt. Mo. Da. Yr.			11. FEGLI Yes-1 No-2		12. LCD Mo. Da. Yr. 04 16 51		13. <small>...</small> Yes-1 No-2 2

PREVIOUS ASSIGNMENT

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

ACTION

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

PROJ

PRESENT ASSIGNMENT

31. Organizational Designations DDP WH BRANCH 3 MEXICO CITY, MEXICO STATION PROJECT LISTNOY		Code	32. Location Of Official Station MEXICO CITY, MEXICO			Station Code	
33. Dept. Field Dept. Code Field Code Type X		34. Position Title OPS OFCR			35. Position No. 2120	36. Serv. 03	37. Occup. Series 0136,01
38. Grade & Step 12 2	39. Salary Or Rate 8570	40. SD D	41. Date Of Grade Mo. Da. Yr. 03 10 58	42. PSI Due Mo. Da. Yr. 03 10 58	43. Appropriation Number 0135 5701 5170		

SOURCE OF REQUEST

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

CLEARANCES

A. Clearance Signature <i>[Signature]</i>	Date 12/16/60	Clearance D. Placement	Signature <i>[Signature]</i>	Date 12/16/60
B. Yes. Control 2012	C. Classification	E. Approved By <i>[Signature]</i>	F. <i>[Signature]</i>	G. <i>[Signature]</i>
Remarks Req 07/07/58 0135 5701 5170 03 10 58 03 10 58				

SECRET
12-14-60

SECRET

Personnel Actions Covered
Period Prior to Mexico
Assessment

ORIGINAL Biographic Profile

(sanitized version in slot)

SECRET

REPRODUCTION MASTERS

When Filled

BIOGRAPH

BIOGRAPHIC PROFILE

Handle With Care

SECRET

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
██████████ Fletcher, Charles	006830	51	620	CF GS 13 7	\$23,642

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS	
006830		██████████ Fletcher, Charles		51 620		CF			
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Last Filt. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 13	6	\$20,721	09/18/69	GS 13	7	\$21,913	05/16/71		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<i>Robert W. ...</i>						01/07/73			
<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			
						<i>David H. ...</i>			
FORM 550 E Use previous editions PAY CHANGE NOTIFICATION (4-51)									

4/29/71

0000
L 3

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
XXXXXXXXXX <i>Flick, Charles E</i>	006830	51 620	CF	GS 13 6	\$20,721

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
XXXXXXXXXX <i>Flick, Charles E</i>	006830	51 620	CF	GS 13 6	\$19,595

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

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME	SERIAL	ORGN.	FUNDS	CR-STEP	SALARY
XXXXXXXXXX	006830	51 620	CF	GS 13 5	\$17,920
F. L. Charles E					

VIII

1. SERIAL NO 006830		2. NAME F. L. Charles E		3. ORGANIZATION 51 620 CF		4. FUNDS		5. LWOP HOURS	
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 13	4	\$15,849	05/21/67	GS 13	5	\$16,320	05/18/69		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE									
SIGNATURE W. H. Lutescher							DATE		
<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									
CLEARANCE OFFICIALS							APPROVED BY Daw H Lutescher		

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
██████████ <i>Flick, Charles E</i>	006830	51	620	CF GS 13 4	\$14,857	\$15,849

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
██████████ <i>Flick, Charles E</i>	006830	51	620	CF GS 13 4	\$14,217	\$14,857

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	ORGN.	FUNDS	GR-ST	OLD SALARY	NEW SALARY
██████████ <i>Flick, Charles E</i>	006830	51	700	CF GS 12 4	\$10,420	\$10,970

RECEIVED
AUG 1968
PERSONNEL

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND
 DCI MEMORANDUM DATED 1 AUGUST 1964, SALARY IS ADJUSTED AS FOLLOWS:
 EFFECTIVE 14 OCTOBER 1962

NAME: Flick, Charles E. SERIAL: 006830 FUNDS: CF 12 4 3 6735
~~006830~~ 64700 OF 12 4 3 6735 12 4 210420

POSTED ON

WM

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

Form 560
0-61

Official Premium
Edition

C/10/1/1

1. Serial No. 006830		2. Name <u>Flick, Charles E.</u>		3. Cost Center Number <u>61 620 CF</u>		4. LWOP Hours	
5. OLD SALARY RATE			6. NEW SALARY RATE			7. TYPE ACTION	
Grade	Step	Salary	Law Eff. Date	Grade	Step	Salary	Effective Date
GS 13	3	13,759	05/22/66	GS 13	4	14,217	05/21/67
8. Remarks and Authorization							
<p>/ / NO EXCESS LWOP</p> <p>/ / IN PAY STATUS AT END OF WAITING PERIOD</p> <p>/ / LWOP STATUS AT END OF WAITING PERIOD</p> <p>CLERKS INITIALS AUDITED BY <i>Joseph N. ...</i></p>							
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.							
SIGNATURE: <i>[Signature]</i>				DATE: <i>[Date]</i>			
PAY CHANGE NOTIFICATION							

1041

7 6-29-73

1. LAST NAME FLICK	FIRST NAME CHARLES	INITIAL(S) E	2. APPOINTMENT DATA Entered on duty 7/16/51 <input checked="" type="checkbox"/> F <input type="checkbox"/> P <input type="checkbox"/> I Subject to Sec. 203(d), 1951 Leave Act Yes <input type="checkbox"/> No <input type="checkbox"/> Ceased to be subject to Sec. 203(d) on _____ Annual Leave Bill	3. TOTAL SERVICE FOR LEAVE (as of date of separation) Years 32 Months 3 Days 14 <input checked="" type="checkbox"/> More than 15 years
4. DATE AND NATURE OF SEPARATION RETIREMENT 6/29/73				
SUMMARY OF ANNUAL AND SICK LEAVE (HOURS)			SUMMARY OF HOME LEAVE (DAYS)	
5. Balance from prior leave year ended 1/6 1973			14. Date arrival abroad for HL purposes _____	
6. Current leave year accrual through 6/23 1973			15. Current balance as of _____ 19__	
7. Total			16. 12-month accrual rate _____	
8. Reduction in credits, if any (current year)			17. Dates leave used, prior 24 months _____	
9. Total leave taken			18. Monthly accrual date _____	
10. Balance			19. Calendar days credit for next accrual date _____	
11. Total hours paid in lump sum 360 + 2 hols.			20. Date basic service period completed _____	
12. Salary rate: 23642.00			MILITARY LEAVE	
13. Lump sum leave dates: From 0850 7/2/73 to 9/1/73 1700 (Hours)			21. Dates during current calendar yr _____ to _____	
26. Certified correct by <i>[Signature]</i> 6/6/73 (Date) for Chief Payroll 143-2213 (Telephone)			22. Dates during preceding calendar yr _____ to _____	
			ABSENCE WITHOUT PAY	
			23. During leave year in which separated _____	
			24. During step increase waiting period which began on 5/16/71	
			25. During 12 month HL accrual period (dates): _____	

SCD:
3/16/41
* sick lv. sent to COMB

Standard Form 1140
November 1964
1140-108

RECORD OF LEAVE DATA TRANSFERRED

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

SECRET
(When Filled In)

LML: 03 JUL 73

NOTIFICATION OF PERSONNEL ACTION

OEB

1 SERIAL NUMBER 006830		2 NAME (LAST FIRST MIDDLE) Flick, Charles E.	
3 NATURE OF PERSONNEL ACTION RETIREMENT (VOLUNTARY) UNDER CIA RETIREMENT AND DISABILITY SYSTEM		4 EFFECTIVE DATE MO DA YR 06 29 73	5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS V TO V CF TO V		V TO CF CF TO CF	7 Financial Analysis No Chargeable 3135 0990 0000
9 ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION FOREIGN FIELD BRANCH 1-MEXICO CITY, MEXICO STATION		8 CSC OR OTHER LEGAL AUTHORITY PL 88-643 SECT 233	
11 POSITION TITLE OPS OFFICER		12 POSITION NUMBER 0418	13 SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	15 OCCUPATIONAL SERIES 0136.01	16 GRADE AND STEP 13 7	17 SALARY OR RATE 23642
18 REMARKS			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PI

