O'CONNELL, James 4	P. Pedrick, Jr.	5 December 1951
New Appointment		17 December 1951
	FROM	TO
TITLE .		Investigator General
GRADE AND SALARY		GS-12 - \$7040,00 p.a.
OFFICE		Inspection and Security Offi
DIVISION		Special Security Division SSD Pool
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FORM NO. 37-1

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24 April 1972

MEMORANDUM FOR: Director of Personnel

SUBJECT

14-00000

: Narrative Fitness Report
Mr. James P. O'Connell
Deputy Director of Security for
Physical, Technical and Overseas Security

1. This Fitness Report covers the period from 1 April 1971 to 31 March 1972. The rating period covers the third full year that Mr. O'Connell has served as the Deputy Director of Security for Physical, Technical and Overseas Security.

- 2. The directorate which Mr. O'Connell supervises is geographically widely separated in the Headquarters area. This separation adds complexities to the task of supervising the directorate and coordinating the activities of three Divisions, operating over a broad spectrum of activities and responsibilities. During the reporting period, one of the Divisions of Mr. O'Connell's directorate took on an important, added responsibility -- the security of automatic data processing. This function covers the complexity of maintaining security in a rapidly expanding activity replete with serious security problems because of the severe compaction of information resulting from rapid advances and acceptability of technology in the field of data handling. The achievements of the Physical Security Division, the Technical Division, and the Overseas Security Support Division require a high degree of coordination in order to avoid contradictions detrimental to a unified security policy.
- 3. In spite of the difficulty of supervising divisions remotely located from his office, Mr. O'Connell has applied and achieved effective supervision. The Divisions moved forward in an

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innovative manner and have been effective in discharging their responsibilities.

- 4. Mr. O'Connell also spearheads the security program which furnishes Security Officers to overseas stations and domestic operations as necessary. Mr. O'Connell has taken a personal interest in this activity and has been of considerable assistance to the Office of Security Career Board in the assignment of Security careerists to those positions.
- 5. During the last Fitness Report, the description of Mr. O'Connell's performance was raised from "Strong" to "Outstanding." He has continued his performance in such a manner as to warrant an OUTSTANDING rating.
 - 6. Mr. O'Connell has seen this Fitness Report.

Ermal P. Geiss Deputy Director of Security

SEEN BY:

CONCURRENCE:

Howard Osborn Director of Security

Reviewing Official

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EYES ONLY SECRET

26 April 1971

MEMORANDUM FOR: Director of Personnel

SUBJECT

: Narrative Fitness Report

Mr. James P. O'Connell

Deputy Director of Security for

Physical, Technical and Overseas Security

- 1. This is a narrative Fitness Report which covers the period from 1 April 1970 through 31 March 1971.
- as the Deputy Director of Security for Physical, Technical and Overseas Security. The rating period covers his second full year in that position. The Directorate which Mr. O'Connell heads has gained added importance and increased attention during the year. It encompasses an area of activity which is vitally important to the Office of Security and the Agency as a whole. Mr. O'Connell has given considerable attention to efforts which decrease our vulnerability at the hands of foreign opposition as well as from domestic efforts resulting from national unrest. Mr. O'Connell has shown improvement in the over-all coordination of his responsibilities throughout the current rating period. He supervises his people in an effective manner and anticipates problems so as to simplify their solutions.
- 3. During the previous rating period, Mr. O'Connell's performance was considered to be STRONG with several outstanding features. During the year, I consider that there has been sufficient addition to the outstanding areas of his performance to raise his over-all rating to OUTSTANDING.

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Mr. O'Connell has seen this Fitness Report.

