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RECOMMENDATION FOR HONOR OR MERIT AWARD
(Submit in triplicate - see HR 20-37)

SECTION A PERSONAL DATA

1. EMP. NO. (006830) 2. NAME OF PERSON RECOMMENDED (Last, First, Middle) (Flick, Charles E.) 3. POSITION TITLE (Operations Chief) GS-13 D

4. OFFICE OF ASSIGNMENT (DDP/WH) 5. OFFICE EXT. (1741) 6. STATION (Mexico City)

7. HOME ADDRESS (No., St., City, State, ZIP Code) (Mexico City, Mexico) 8. HOME PHONE 9. CITIZENSHIP AND HOW ACQUIRED (U. S. A. Birth)

12. RECOMMENDED AWARD (Certificate of Merit) 13. IF DESIRING, DATE OF RETIREMENT (30 June 1973) 14. POSTHUMOUS (YES NO) (X)

15. NAME OF NEXT OF KIN (Joyce Flick) 16. RELATIONSHIP (Wife) 17. HOME ADDRESS (No., St., City, State, ZIP Code) (Mexico City, Mexico) 18. HOME PHONE

SECTION B RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD

19. WERE YOU AN EYEWITNESS TO THE ACT (YES NO) (X)

PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:

20. FULL NAME	21. ORGN. TITLE	22. GRADE	23. OFFICE OF ASSIGNMENT

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:

24. FULL NAME	25. AWARD RECOMMENDED

CONDITIONS UNDER WHICH ACT WAS PERFORMED:

26. LOCATION 27. INCLUSIVE DATES 28. TIME OF DAY

29. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED

30. DATES FOR WHICH AWARD RECOMMENDED 31. ASSIGNMENT COMPLETED (YES NO) 32. NOW IN SAME OR RELATED ASSIGNMENT (YES NO)

SECTION C RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE

33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE (X) YES NO

34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE (Supervisor of (joint) 30 line telephone intercept center.)

35. COMPONENT OR STATION (Organization and location) (Mexico City Station)

36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION (A. General supervision of telephone intercept center. B. Supervision of 14 Mexican monitors and transcribers. C. Maintenance of all technical equipment used in the center. D. Administration and accountability for operational funds of approx \$3,000 monthly)

37. INCLUSIVE DATES FOR WHICH RECOMMENDED (June 1960 - June 1973) 38. ASSIGNMENT COMPLETED (X) YES NO 39. NOW IN SAME OR RELATED ASSIGNMENT (X) YES NO

PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE:

40. FULL NAME	41. ORGN. TITLE	42. GRADE	43. OFFICE OF ASSIGNMENT

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE:

44. FULL NAME	45. TYPE OF AWARD

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Award for Merit Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C, include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citation.

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Mr. Charles E. Flick, who plans to retire 30 June (1973) has been assigned to Mexico City Station for the past thirteen years as an operations officer under non-official cover. During this entire period his primary responsibility has been the supervision and technical maintenance of a joint telephone intercept center. Although Mr. Flick has performed his personnel supervision and operational financial responsibilities in a thoroughly capable manner, his outstanding contribution to the success of this joint telephone intercept operation has been in the area of technical maintenance of the equipment used at the intercept center. The equipment (which finally is being replaced in July (1973) for which Mr. Flick was responsible has been used continuously for over ten years. Yet during the entire tenure of Mr. Flick at Mexico City Station there has never been a period when the intercept operation had to be suspended because of equipment malfunction or outage. In the narrative of a fitness report dated 7 December (1971) Mr. Flick's supervisor stated-- "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." In another fitness report of January (1971) the rating officer stated that-- "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

[X] CONTINUED ON ATTACHED SHEET

1. (List individually) If originator is not an eyewitness or does not have personal knowledge of the act or performance, attach affidavits of eyewitness or individuals having personal knowledge of the facts.

1. PROPOSED CITATION
- 2.
- 3.

47. RECOMMENDATION INITIATED BY		48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION		49. DATE
James E. Flannery		James E. Flannery Acting Chief, WH Division		8 JUN 1973
SECTION E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION				
50. HEAD OF D CAREER SERVICE (Career service of nominee)	TITLE AND SIGNATURE			DATE
	See Item #52			
51. DEPUTY DIRECTOR OF CAREER SERVICE	TITLE AND SIGNATURE			DATE
	See Item #52			
52. DEPUTY DIRECTOR OF OPERATING COMPONENT	TITLE AND SIGNATURE			DATE
	Deputy Director for Operations			16 Jun 73

SECRET

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Section D Narrative Description Continued.....

any longer in the Agency operations. Visiting technicians are always amazed to find the equipment in use and functioning substantially as it was on the day it was installed." The reviewing official for the same fitness report commented that---"The Station needs him, cannot do without him and cannot find any fault in his performance."

In addition to the comments in various fitness reports as noted above, the DCOS, Mexico City Station, submitted the following summary re Mr.⁰³Flick's performance of duties in support of his recommendation for an award for Mr. (Flick)⁰³

⁰³(Flick)'s performance has been consistently evaluated at strong to outstanding level. His many rating officers over the years have each reached the conclusion that it would be all but impossible to find a replacement that would be able to deal with all aspects of his job as well as ⁰³(Flick) some concluded that (Flick)⁰³ was irreplaceable. ⁰³(Flick) has successfully maintained a high-level rapport and an excellent working relationship with the ⁰³(COM)²⁴ officials concerned with the intercept center's operation for ²⁴(thirteen) years - a unique achievement in itself - despite circumstances that would not have been tolerated by others of lesser ability and dedication. Through personal initiative and perseverance ⁰³(Flick) has enabled the Agency to accrue substantial savings of funds by maintaining obsolete equipment in excellent operating condition. Because of ⁰³(Flick)'s exceptional capabilities and efforts, the center achieved an outstanding record of on-line time and production despite the age and condition of the equipment and facilities available. By consistent application of diligent and unselfish professional efforts, ⁰³(Flick) turned a relatively routine technical assignment into a highly productive ⁰³(joint)²⁴ operation of sustained operational and intelligence production value to the Station and to the Agency."

In summary, Mr. ⁰³(Flick) has performed his duties at the telephone intercept center in Mexico City for the (past thirteen)²⁴ years in a truly dedicated, professional, and outstanding manner. This outstanding performance of duty over such an extended period of time is a credit to Mr.⁰³(Flick) and certainly worthy of the award recommended herein as he retires from the Agency.

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