19. ACTION CODE 45	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC		22. STATUS CODE	23. INTEGREE CODE	24. HIGHER CODE	25. DATE OF BIRTH MO DA YR 04 12
26. NTE EXP RES	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1. CSC 2. CIA 3. FICA 4. NONE		31. SEPARATION DATA CODE 08J0000	32. Correction / Cancellation Dg TYPE MO DA YR		
33. VET PREFERENCE CODE 0 NONE 1 5 YR 2 10 YR	35. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CSC ERSV EPCV IEMP		39. FEGLI / HI CODE 0. WAIV 1. YES		
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 EXEMPTION 1 YES 2 NO				

SIGNATURE OR OTHER AUTHENTICATION



BJT: 17 MAY 67

SECRET
(When Filled In)

<p>XXB NOTIFICATION OF PERSONNEL ACTION</p>											
<p>1. SERIAL NUMBER 000830</p>		<p>2. NAME (LAST FIRST MIDDLE) <i>Fleet, Charles E</i></p>									
<p>3. NATURE OF PERSONNEL ACTION DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM</p>						<p>4. EFFECTIVE DATE 05 07 67</p>		<p>5. CATEGORY OF EMPLOYMENT REGULAR</p>			
<p>6. FUNDS</p>		<p>V TO V</p>		<p>V TO CF</p>		<p>7. Financial Analysis No. Chargeable 7135 0990 (XXX)</p>		<p>8. CSC OR OTHER LEGAL AUTHORITY PL 88-643 SECT. 203</p>			
<p>9. ORGANIZATIONAL DESIGNATIONS DDP/WH</p>						<p>10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO</p>					
<p>11. POSITION TITLE</p>						<p>12. POSITION NUMBER</p>		<p>13. SERVICE DESIGNATION D</p>			
<p>14. CLASSIFICATION SCHEDULE (GS, LO, etc.)</p>			<p>15. OCCUPATIONAL SERIES</p>			<p>16. GRADE AND STEP 13</p>		<p>17. SALARY RATE</p>			
<p>18. REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION. 23 MAY 1967 <i>ce</i></p>											
<p>SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL</p>											
<p>19. ACTION CODE</p>		<p>20. EMPLOY CODE</p>		<p>21. OFFICE CODING</p>		<p>22. STATION CODE</p>		<p>23. INTEGRAL CODE</p>		<p>24. BIRTH DATA OF BIRTH</p>	
<p>25. DATE OF BIRTH</p>		<p>26. DATE OF ENTRY</p>		<p>27. DATE OF LEI</p>		<p>28. NET EXPIRES</p>		<p>29. SPECIAL REFERENCE</p>		<p>30. RETIREMENT DATA</p>	
<p>31. SEPARATION DATA</p>		<p>32. CANCELLATION DATA</p>		<p>33. SECURITY REG NO</p>		<p>34. SEC REG NO</p>		<p>EOD DATA</p>		<p>35. VET PREFERENCE</p>	
<p>36. SERV COMP DATE</p>		<p>37. LONG COMP DATE</p>		<p>38. CAREER CATEGORY</p>		<p>39. FIGHT/HEALTH INSURANCE</p>		<p>40. SOCIAL SECURITY NO</p>		<p>41. PREVIOUS CIVILIAN GOVERNMENT SERVICE</p>	
<p>42. LEAVE ENT.</p>		<p>43. FEDERAL TAX DATA</p>		<p>44. STATE TAX DATA</p>		<p>45. FORM EXECUTED</p>		<p>46. NO TAX EXEMPTIONS</p>		<p>47. FORM EXECUTED</p>	
<p>48. NO TAX EXEMPTIONS</p>		<p>49. FORM EXECUTED</p>		<p>50. NO TAX EXEMPTIONS</p>		<p>51. FORM EXECUTED</p>		<p>52. NO TAX EXEMPTIONS</p>		<p>53. FORM EXECUTED</p>	
<p>SIGNATURE OR OTHER AUTHENTICATION</p>											

POSTED ON
05-48

POSTED

"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	GR-STEP	OLD SALARY	NEW SALARY
██████████ Fitch, Charles	006830	51	620	CF GS 13 3	\$13,380	\$13,769

make *WJH*

1. Serial No. 006830		2. Name Fitch, Charles		3. Org. Center Number 51 620 CF		4. LWOP Month				
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Eff. Date	Grade	Step	Salary	Eff. Date	PSI	LS	ADJ
GS 13	2	\$12,945	05/23/65	GS 13	3	\$13,380	05/22/66			
8. Remarks and Authorization <input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input checked="" type="checkbox"/> 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>Down W. Gutierrez</i>										
PAY CHANGE NOTIFICATION										

APRIL 66

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

NAME (Last, First, Middle)
Frank Charles

006830

8. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE MO DA YR 04 10 66		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS		V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY	
		CF TO V	X CF TO CF	6135 0990 0000		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 0418		13. SERVICE DESIGNATION D	
CLASSIFICATION SCHEDULE (GS, LR, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 2		17. SALARY OR RATE 12945	

L. REMARKS

[Handwritten signature and stamp]

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION TO EMPLOY CODE 37	20. EMPLOY CODE 10	21. OFFER OFFERS 1820	22. STATION CODE 11070	23. INTEREST CODE	24. NUMBER CODE 3	25. DATE OF BIRTH 08 12 19	26. DATE OF GRASP MO DA YR	27. DATE OF LCL MO DA YR
28. NTE EXPIRES MO DA YR XX XX XX	29. SPECIAL REFERENCE 1. ON 2. ON 3. ON	30. DET. ASSIGNMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION-CANCELLATION DATA TYPE MO DA YR	33. SECURITY REQ NO		34. SER	
35. VET PREFERENCE CODE 0 NONE 1 5-YR 2 10-YR	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CODE	39. FESET / HEALTH INSURANCE CODE V WAIVER HEALTH INS 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 1 YEAR 3 - BREAK IN SERVICE MORE THAN 1 YEAR	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. STATE TAX DATA			

EOD DATA

SIGNATURE OR OTHER AUTHENTICATION

[Handwritten signature and date]

14-00000

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	OPGN.	FUNDS	GR=STEP	OLD SALARY	NEW SALARY
XXXXXXXXXX <i>Flick, Charles E</i>	006837	51	620	CF GS 13 2	\$12,495	\$12,945

PJH: 21 MAY 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

OCB

1. SERIAL NUMBER 006830	2. NAME (LAST FIRST MIDDLE) Fuchs, Charles E.
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3. NATURE OF PERSONNEL ACTION PROMOTION	4. EFFECTIVE DATE MO. DA. YR. 05 23 65	5. CATEGORY OF EMPLOYMENT REGULAR
---	---	---

6. FUNDS	V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE 5135 0990 0000	8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J
	CF TO V	X CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH III MEXICO CITY, MEXICO STATION	10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO
--	--

11. POSITION TITLE OPS OFFICER	12. POSITION NUMBER 0853	13. SERVICE DESIGNATION D
--	------------------------------------	-------------------------------------

14. CLASSIFICATION SCHEDULE (SS, LS, etc.) GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 13 2	17. SALARY OR RATE 12495
---	---	-----------------------------------	------------------------------------

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 22	20. SPECIAL CODE 10	21. SERVICE CODING NUMERIC ALPHABETIC 51700 WH	22. STATION CODE 45075	23. INTEGRAL CODE	24. JUDGE CODE 3	25. DATE OF BIRTH MO. DA. YR. 04 12 19	26. DATE OF GRADE MO. DA. YR. 05 23 65	27. DATE OF LEI MO. DA. YR. 05 23 65
28. HIE EXPIRES MO. DA. YR. 05 22 67	29. SPECIAL REFERENCE 81	30. RETIREMENT DATA 1. CBL 2. PICA 3. 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 - 5PT 2 - 10PT	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 - WAIVER 1 - YES	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 1 - YES 2 - NO		44. STATE TAX DATA FORM EXECUTED CODE NO. TAX STATE CODE 1 - YES 2 - NO		

SIGNATURE OR OTHER AUTHENTICATION

[Signature]

MAY 24 1965

RECEIVED
AUG 30 1964

WAF

111

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

POSTED
24 AUG 1964

[Signature]