Ermal P. Geiss Deputy Director of Security

SEEN BY:

Deput 27 april 71

CONCURRENCE:

Howard J. Osborn

Director of Security Reviewing Official

Date

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29 April 1970

MEMORANDUM FOR: Director of Personnel

SUBJECT

14-00000

: Narrative Fitness Report
Mr. James P. O'Connell
Deputy Director of Security for
Physical, Technical and Overseas Security

- 1. This Fitness Report covers the period from 1 April 1969 through 31 March 1970.
- 2. The rating period covers the first full year that Mr. O'Connell has served as Deputy Director of Security for Physical, Technical and Overseas Security at the GS-16 level.
- 3. The year encompassed in the rating period has seen myriad complex and varied additional responsibilities develop within Mr. O'Connell's Directorate. Specifically, he has supervised the activation and implementation of the Overseas Security Support Division, a new component within the Office and an extremely important one. He has supervised the first full year of implementation of the Interagency Training Center at Hedgeneck, Maryland, which falls within the purview of the Chief, Technical Division. Finally, he has been a participant in an overall survey of the security of the Headquarters Building and has supervised the Chief, Physical Security Division in developing and applying new physical security techniques and realistic principles of physical security. Mr. O'Connell is a capable and efficient supervisor. He is a veteran in the Office of Security and has a knowledge of all of the various ramifications of the Agency's total security mission.

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- 4. Mr. O'Connell is poised and expresses himself very well, both in oral and written form. I evaluate Mr. O'Connell's performance over the past year as STRONG with several outstanding features. I have confidence in his judgment and ability and consider him a valuable career asset of this Office. His has been a difficult task in that as well as assuming new and additional functions, he has been burdened with the supervision of one Division Chief who has proven to be extremely difficult to handle over the years. In fairness to Mr. O'Connell, I should add that no one in this Office has been particularly effective in supervising this individual who is now slated for early retirement. I believe that with this individual's departure Mr. O'Connell should be able to achieve a more coherent integration of his Directorate's functions in the interest of further efficiency and effectiveness.
 - 5. Mr. O'Connell has seen this Fitness Report.

Ermal P. Geiss Deputy Director of Security

SEEN BY:

me P. O'Consell

1 5 MAY 1970

Date

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CONCUR:

Howard J. Osborn
Director of Scurity
Reviewing Official

2 9 APR 1970

Date

EYES ONLY SECRET CERTIFICATION OF ATTENDANCE

NAME OF SCHOOL OR FACILIT	r: Brecking S IUSTITUTE
COURSE	: CONF. FUR FED. EX ON BUSINESS OFS
COURSE DATES	: 18 - 23 MAY 1769
GRADE (IF GIVEN)	:
EXTERNAL TRAINING RECUEST NUMBER	: 024745
	I certify the above to be true and correct to the best of my knowledge.
	Signature Days Days
NOTE: This form is to be	used only-when the facility attended does

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Date 2 2000 COMPLETED

2 9 APR 1969

MEMORANDUM FOR:

Director of Personnel

THROUGH

Deputy Director for Support

SUBJECT

Narrative Fitness Report
Mr. James P. O'Connell
Deputy Director of Security for

Physical, Technical and Overseas Security

009784- SEC-SS

- 1. This Fitness Report covers the period from 1 April 1968 through 31 March 1969.
- 2. Mr. O'Connell was appointed Deputy Director of Security for Physical, Technical and Overseas Security in August 1968 and this Rating covers his performance during this period as well as his performance as Executive Officer from 1 April 1968 to 1 August 1968.
- 3. Mr. O'Connell, as Deputy Director of Security for Physical, Technical and Overseas Security, is responsible for the supervision of three large and complex divisions of this Office. In addition, he is responsible for providing policy and technical guidance to our Area Security Officers assigned to other components of the Agency and in the field. Upon assuming his duties in August 1968, Mr. O'Connell was quick to grasp the general scope and nature of these varied and complex activities. He is an alert and intelligent supervisor and he recommended and put into effect several significant personnel and organizational changes within his Directorate which have resulted in significant improvement in the overall efficiency and effectiveness of the Directorate. Recently, he was instrumental in creating a new Overseas Security Support Division made necessary by the dissolution of this Office's regional security staff in Frankfurt, West Germany. He is an astute manager and an

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effective supervisor. He brings to the performance of his duties broad knowledge and experience of security procedures and practices. He has been most effective in keeping a close rein on budgetary obligations within his Directorate.