PAYROLL CHANGE DATA											
7. Previous amount	BASIC PAY	OVERTIME	GROSS PAY	RET.	FEDERAL TAX	BOND	F.I.C.A.	STATE TAX	GROUP LIFE INS.	NET PAY	
10. Remarks										11. Appropriation(s)	
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED ON 07-10 <i>John J. Felt</i> </div>										12. Prepared by jlw 24 Feb 1961	
										13. Audited by	
<input checked="" type="checkbox"/> Periodic step increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step increase											
14. Effective date 5 Mar 61	15. Date last equivalent increase 6 Sep 59	16. Old salary rate \$7215	17. New salary rate \$9475	18. Performance rating in satisfactory or better <i>Joseph L. Bagau</i>							
19. LWOP data (fill in appropriate spaces covering LWOP during following periods) <input type="checkbox"/> No excess LWOP. Total excess LWOP _____ <input type="checkbox"/> In pay status at end of waiting period. <input type="checkbox"/> In LWOP status at end of waiting period.											
STANDARD FORM NO. 1126d—Revised Form prescribed by Comp. Gen. U. S. October 26, 1954, General Regulations No. 192											

CONFIDENTIAL

PAYROLL CHANGE SLIP — PERSONNEL COPY

PSC: 16 FEB 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER CCC-830 03-28-70		2. NAME (LAST-FIRST MIDDLE) Flick, Charles E															
3. NATURE OF PERSONNEL ACTION REASSIGNMENT					4. EFFECTIVE DATE MO DA YR 02 04 62		5. CATEGORY OF EMPLOYMENT REGULAR										
6. FUNDS			V TO V		V TO CF		7. COST CENTER NO (CHARGEABLE)		8. CSC OR OTHER LEGAL AUTHORITY								
			CF TO V		X		CF TO CF		2135 5700 1000		50 USC 403 J						
9. ORGANIZATIONAL DESIGNATIONS DOP WH BRANCH 3 MEXICO CITY, MEXICO STATION					10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO												
11. POSITION TITLE OPS OFFICER					12. POSITION NUMBER 0853		13. CAREER SERVICE DESIGNATION D										
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS			15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 12 3		17. SALARY RATE 9475										
18. REMARKS																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE 37		20. EMPLOY CODE 10		21. OFFICE CODING NUMBER ALPHABETIC 64700 WH		22. STATION CODE 45075		23. INTEGRAL CODE		24. MONTH CODE 3		25. DATE OF BIRTH MO DA YR 04 12 19		26. DATE OF GRADE		27. DATE OF LEI	
28. NFE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA 1. SEC 2. FECA 3. NONE		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		MOD DATA →		33. SECURITY REG NO		34. SFA			
35. NET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. MIL SERV CREDIT/LO		39. FEGLI/HEALTH INSURANCE		40. SOCIAL SECURITY AG							
41. PREVIOUS GOVERNMENT SERVICE DATA 0. NO PREVIOUS SERVICE 1. NO 9-MON IN SERVICE 2. BREAK IN SERVICE (LESS THAN 12 MOS) 3. BREAK IN SERVICE (MORE THAN 12 MOS)				42. LEAVE CAT		43. FEDERAL TAX DATA		44. STATE TAX DATA FORM ENCLOSED 1. YES 2. NO									
SIGNATURE OR OTHER AUTHENTICATION																	
<div style="border: 1px solid black; padding: 10px; display: inline-block;"> POSTED <i>John J. Felt</i> </div>																	

NOTIFICATION OF PERSONNEL ACTION

1. NAME (LAST, FIRST-MIDDLE OR ONE GIVEN NAME INITIAL(S) AND SURNAME) <i>Fleck, Gordon R.</i>		2. DATE OF BIRTH <i>04/12/19</i>	3. JOURNAL OR ACTION NO.	4. DATE <i>17 June 1960</i>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) EXCEPTED APPOINTMENT (STAFF AGENT)		6. EFFECTIVE DATE <i>12 June 1960</i>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <i>50 USCA 4031</i>	
FROM		TO		
8. POSITION TITLE Ops Officer 8120		9. SERVICE SERIES, GRADE, SALARY GS-0136.01-12 \$8570.00 p/a		
10. ORGANIZATIONAL DESIGNATIONS DDP/WH Branch 3 Mexico City, Mexico Station Project: LIENVOY		11. HEADQUARTERS Mexico City, Mexico		
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT <input checked="" type="checkbox"/> 10-POINT <input type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAC. <input type="checkbox"/> SD:D		
15. SEX M	16. APPROPRIATION FROM: 0135-5701-5170	17. SUBJECT TO U. S. RETIREMENT ACT (YES/NO) YES	18. DATE OF APPOINTMENT AFFIDAVITS (EXCEPTIONS ONLY)	19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> WAIVED STATE:
20. REMARKS DOG: 03/09/58 CSEOD: 04/16/51 LOD: 04/16/51 SOD: 03/16/41 [Stamp: FILED JUN 17 1960] [Stamp: TO 501 DIRECTIVE APR 13 TO JULY 1960 WFT ACQUISITION TO: 49,215]				
FRANCE PERFORMANCE RATING:		21. SIGNATURE OR OTHER AUTHENTICATION <i>Joseph B. Pagan</i>		

1. ~~EXEMPT~~ COPY
file

Personnel Actions - period
covered prior to Mexico City
Assignment

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006830	
SECTION A			GENERAL		
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. DD
████████████████████		12 Apr 19	M	GS-13	D
6. OFFICIAL POSITION TITLE		7. OFFICE OR OF ASSIGNMENT		8. CURRENT STATION	
Operations Officer		DDP/WII/1		Mexico City	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
			1 February 1971 - 31 October 1971		
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
Maintenance and repair of all equipment used in the joint JKLANCE/GOM telephone tap operation.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Responsible for the efficient and secure delivery of materials on a daily basis as well as administration of project monies totalling over \$1,000.00 per month.					S
SPECIFIC DUTY NO. 3					RATING LETTER
Protection of our equity in this important operation by performing his duties in a manner which the GOM could not duplicate.					S
SPECIFIC DUTY NO. 4					RATING LETTER
Maintaining good personal relationships with the GOM personnel involved in this operation so as to enhance the overall effectiveness of the operation.					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, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S

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. Monitor of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be reported on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

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

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


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

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

SECTION D CERTIFICATION AND COMMENTS

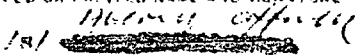
1. BY EMPLOYEE

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

DATE 7 December 1971	SIGNATURE OF EMPLOYEE 
-------------------------	---

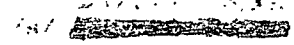
2. BY SUPERVISOR

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

DATE 7 December 1971	OFFICIAL TITLE OF SUPERVISOR Operations Officer	TYPED OR PRINTED NAME AND SIGNATURE /s/ 
-------------------------	--	---

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE 7 December 1971	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE /s/ 
-------------------------	--	---

(continued)

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

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

Reviewing Comments:

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

SECRET

(When Filled In)

FITNESS REPORT		EMPLOYEE SERIAL NUMBER
		006830
SECTION A GENERAL		
1. NAME (Last) (Middle)		2. DATE OF BIRTH (M) (D) (Y)
[REDACTED]		12 Apr 19 M GS-13E D
3. OFFICIAL POSITION/TITLE		4. OFF. DIV. OR OF ASSIGNMENT
Operations Officer		DDP, WH/1
		5. CURRENT STATION
		Mexico City
6. CHECK (X) TYPE OF APPOINTMENT		7. CHECK (X) TYPE OF REPORT
CAREER	RESERVE	TEMPORARY
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. CAREER-PROVISIONAL (See instructions - Section C)		9. INITIAL
<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
10. SPECIAL (Specify): Staff Agent		11. REASSIGNMENT SUPERVISOR
		REASSIGNMENT EMPLOYEE
12. DATE REPORT DUE IN Q.R.		13. REPORTING PERIOD (From - To)
30 November 1972		1 November 1971 - 30 September 72
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	Staff Agent physically located within a BKCROWN [REDACTED] technical operation responsible for the day-to-day protection of our equities in this operation	RATING LETTER S
SPECIFIC DUTY NO. 2	Responsible for the complete maintenance of all technical equipment used in this joint operation	RATING LETTER O
SPECIFIC DUTY NO. 3	Technical supervision and training of fourteen [REDACTED] agents	RATING LETTER S
SPECIFIC DUTY NO. 4	Maintaining good personal and managerial relationships with the personnel involved in this operation for the purpose of enhancing its overall effectiveness	RATING LETTER S
SPECIFIC DUTY NO. 5	Responsible for the secure and efficient delivery of all materials on a daily basis	RATING LETTER S
SPECIFIC DUTY NO. 6	Responsible for the accounting and administrative functions involved in this operation which includes funds totaling over \$3,000 US dollars monthly.	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

SECTION C

NARRATIVE COMMENTS

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

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

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

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

SECTION D

CERTIFICATION AND COMMENTS

(cont'd)

1.

BY EMPLOYEE

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

DATE

6 Nov 1972

SIGNATURE OF EMPLOYEE

/s/ [Signature]

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

DATE

6 Nov 1972

OFFICIAL TITLE OF SUPERVISOR

Operations Officer

SIGNATURE OF SUPERVISOR

/s/ [Signature]

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

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

DATE

6 Nov 1972

OFFICIAL TITLE OF REVIEWING OFFICIAL

Deputy Chief of Station

SIGNATURE OF REVIEWING OFFICIAL

/s/ [Signature]

SECRET

Fitness Reports for
periods -

A. 1 FEB 71 - 31 Oct 71

B. 1 NOV 71 - 30 Sept 72

Sanitized copies in file

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006830	
SECTION A GENERAL					
1. NAME <i>Flick, Charles</i> (First) (Middle)		2. DATE OF BIRTH 12 Apr 19 M	3. SEX M	4. GRADE GS-13E	5. SO D
6. OFFICIAL POSITION TITLE Operations Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/1	8. CURRENT STATION Mexico City	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input checked="" type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
X SPECIAL (Specify): Staff Agent			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 30 November 1972			12. REPORTING PERIOD (From - to) 1 November 1971 - 30 September 72		
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 Staff Agent physically located within a BECROWN [redacted] technical operation responsible for the day-to-day protection of our equities in this operation				RATING LETTER S	
SPECIFIC DUTY NO. 2 Responsible for the complete maintenance of all technical equipment used in this joint operation				RATING LETTER O	
SPECIFIC DUTY NO. 3 Technical supervision and training of fourteen Mexican agents				RATING LETTER S	
SPECIFIC DUTY NO. 4 Maintaining good personal and managerial relationships with the personnel involved in this operation for the purpose of enhancing its overall effectiveness				RATING LETTER S	
SPECIFIC DUTY NO. 5 Responsible for the secure and efficient delivery of all materials on a daily basis				RATING LETTER S	
SPECIFIC DUTY NO. 6 Responsible for the accounting and administrative functions involved in this operation which includes funds totaling over \$3,000 US dollars monthly				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

SECTION C

NARRATIVE COMMENTS

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

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

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

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

SECTION D

CERTIFICATION AND COMMENTS

(cont'd)

1. BY EMPLOYEE

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

DATE 6 Nov 1972 SIGNATURE OF EMPLOYEE [Signature]

2. BY SUPERVISOR

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

DATE 6 Nov 1972 OFFICIAL TITLE OF SUPERVISOR Operations Officer TYPED OR PRINTED NAME AND SIGNATURE /s/ [Signature]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

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

DATE 6 Nov 1972 OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief of Station TYPED OR PRINTED NAME AND SIGNATURE /s/ George A. Fill

SECRET

FITNESS REPORT - [REDACTED]

SECTION C (CONTINUED)

coverage due to an overall technical breakdown of the equipment.

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

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

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

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				006830			
SECTION A <i>Flick, Charles</i> GENERAL							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
			12 Apr. 19	M	GS-13	D	
6. OFFICIAL POSITION TITLE				7. OFF/DIV. BR OF ASSIGNMENT		8. CURRENT STATION	
Operations Officer				DDP/WH/Br 1		Mexico City	
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY				<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)				<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
<input type="checkbox"/> SPECIAL (Specify):				<input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
				1 January 1970 - 31 January 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-Profitant 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	
Maintenance and repair of all equipment used in the joint JKLANCE/GOM telephone tap operation.						O	
SPECIFIC DUTY NO. 2						RATING LETTER	
Responsible for the efficient and secure delivery of materials on a daily basis as well as administration of project monies totaling some \$3,500 per month.						O	
SPECIFIC DUTY NO. 3						RATING LETTER	
Protection of our equity in this important operation by performing his duties in a manner which the GOM could not replace.						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 or 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	
Reviewed by <i>UF/SPD, FPB</i>						O	

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.

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

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

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

SECTION D

CERTIFICATION AND COMMENTS

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

SECRET

SECTION C**NARRATIVE COMMENTS****-continued**

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

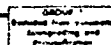
Therefore, we look forward to having the services of Subject indefinitely and so long as it is in his own interest to remain here; we know it has been, is now and will continue to be in the best interest of JKLANCE.

COMMENTS OF REVIEWING OFFICIAL

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

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006830	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) <i>F. Lick. Charles</i>		2. DATE OF BIRTH 12 April 1919	3. SEX M	4. GRADE GS-13	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/Branch 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"/>	CAREER-PROVISIONAL (See Instructions - Section C)	<input checked="" type="checkbox"/>	ANNUAL	<input type="checkbox"/>	REASSIGNMENT SUPERVISOR
<input type="checkbox"/>	SPECIAL (Specify)	<input type="checkbox"/>	SPECIAL (Specify)	<input type="checkbox"/>	REASSIGNMENT EMPLOYEE
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From to) 1 July - 31 December 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 counselling, 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 Maintenance and repair of all equipment used in the joint RVROCK/GOM telephone tap operation.				RATING LETTER O	
SPECIFIC DUTY NO. 2 Responsible for the efficient and secure delivery of large quantities of tapes, transcripts and equipment on a daily basis.				RATING LETTER O	
SPECIFIC DUTY NO. 3 Responsible for the control, expenditure and accounting of about \$4,000 per month for salaries and equipment of this project.				RATING LETTER S	
SPECIFIC DUTY NO. 4 Protection of our equity in this important operation by performing his duties in a manner which the GOM could not replace.				RATING LETTER S	
SPECIFIC DUTY NO. 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 O



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.

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

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

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

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE: 6 January 1970 SIGNATURE OF EMPLOYEE: [redacted]

2. BY SUPERVISOR

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

DATE: 6 January 1970 OFFICIAL TITLE OF SUPERVISOR: Ops Officer TYPED OR PRINTED NAME AND SIGNATURE: /s/ [redacted] Jr.

3. BY REVIEWING OFFICIAL

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

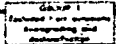
DATE: 6 January 1970 OFFICIAL TITLE OF REVIEWING OFFICIAL: Chief of Station TYPED OR PRINTED NAME AND SIGNATURE: /s/ James B. Noland

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYER SERIAL NUMBER	
SECTION A FLICK, Charles E. GENERAL				006830	
1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. PD	
[REDACTED] [REDACTED]	12 Apr 19	M	GS-13	D	
6. OFFICIAL POSITION-TITLE		7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION		
Ops Officer		DDP/WH/1	Mexico City		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR	<input type="checkbox"/> REASSIGNMENT EMPLOYEE
CAREER-PROVISIONAL (See Instructions - Section C)			ANNUAL		
SPECIAL (Specify)			SPECIAL (Specify)		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to-)		
			1 January 1969 - 30 June 1969		
SECTION B PERFORMANCE EVALUATION					
<p>W - <u>Weak</u> 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 - <u>Adequate</u> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - <u>Proficient</u> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - <u>Strong</u> Performance is characterized by exceptional proficiency.</p> <p>O - <u>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.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1				RATING LETTER	
Staff Agent responsible for the day-to-day protection of WOFIRM equities in the supervision of a joint WOFIRM, [REDACTED] technical operation.				S	
SPECIFIC DUTY NO. 2				RATING LETTER	
Technical supervision of eleven (11) [REDACTED] agents.				S	
SPECIFIC DUTY NO. 3				RATING LETTER	
Maintenance of the technical equipment used in the joint operation.				O	
SPECIFIC DUTY NO. 4				RATING LETTER	
Responsible for the accounting and administrative functions involved in the joint operation.				S	
SPECIFIC DUTY NO. 5				RATING LETTER	
[REDACTED]					
SPECIFIC DUTY NO. 6				RATING LETTER	
[REDACTED]					
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, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					S

30 JUL 1969
A. [Signature]



SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

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

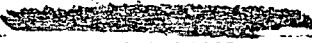
He and his family also have adapted well to living conditions demanded by his non-official cover and have caused no security or administrative problems for the Station during the tenure of the present supervisor.