- 4. Mr. O'Connell is personable and articulate and is able to express himself well in both written and oral form. His career is marked by steady advancement and consistently high level performances. He possesses all of the requisite qualities of a senior Security executive. However, I feel that he has not as yet applied all of these qualities to their maximum potential in his performance as DD/PTOS. Mr. O'Connell has one Division Chief who is extraordinarily capable and effective in producing results. Conversely, however, he presents one of the most difficult supervisory problems in the Office because of certain personal characteristics. I don't feel, and I believe that Mr. O'Connell would agree with me, that he has yet gotten on top of this individual as well as he should. I am convinced, however, that he is fully aware of the problem and is working hard to achieve the proper supervisory balance. I rate his performance, on balance, as STRONG with many outstanding features. I have complete confidence in Mr. O'Connell's ability, judgment and excellent potential. He is a valued career asset to this Office and the Agency.
 - 5. Mr. O'Connell has seen this Fitness Report.

Howard J. Osborn
Director of Security

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SEEN BY:

James P. O'Connell

2 9 APR 1969 Date

CONCUR:

Deputy Director for Support
Reviewing Official

16 May 1969 Date 1

Distribution:
Orig. & 1 - Addressee

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EYES ONLY SECRET

2 9 APR 1968

MEMORANDUM FOR: Director of Personnel

THROUGH : Deputy Director for Support

SUBJECT : Narrative Fitness Report

James P. O'Connell Chief, Executive Staff

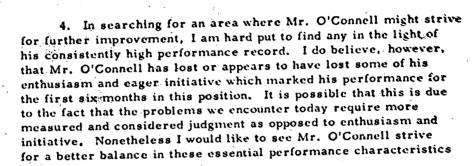
1. Mr. O'Connell has served as Chief, Executive Staff of this Office from 1 April 1967 to 31 March 1968, the rating period covered by this Fitness Report.

- 2. Mr. O'Connell has been most effective in the administration and direction of the complex and varied activities encompassed in the functions in the Executive Staff of this Office. He has been effective in directing the staff in the formulation and implementation of basic security policies and procedures. In addition, he has performed diligently in continuing review of the considerable volume of paper that transits the Office of the Director of Security. He has been meticulous in ensuring that staff work and correspondence leaving this office is up to the highest standards and has been very effective in arranging priority action in meeting, short deadlines. As the initial professional recipient of the majority of correspondence received by this Office for action, he has been very effective in applying his knowledge of the basic organization of the Office to the assignment of action with appropriate coordination.
- 3. Mr. O'Connell is a personable and articulate senior executive who writes particularly well. He has had extensive experience as a Security careerist, both in Headquarters and overseas, and his career has been marked by rather rapid advancement and a record of fine performances in positions of increasing responsibility. I have no reservations about rating his performance in this position over the past year as OUTSTANDING.

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5. Mr. O'Connell has seen this report.

Howard J. pshorn
Director of Security

SEEN BY:

James P. O'Connell

2 9 APR 1963

Date

CONCUR:

Deputy Director for Support Reviewing Official 1 May 1968

Distribution:

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

MEMOPAIDUM FOR: Chief, Transactions & Records Franch/OP

: Chief, External Training Branch/RS/TR FROM : Completion of External Training 265EP SUBJECT This is to advise you that <u>James O'Connell</u> training request # 020602 attended the following external training program: : Exec. Seminar in Automatic Data Processing COURSE INSTITUTION: Civil Service Commission : 7-8 September 1967 DATE GRADE FOR THE DIRECTOR OF TRAINING: Jear 1 Sticence Attachments: Grade Report Certificate of Completion Roster of Participants.

GROUP I
Excluded from Automatic
Downgrading and
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S-E-C-R-E-T (When Filled In)

Training Report by Student Training Report by Institution

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TO: Director of	Training	FROM : James P. O'Conr	rell		
ATTN : Registrar/TI		Office of Security			
THROUGH: Training Off		DATE: 12 September 196			·
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NOTE: Upon receipt	of this report, with at	tachments as applicable, a c	ertificat	lon	of
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18 April 1967

MEMORANDUM FOR:

Director of Personnel

SUBJECT

James P. O'Connell Fitness Report

- 1. This memorandum will supplement the information contained in Mr. Victor R. White's memorandum of 10 April 1967, since Mr. O'Connell was reassigned to the position of Chief, Security Policy and Executive Staff on 9 January 1967.
- 2. This then covers the period from 9 January 1967 to 31 March 1967. During this period, Mr. O'Connell quickly justified the selection for this key position in the Office of Security and has already begun to demonstrate his executive talents in this position.
- 3. Although the period for which he is being rated in this position is too short to be characterized definitively or finally. I would say that his progress thus far justifies an unqualified rating of "Outstanding".