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

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

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
<small>I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT</small>		
<small>DATE</small> 30 June 69	<small>SIGNATURE OF EMPLOYEE</small>  /s/ Charles S. Fleck	
2. BY SUPERVISOR		
<small>MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION</small> 9	<small>IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION</small>	
<small>DATE</small> 30 June 69	<small>OFFICIAL TITLE OF SUPERVISOR</small> Ops Officer	<small>TYPED OR PRINTED NAME AND SIGNATURE</small> James E. Anderson /s/
3. BY REVIEWING OFFICIAL		
<small>COMMENTS OF REVIEWING OFFICIAL</small> Because of this Staff Agent's fine performance and the contribution he makes to the smooth-functioning of the LIENVOY Project, the Reviewing Officer concurs fully in this report and recommends that Subject be considered for promotion to GS-14.		
<small>DATE</small> 30 June 69	<small>OFFICIAL TITLE OF REVIEWING OFFICIAL</small> Chief of Station	<small>TYPED OR PRINTED NAME AND SIGNATURE</small> Winston Scott /s/

SECRET

SECTION C

NARRATIVE COMMENTS - continued

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

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

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

SECRET
(When Filled In)

FITNESS REPORT						EMPLOYEE SERIAL NUMBER	
						006830	
SECTION A GENERAL							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SER	4. GRADE	5. SD	
[REDACTED]			12 Nov 1919	M	09-13	D	
6. OFFICIAL POSITION TITLE			7. OFFICER OF ASSIGNMENT		8. CURRENT STATION		
ODR OFFICER			DE W/		Mexico City		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL		<input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> SPECIAL		<input type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify)			<input type="checkbox"/> SPECIAL (Specify)				
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
28 February 1967				1 January 1966 - 31 December 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	
Staff Agent responsible for WOPACT interests in supervision of a complex technical operation.						8	
SPECIFIC DUTY NO. 2						RATING LETTER	
Supervision of eleven Mexican agents						8	
SPECIFIC DUTY NO. 3						RATING LETTER	
Maintenance of technical equipment						0	
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, permanent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						8	

31 MAR 1967

SECRET

(When Filled In)

SECTION C NARRATIVE COMMENTS

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

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

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

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

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

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 1-14-67	SIGNATURE <i>[Signature]</i>
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2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SIGNED BY EMPLOYEE, GIVE EXPLANATION
17 Jan 1967	
OFFICIAL TITLE OF SUPERVISOR CHIEF OF STATION	TYPED OR PRINTED NAME AND SIGNATURE Winston M. Scott

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

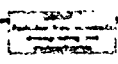
This officer has performed excellently in the running of the LIENVOY plant and in this regard I concur with the above. It is my impression, however, that Arehart could improve effectiveness of the unit by better acquainting himself with station objectives and relating this to day to day ops. I have discussed this with him and COS.

DATE 13 March 1967	OFFICIAL TITLE OF REVIEWING OFFICIAL C/WH/1	TYPED OR PRINTED NAME AND SIGNATURE W.J. Kaufman <i>[Signature]</i>
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SECRET
(When Filled In)

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FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
					006830	
SECTION A GENERAL						
1. NAME (Last) (First) (Middle) <i>F. L. G. Charles E.</i>			2. DATE OF BIRTH 12 Apr 1919	3. SEX M	4. GRADE GS-13	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/1	8. CURRENT STATION Mexico City		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):			
11. DATE REPORT DUE IN D.P. 28 February 1968			12. REPORTING PERIOD (From - to) 1 January-31 December 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 Staff Agent responsible for WOFIRM interests in supervision of a complex technical operation.						RATING LETTER S
SPECIFIC DUTY NO. 2 Supervision of eleven Mexican agents.						RATING LETTER S
SPECIFIC DUTY NO. 3 Maintenance of technical equipment.						RATING LETTER O
SPECIFIC DUTY NO. 4						RATING LETTER
SPECIFIC DUTY NO. 5						RATING LETTER
SPECIFIC DUTY NO. 6						RATING LETTER
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, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						S



SECRET
(When Filled In)

SECTION C NARRATIVE COMMENTS

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

JAN 31 3 13 PM '68

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

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

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

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

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE	SIGNATURE OF EMPLOYEE
16 Jan. 1968	<i>Charles E. Pich</i>

2. BY SUPERVISOR

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

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
16 Jan. 1968	Ops. Officer	Ann L. Goodpasture

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The Reviewing Officer concurs completely with this report.

This officer is a vital part of a proven operation of great value to this Station and to WOFIRM.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
16 January 1968	Chief of Station	Winston D. Scott

SECRET

SECTION C

NARRATIVE COMMENTS

(CONTINUED)

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

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

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

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

SECRET

SECRET
(When Filled In)

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

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

This Staff Agent is the outside case officer for the LIENVOY Project and has had this position for the past nine years. As such, he has shown the ability to fit into the unofficial life required and to work full-time in relatively close quarters with indigenous personnel.

Subject officer has shown an outstanding ability to diagnose equipment problems and to resolve same in an expeditious and thorough manner. This is evident by the fact that the equipment has operated almost 50,000 hours without a major breakdown which would cause a closure in the coverage.

As the outside case officer, he protects WOFIRM's interest in the basehouse and also logs and delivers the product to the in-Station case officer on a daily basis. Because of the perishable nature of the product, he must report for duty before 0700 hours each work morning in order to log and deliver the production to the Station contact.

This officer works continuously with indigenous personnel and supervises their use of the equipment. He has developed a smooth working relationship with these agents and they are responsive to (continued)

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 1/22/69	SIGNATURE OF EMPLOYEE <i>Charles E. Flick</i>	
2. BY SUPERVISOR		
DATE 22 Jan 69	OFFICIAL TITLE OF SUPERVISOR Ops Officer	TYPED OR PRINTED NAME AND SIGNATURE James E. Anderson /s/
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL The reviewing officer concurs in the rating given for Specific Duties and in the Narrative Comments in this report. The rated officer fills a very important and difficult job for this Station; he must spend long hours at tedious work, live among middle class natives and protect WOFIRM's interests and yet have the respect of the natives with whom he works. He has done all this well. He should be considered for promotion to GS-14.		
DATE 22 Jan 69	OFFICIAL TITLE OF REVIEWING OFFICIAL COS	TYPED OR PRINTED NAME AND SIGNATURE Winston M. Scott /s/

SECRET

4551

HEALTH BENEFITS REGISTRATION FORM		New Carrier's Control No.	
Standard Form No. 2900 1964 (Supplement 1-67) GSA GEN. REG. NO. 27 5010-104		8449167 087002	
(1) FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM (2) INCLUDING YOUR COUPON OR EMPLOYER'S COUPON IS VALID ONLY IF YOU ARE REGISTERED THROUGH THIS FORM OR THROUGH THE EMPLOYER'S OFFICE OF ENROLLMENT IN THE SAME PLAN			
PART A ALL WHO REGISTER MUST FILL IN THIS PART.	1. NAME (LAST) Flick (FIRST) Charles (MIDDLE INITIAL) E	2. DATE OF BIRTH MONTH 04 DAY 12 YEAR 19	3. SEX MARRIED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO SEX <input checked="" type="checkbox"/> MALE <input type="checkbox"/> FEMALE
	4. TYPE MAILING ADDRESS (IN FULL, INCLUDING ZIP CODE)		
PART B I want to enroll in a health benefits plan as shown below. I understand the plan covers my salary continuation, or annuity to cover my share of cost of the enrollment. I accept the enrollment. I accept the plan as shown below from back pay of 12 months of the plan you select.			
PART B FILL IN THIS PART IF YOU WISH TO ENROLL OR CHANGE YOUR ENROLLMENT IN A HEALTH BENEFIT PLAN.	NAME OF PLAN Association Benefit Plan	OPTION (HIGH OR LOW) High	ENROLLMENT CODE NUMBER 4 2 2
	WHO ARE NOT ELIGIBLE FAMILY MEMBERS. THEY WILL NOT RECEIVE BENEFITS, EVEN IF THEY ARE DEPENDENT ON YOU AND ARE LISTED.		
IF YOU ARE CHANGING YOUR ENROLLMENT ALSO FILL IN PART D.	NAME OF FAMILY MEMBER	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS
PART C FILL IN THIS PART IF YOU WISH TO CHANGE YOUR ENROLLMENT.			
PART D FILL IN THIS PART IF YOU WISH TO CHANGE YOUR ENROLLMENT.			
PART E ALL WHO REGISTER MUST FILL IN THIS PART.		WARNING - Any statement filed claiming to be a dependent of a Federal employee shall be subject to a review by the Social Security Administration. If found to be a dependent of a Federal employee, the dependent shall be subject to the provisions of the Social Security Act.	
PART F TO BE COMPLETED BY AGENCY.	SIGNATURE OF AGENCY OFFICER (PLEASE PRINT)	DATE OF SIGNATURE 11-30-66	DATE OF SIGNATURE OF EMPLOYER 1-1-67
	SIGNATURE OF AGENCY OFFICER (PLEASE PRINT)		
REMARKS FOR USE ONLY BY AGENCY.	Open Season 11/14-30/66		4024534

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

<i>Elmer Carter</i>		DO NOT COMPLETE	FOR HEADQUARTERS USE ONLY
NAME OF EMPLOYEE (Last, First, Middle Initial if SA)	DATE (from item 5-2)	NAME OF SUPERVISOR (true)	DATE (from item 5-2)
XXXXXXXXXXXX	30 Dec 1965	Winston M. Scott	30 Dec 1965
DATE RECEIVED AT HEADQUARTERS:	DISPATCH NUMBER:	DATE RECEIVED BY CAREER SERVICE:	
	HMMT-6089	3 Feb 66	

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRYPT FOR CURRENT COVER
12 Apr 19	D	Staff Agent GS-13	Mexico City	Commercial
6a. DATE OF PCS ARRIVAL IN FIELD	6b. REQUESTED DATE OF DEPARTURE	6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
June 1960	28 Sept 1966		o/a 1 November 1966	

7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:

Wife - Joyce Son - Michael, Age 20 Son - Christopher, Age 15

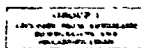
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:

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)

Staff Agent responsible for supervision of 30 line telephone intercept center, with responsibility for all administrative and financial aspects of the center.

Responsible for the supervision of 10 Mexican agent monitors and transcribers, maintenance and service of all technical equipment used in the project, and for the delivery (clandestinely) of this important and sensitive intelligence information to the Mexico City Station.

10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS



SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT:

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

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

EXTEND TOUR _____ MONTHS AT CURRENT STATION TO _____ (DATE)

BE ASSIGNED TO HQDTRS FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
1ST CHOICE _____ 2ND CHOICE _____ 3RD CHOICE _____

BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION
1ST CHOICE _____ 2ND CHOICE _____ 3RD CHOICE _____

RETURN TO MY CURRENT STATION

TO BE COMPLETED BY FIELD STATION

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

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

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

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

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

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

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT: Approved home leave fall of 66 and return to Mexico City for third tour.

15. EMPLOYEE NOTIFIED BY DISPATCH NO. 12343-4581 DATED: 21 Feb. 1966

CABLE NO. _____ DATED: _____

CAREER SERVICE REPRESENTATIVE: *[Signature]* DATE: 21 Feb. 1966

SECRET
(When Filled In)

glin

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				006830	
SECTION A <i>Flick</i> <i>John</i> <i>e</i> GENERAL					
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
<i>[Redacted]</i>		12 Apr 1919	M	GS-13	D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		
Ops Officer			DDP/WH/1		
8. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
28 February 1966			1 January 1965 - 31 December 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
Staff Agent responsible for KUBARK Interests in supervision of a complex technical operation.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Supervision of ten Mexican agents.					S
SPECIFIC DUTY NO. 3					RATING LETTER
Maintenance of technical equipment.					O
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
SPECIFIC DUTY NO. 7					RATING LETTER
SPECIFIC DUTY NO. 8					RATING LETTER
SPECIFIC DUTY NO. 9					RATING LETTER
SPECIFIC DUTY NO. 10					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

POSTED ON
OF-40 *bk*

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

JAN 28 9 26 AM '66

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

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

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

There has been no major breakdown in the equipment despite the fact that it has been in continuous use for over seven years. Working relationships inside the LP have been smooth without personality clashes or security problems. Both of these attest to the excellent performance of this officer in the duties assigned to him. During 1965, this project produced 8,541 reels of raw take and 19,960 pages of transcripts which accounted for 27% of the Station's positive intelligence production plus

SECTION D an inestimable amount of CE/CI operational data on Soviet and Soviet orbit intelligence officers stationed in Mexico.

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

DATE

SIGNATURE OF EMPLOYEE

Charles E. F. White

12 January 66

BY SUPERVISOR

2. 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 January 66

Chief of Station

Winston M. Scott /e/

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

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

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

26 JAN 30 1966

C/WH/1

W.J. Kaufman

W.J. Kaufman

SECRET

SECRET
(When Filled In)

Staff Officer
EMPLOYEE NUMBER
056830

FITNESS REPORT

SECTION A GENERAL

1. NAME: *[Redacted]* 2. DATE OF BIRTH: 12 April 1919 3. SEX: Male 4. GRADE: GS-12

5. SERVICE DESIGNATION: *IMP* 6. OFFICIAL POSITION TITLE: Operations Officer 7. OFF/DIV/BR OF ASSIGNMENT: *IMP*

8. CAREER STAFF STATUS: *MEMBER* 9. TYPE OF REPORT: *Final*

10. DATE REPORT DUE IN O.P.: *Feb 1961 to Dec 1961* 11. REPORTING PERIOD: *Feb 1961 to Dec 1961* 12. SPECIAL (Specify):

SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Staff Agent responsible for HIBAK interests in supervision of technical operations				5		
SPECIFIC DUTY NO. 2 Supervision of ten Mexican agent monitors.				5		
SPECIFIC DUTY NO. 3 Maintenance of technical equipment for covering over 30 telephone lines on a twenty-four hour schedule.				6		
SPECIFIC DUTY NO. 4						
SPECIFIC DUTY NO. 5						
SPECIFIC DUTY NO. 6						

SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, grade, facility, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.

1 - Performance in many important respects fails to meet requirements.	RATING NO. 5
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.	

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 APPLICABLE	NOT OBSERVED	RATING					
			1	2	3	4	5	
GETS THINGS DONE							X	
RESOURCEFUL							X	
ACCEPTS RESPONSIBILITIES							X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES							X	
DOES HIS JOB WITHOUT STRONG SUPPORT								X
FACILITATES SMOOTH OPERATION OF HIS OFFICE								X
WRITES EFFECTIVELY	X							
SECURITY CONSCIOUS								X
THINKS CLEARLY							X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS	X							
OTHER (Specify):								

SEE SECTION "E" ON REVERSE SIDE

SECRET

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

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

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

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

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

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE 23 Jan. 62	SIGNATURE OF EMPLOYEE <i>Charles E. Plick</i>	
2. BY SUPERVISOR		
DATE THIS REPORT HAS BEEN MADE UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMP. GIVE EXPLANATION	
	IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.	
EMPLOYER UNDER MY SUPERVISION LESS THAN 90 DAYS OTHER (Specify)	REPORT MADE WITHIN LAST 90 DAYS	
DATE 23 January 1962	OFFICIAL TITLE OF SUPERVISOR Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE /s/ Winston H. Scott
3. BY REVIEWING OFFICIAL		
I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE 23 January 1962	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE /s/ Winston H. Scott