Thoward J. Osborn Director of Sycurity

27 15

GELAT India) To ubani Grand St. Hg

10 April 1967

MEMORANDUM FOR: Director of Security

SUBJECT

: O'CONNELL, James P.

(Outstanding Fitness Report)

The attached Fitness Report reflects an Outstanding performance. Mr. O'Connell is a senior executive in the Office of Security who has recently been assigned to an important Staff Chief function. In view of Mr. O'Connell's career progress, no special recognition for this outstanding performance is considered necessary at this time.

Into R. Celula Victor R. White Director of Sec Deputy Director of Security (IOS)

Attachment

SECRET

10 April 1967

MEMORANDUM FOR: Director of Security

SUBJECT

: O'CONNELL, James P.

(Fitness Report)

This is an annual Fitness Report on the above employee for the period ending 9 January 1967. Mr. O'Connell was reassigned from Assistant Deputy Director of Security (IOS) to Chief, Security Policy and Executive Staff, and the Director of Security will add comments for the remainder of the rating period ending 31 March 1967.

As Assistant to the DDS(IOS), Mr. O'Connell applied exceptional executive talent in sharing with me the responsibility for the direction of the investigative and operational support programs in the Office of Security. It is felt that Mr. O'Connell made an outstanding contribution to the management of IOS at a time of the heaviest work pressures in our history. Mr. O'Connell has a calm, clinical approach to work problems, and his solutions to these problems reflect the soundness of his judgment and the breadth of his experience. He expresses himself clearly and concisely in both writing and speech. As Assistant DDS(IOS), he demonstrated sound management concepts and acute cost consciousness. His strength as a supervisor is reflected in the universal respect he enjoys among all subordinates.

I regard Mr. O'Connell's performance as ADDS(IOS) as "Outstanding."

Victor R. White

Deputy Director of Security (IOS)

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Extleded for a satisfic distriction and SUBJECT: O'CONNELL, James P. (Fitness Report)

Noted by Employee:

Jemes P. O' Consill

10 word 1967

Reviewing Official Comments:

Howard J. Osborn
Director of Security

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18 April 1966

MEMORANDUM FOR: Director of Security

SUBJECT

: O'CONNELL, James P. (Fitness Report)

1. This is an Annual Fitness Report on the above employee for the period ending 31 March 1966. Mr. O'Connell is currently assigned as Assistant Deputy Director of Security (IOS), a position he assumed in September 1965. He was promoted to GS-16 at the time he assumed these responsibilities on the basis of a long period of distinguished service that was culminated in his assignment as Regional Security Officer for the Far East.

- 2. As my Assistant, Mr. O'Connell shares with me the responsibility for the direction of the investigative and operational support programs of the Office of Security. He brings to this position a wealth of experience, sound management concepts, and the ability to meet and solve complex administrative problems. I have implicit confidence in his judgment, and he enjoys the full respect of all of his associates. Mr. O'Connell has made an outstanding contribution to the management and direction of IOS at a time when our work load is the highest in history. He is susceptible to innovation and has a keen appreciation of cost factors in meeting his managerial responsibilities. He has a unique ability to put work problems in the proper focus, does his job without fanfaré, and maintains extremely high standards of work accomplishment.
- 3. Mr. O'Connell's performance fully justifies his promotion to the supergrade level and, in the relatively short time he has been in his current assignment, his overall performance is considered unusually strong with many outstanding aspects.