SECRET
(When Filled In)

FITNESS REPORT			EMPLOYEE SERIAL NUMBER <i>100800 GH</i>					
SECTION A GENERAL								
1. NAME <i>Felix Chace</i>		2. DATE OF BIRTH April 12, 1919	3. SEX Male	4. GRADE GS-12				
5. SERVICE DESIGNATION DDP		6. OFFICIAL POSITION TITLE Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT WHD				
8. CAREER STAFF STATUS			9. TYPE OF REPORT					
<input type="checkbox"/> NOT ELIGIBLE	<input type="checkbox"/> MEMBER	<input type="checkbox"/> DEFERRED	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT/SUPERVISOR				
<input type="checkbox"/> PENDING	<input type="checkbox"/> DECLINED	<input type="checkbox"/> DENIED	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT/SUPERVISOR				
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD June 1960-Feb. 1961		SPECIAL (Specify)				
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES								
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).								
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding		
SPECIFIC DUTY NO. 1 Staff Agent Responsible for Outside Supervision of Technical Operation		RATING NO. 4	SPECIFIC DUTY NO. 4		RATING NO.			
SPECIFIC DUTY NO. 2 Maintenance of Technical Equipment		RATING NO. 5	SPECIFIC DUTY NO. 5		RATING NO.			
SPECIFIC DUTY NO. 3 Reporting on Various Phases of Technical Op.		RATING NO. 3	SPECIFIC DUTY NO. 6		RATING NO.			
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. 4				
SECTION D DESCRIPTION OF THE EMPLOYEE								
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee								
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree				
CHARACTERISTICS		NOT APPLICABLE	NOT OBSERVED	RATING				
				1	2	3	4	5
GETS THINGS DONE						X		
RESOURCEFUL						X		
ACCEPTS RESPONSIBILITIES							X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES							X	
DOES HIS JOB WITHOUT STRONG SUPPORT						X		
FACILITATES SMOOTH OPERATION OF HIS OFFICE							X	
WRITES EFFECTIVELY					X			
SECURITY CONSCIOUS								X
THINKS CLEARLY						X		
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS			X					
OTHER (Specify):								

SEE SECTION "E" ON REVERSE SIDE

SECRET

(When Filled In)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

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

SECTION F CERTIFICATION AND COMMENTS

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

14-00000

Fitness Reports covering period
prior to Mexico City Assignment

OFF
NR-CPD

28 June 1973

MEMORANDUM FOR: Mr. Charles E. Flick

THROUGH : Chief, WH Division

SUBJECT : Certificate of Merit

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

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

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

/s/ R. L. Austin, Jr.

R. L. Austin, Jr.
Recorder

Honor and Merit Awards Board

Att

Distribution:

0 - Addressee

1 - C/WH

1 - OFF w/form 600

1 - Exec Sec/HMAB

1 - Recorder/HMAB

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

LO USAR: T-07-23191

10 July 1967

SUBJECT: Active Duty for Training

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

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

Accounting classification: FY69 2182070 32-121S P3221.2000-11, 12 P5226.0000-21 S49092 ON AA-C370
Subject to Availability of Funds

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

Security clearance: TOP SECRET

Reporting Place: See attached to

Authority: 10 USC 270 (a) (2)

Home of record: Same as above

MCS: 2120

Social Security No: 550 22 5259

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

Reporting date: NLT 0800 hrs 17 Jul 67

Basic Pay Entry Date: 3 Jan 41

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

BY ORDER OF THE SECRETARY OF THE ARMY:

DISTRIBUTION:

C 5 Plus
10 JICS

Heber Kachner
Adjutant General

255b
1 Jul 67

SECRET

FIELD REASSIGNMENT, QUESTIONNAIRE

Charles E. Flock

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

NAME OF EMPLOYEE (use pseudo only if SA) DATE (from item 5-D) NAME OF SUPERVISOR (if any) DATE (from item 5-F)
~~XXXXXXXXXXXXXXXXXXXX~~ 28 Jan. 1970 28 Jan. 1970

DATE RECEIVED AT HEADQUARTERS: DISPATCH NUMBER: DATE RECEIVED BY CAREER SERVICE:
2 February 1970 HMNT-10,114

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH 2. SERVICE DESIGN 3. YOUR CURRENT POSITION, TITLE AND GRADE 4. STATION OR BASE 5. CRYPT FOR CURRENT COVER
12 April 1919 DDP Staff Agent - GS-13 Mexico City

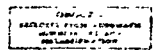
6a. DATE OF PCS ARRIVAL IN FIELD 6b. REQUESTED DATE OF DEPARTURE 6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ 6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE
June 1980 28 August 1970 5 October 1970

7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:
Joyce - wife

8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:

9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P 240-B)
Staff Agent responsible for supervision of LIENVOY basehouse including all technical and financial aspects of this operation.

10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS



SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT.

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

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

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

TO BE COMPLETED BY FIELD STATION

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

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

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

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

DATE _____ TITLE _____ SIGNATURE _____

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT.

New Tour Mexico City

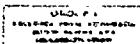
15. EMPLOYEE NOTIFIED BY DISPATCH NO. *11/10/51-6795* DATED: *11/15/51*

CABLE NO. _____ DATED: _____

CAREER SERVICE REPRESENTATIVE: _____ (SIGNATURE) DATE: _____

SECRET

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



SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT:

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

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

EXTEND TOUR _____ MONTHS AT CURRENT STATION TO _____ (DATE)

BE ASSIGNED TO HDQTRS FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
1ST CHOICE _____ 2ND CHOICE _____ 3RD CHOICE _____

BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION
1ST CHOICE _____ 2ND CHOICE _____ 3RD CHOICE _____

RETURN TO MY CURRENT STATION

TO BE COMPLETED BY FIELD STATION

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

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

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

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

WH concurs in Subject's request for home leave

in May 1968 to be followed by a new tour.

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

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT:

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

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

TABLE NO. _____ DATE: _____

CAREER SERVICE REPRESENTATIVE J. B. Redmond DATE: 23 Feb 68
(1164-709)

SECRET

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

CHARLES E. BUCK (DO NOT COMPLETE FOR HEADQUARTERS USE ONLY)

AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:

NAME OF EMPLOYEE (XXXXXX) DATE (from item 5-1) NAME OF SUPERVISOR (true) DATE (from item 5-2)

NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW: W. S. RENEHAN DATE 19 Aug 1963

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH 12 Apr 1919 2. GRADE GS-12 3. CURRENT POSITION TITLE AND GRADE Staff Agent 7A. DATE OF PCS ARRIVAL IN FIELD ON THIS TOUR July 1960 25 June 1960 4. SERVICE DESIGNATION (if known) 5. CURRENT STATION OR FIELD BASE Mexico City 7B. EXPECTED DATE OF DEPARTURE FROM FIELD Sep 1964 6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR None 7C. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):

Staff Agent responsible for supervision of 30 line telephone intercept center, with responsibility for all administrative and financial aspects of the center.

Responsible for the supervision of 10 Mexican agent monitors and transcribers and maintenance and service of all technical equipment used in the project.

9. PREFERENCE FOR NEXT ASSIGNMENT:

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 3, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

- 1. Assigned to WH Division, Mexican Desk, as desk officer with responsibility for technical operations.
2. TSS Division, assigned to WH Division desk.
3. Any position where it is felt that I can best serve the organization.

B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

SECRET

<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 type="checkbox"/> RETURN TO MY CURRENT STATION</p> <p><input checked="" type="checkbox"/> BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS, INDICATE CHOICE OF COMPONENT:</p> <p>1ST. CHOICE <u>WH-Mex Desk</u> 2ND. CHOICE <u>TSS-WH Desk</u> 3RD. CHOICE <u>WE-5</u></p> <p><input type="checkbox"/> BE ASSIGNED TO ANOTHER FIELD STATION. WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS:</p> <p>1ST. CHOICE _____ 2ND. CHOICE _____ 3RD. CHOICE _____</p>	
<p>10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? INDICATE NUMBER OF WORK DAYS <u>30</u></p>	
<p>11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:</p> <p>Wife; Son, Michael, age 17; Son, Christopher, age 12.</p>	
<p>11A. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITUATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT ASSIGNMENT</p>	
<p>12. SIGNATURE. COMPLETE ITEM NO. 9-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION</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 style="text-align: center;">It is requested that, if at all possible, this employee be given the job of his preference as his next assignment. He has performed excellently in Mexico.</p>	
<p>14. SIGNATURE. COMPLETE ITEM NO. 9-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM. TO BE COMPLETED BY APPROPRIATE CAREER SERVICE OFFICER OR PERSONNEL OFFICER AT HEADQUARTERS</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 style="text-align: center;">WHD recommends one year extension of present tour. In subsequent correspondence WHD has agreed to the extension.</p>	
<p>16. NAME OF CAREER SERVICE OFFICER OR PERSONNEL OFFICER</p> <p>ROBERT D. CASHMAN</p> <p>DATE _____</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 PLANS FOR ASSIGNMENT</p>	<p>18. REFERENCE</p> <p>DISPATCH NO. _____ CABLE NO. <u>20023</u></p>
<p>19. TYPED OR PRINTED NAME</p>	<p>20. SIGNATURE <i>[Signature]</i></p>
<p>21. TITLE</p>	<p>22. DATE <u>18 Feb 63</u></p>
<p>23. COMMENTS</p> <p><i>Second tour for WHD.</i></p>	

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:

NAME (Last, First, S. F. I. C. K)	DATE (from item 8-1)	NAME OF SUPERVISOR (Last)	DATE (from item 8-2)
<i>[Signature]</i>	21 June 1963	Winston M. Scott	21 June 1963
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:		W. S. RENEHAN	DATE 19 Aug 1963

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH 12 Apr 1919	2. GRADE GS-12	3. CURRENT POSITION TITLE AND GRADE Staff Agent	7A. DATE OF PCS ARRIVAL IN FIELD ON THIS TOUR July 1964
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE Mexico City		7B. EXPECTED DATE OF DEPARTURE FROM FIELD Sep 1964
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR None			7C. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):

Staff Agent responsible for supervision of 30 line telephone intercept center, with responsibility for all administrative and financial aspects of the center.

Responsible for the supervision of 10 Mexican agent monitors and transcribers and maintenance and service of all technical equipment used in the project.


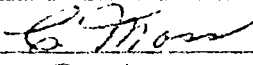
9. PREFERENCE FOR NEXT ASSIGNMENT:

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. 8, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

1. Assigned to WH Division, Mexican Desk, as desk officer with responsibility for technical operations.
2. TSS Division, assigned to WH Division desk.
3. Any position where it is felt that I can best serve the organization.

D. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

SECRET

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

SECRET

SECRET
(When Filled In)

11 R P Pak

VERIFIED RECORD OF OVERSEAS SERVICE

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
006830 33020	(Print) Flick	Charles	E	29-20 #64

INSTRUCTIONS

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

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	06	25	60				40-42	
3 - CORRECTION							MEXICO		
5 - CANCELLATION	1	06	25	60				450	

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27							40-42	
4 - CORRECTION									
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO. HMMT-1625	DOCUMENT DATE/PERIOD 10/11/60
--	----------------------------------

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT. BASED UPON SOURCE DOCUMENT LATEST
FISCAL DIVISION	DATE 11/6/60	SIGNATURE Earle F. Fowler
<input checked="" type="checkbox"/> FINANCE DIVISION		J. H. Hudson

FORM 9-58 1451a

OBsolete PREVIOUS EDITIONS.

SECRET

(4-10)

Standard Form No. 2892
CHAPTER I-VI-PM
6-6-60

HEALTH BENEFITS REGISTRATION FC
FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959
(Print in ink on one back of last page. Use only typewriter or ballpoint pen.)

4551

4551

1 NAME (LAST, FIRST, MIDDLE INITIAL) Fletcher Charles E.

2 DATE OF BIRTH (MONTH, DAY, YEAR) 6 12 19

3 Are you now married? YES NO

4 YOUR MAILING ADDRESS (NUMBER AND STREET) (CITY AND ZONE NUMBER) (STATE)

5 SEX MALE FEMALE

6 Are you covered by, or is any family member listed below covered by or enrolling in, a plan under the Federal Employees Health Benefits Act of 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 \$5,000 \$5,000 TO \$9,999 \$10,000 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 inside cover of brochure of the plan you select.)

NAME OF PLAN: ASSOCIATION BENEFIT PLAN

OPTION (HIGH OR LOW): LOW

ENROLLMENT CODE NUMBER: 4 2 5

2. In space below list all eligible family members (with exceptions) list your wife or husband first, then your unmarried child or grandchild age 19, including a legally adopted child, or stepchildren and illegitimate children who live with you, and your parent child (not a grandchild). 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: <u>Joyce A.</u>	<u>16 Sep 21</u>		
<u>Michael R.</u>	<u>26 Feb 46</u>		
<u>Christopher E.</u>	<u>28 Feb 51</u>		

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 DO NOT TO ENROLL OR IF YOU WISH TO CHANGE YOUR ENROLLMENT.

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. I elect to enroll in a health benefits plan which is not under the Health Benefits Act.

PART D
FILL IN THIS PART IF YOU WISH TO CHANGE YOUR ENROLLMENT.

1. Enrollment was made and payment made.

2. Enrollment was made but payment not made.

3. Enrollment was not made but payment made.

4. Enrollment was not made and payment not made.

PART E
I, AND REGISTER MUST FILL IN THIS PART

9 June 1960

WARNING: Any intentional false statement in this application or willful misrepresentation of facts therein 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)

2. DATE RECEIVED BY THE RECORD OFFICE: 6/22/60

3. EFFECTIVE DATE OF SELECTION: 7/10/60

4. SIGNATURE OF ACTION: [Signature]

5. DATE OF ACTION (INITIALS AND DATE): [Initials]

PART F
TO BE COMPLETED BY AGENT.

REMARKS: h/h

23 May 1960

MEMORANDUM FOR: Chief, FI

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

CHARLES E. FLICK

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

██████████

DC/FI/GPS

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

*William Strong
Agent General
13 June 1960*

WCS:li

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
1-5	LAST	FIRST	MIDDLE	24-28
06830	(Print) ██████████ ██████████ <i>Flick</i>	██████████ ██████████ <i>Charles</i>	██████████ ██████████ <i>E</i>	46

INSTRUCTIONS

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

PCS DATES OF SERVICE

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

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE				RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR			
2 - TDY (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41	
4 - CORRECTION								WH		
6 - CANCELLATION	2	03	04	60	06	08	60		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
Other (Specify)	

DOCUMENT IDENTIFICATION NO. <i>048003 JUN 1960</i> <i>WH-234-60</i>	DOCUMENT DATE/PERIOD
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REMARKS

PREPARED BY	<input checked="" type="checkbox"/> REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE	SIGNATURE
FINANCE DIVISION	<i>7-1-60</i>	<i>[Signature]</i>

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	
1-3 06830	(Print) [REDACTED]	9-23 [REDACTED]	[REDACTED]	24-25 47

INSTRUCTIONS

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

PCS DATES OF SERVICE

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

TOY DATES OF SERVICE

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

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO. 02334-0662759	DOCUMENT DATE/PERIOD
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REMARKS

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

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

053982 MAR 14 60

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-8 06830	(Print) [REDACTED]	[REDACTED]	[REDACTED]	24-25 47

INSTRUCTIONS

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

PCS DATES OF SERVICE

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

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE				RETURN			AREALS	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	26	27-28	29-30	31-32	33-34	35-36	37-38		39-41
4 - CORRECTION									
6 - CANCELLATION	2	01	05	60	01	16	60	1041	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
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REMARKS

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

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

10 MAY 1960

MEMORANDUM FOR: Chief, Contract Personnel Division
ATTENTION : Dot Kreinheder
FROM : Deputy Director of Security (Investigations
and Support)
SUBJECT : ~~XXXXXXXXXXXXXXXXXXXX~~

Flick, John E

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

FOR THE DIRECTOR OF SECURITY:

Frank J. Buse
Frank J. Buse

S-E-C-R-E-T

Personnel Actions & Documents
concerning period prior to Mexico City
Assignment