Deputy Director of Security (IOS)

SECRET



SUBJECT: O'CONNELL, James P. (Fitness Report)

18 April 1966

Noted by Employee:

14-00000

Reviewing Official:

James P. O'Connell 18 April 1966

Date

Date

19 Cyrul 1966

Date

Date

CONFIDENTIAL (When filled in)

TRAINING REPORT

MANAGERIAL GRID SEMINAR (50 hours) DATES: 8-13 May 1966

Student: James P. O'Connell, Jr. Cffice: OS

Year of Birth: 1917 Service Designation SS

Grade: 16 No. of Students: 33

EOD Date : December 1951

COURSE CBJECTIVES AND METHOD

Course objectives are to aid participants to: learn the managerial theories contained in the Grid; understand their personal managerial styles in Grid terms; evaluate convictions about managerial values; develop team action skills; increase candidness of communication; strengthen the use of critique for problem-solving and learning; and acquire an appreciation of Organization Culture and Development.

The method of learning offers a challenge to all participants regardless of level or experience. A Grid Seminar is not "taught" in the usual sense. In Grid teams, participants solve complex management problems. Objective solutions are made available. Individual and team performance is repeatedly assessed. Various measuring instruments are used to evaluate effectiveness.

Critique sessions assist each participant to understand how he might change his own behavior to increase his problem-solving effectiveness. Thus managers are not told the best way to manage, but they learn by convincing themselves.

About twenty to thirty hours of study are completed as prework. Insights gained are deepened and personalized during the intensive 50-hour Seminar.

ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING:

7 JUN 1965

ctor Date

CONFIDENTIAL
(When filled in)

14-00000

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8 April 1965

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: James P. O'Connell
Period 12 September 1964 - 31 March 1965

three years, is 43 years old and a career employee with more than 13 years service. Although this has been his first overseas tour, he and his family are well adjusted to foreign assignment, and he is apparently able and willing to serve in any position offered.

As the senior KUSODA officer in the Far Zast, he directs the activities of six officers on his own staff as well as supervises and provides guidance to all other KUSODA officers assigned in the Far Zast; in addition he conitors the performance of three other KUSODA officers attached to this Station. In this supervisory role, he has an excellent insight into the abilities of his staff and definitely holds the respect of his subordinates.

As the senior KUSODA officer he is my principle adviser on many KUSODA matters. His judgment is mature, his evaluations usually sound. He is dependable and I believe his loyalty to our service and his superiors is above question.

He operates his staff well, is cost conscious and requires an absolute minimum of supervision from Station command.

He maintains excellent liaison relationships with other island services.

will continue to develop and can assume positions of greater responsibility.

I rate this officer as Strong--on the high side.

/s/ James D. Andrews, COS

READ: /s/ James P. O'Connell

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O'CONNELL, James P.

Comments of Reviewing Official:

I agree with the rating officer's comments. Mr. O'Connell has been a credit to the Okinawa Station and to his parent Career Service.

Signature of Reviewing Official:

William E. Colby

Date



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Acting Chief, Far East Division

CONFIDENTIAL

2 September 1964

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:
Period 1 April 1964 - 1 September 1964

A full fitness report was prepared by me on this officer on 15 April and therefore this memorandum, being prepared in connection with my transfer, will merely supplement the provious report.

During the past five months I have had further evidence to substantiate the statements made concerning as a maturity and dependability. He has been my chief counselor in a recent reappraisal of standards of behavior from a security standpoint. His opinions and advice are always carefully thought through, devoid of fear induced over caution, and realistic.

continues to be a good supervisor. He knows his people, their capabilities and limitations. They respect him for his leadership.

In liaison with other security activities has established excellent relationships which have frequently proven their value. He has considerable talent for liaison which should be kept in mind in selecting his next assignment.

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11 May 1964

MEMORANDUM FOR: Chief, Administration and Training Staff

SUBJECT

: Fitness Report of James O'Connell

I concur in the attached evaluation of Mr. James O'Connell's performance for the period 31 March 1963 to 31 March 1964. In addition, I wish to add that Mr. O'Connell has accomplished his fine performance with a minimum of supervision and direction from this Office which is responsible for support to the Overseas Security Officers.

E. M. WINTERS
Deputy Director of Security (PPS)

Attachment: Fitness Report

Carlo Common Automotic Company of State
27 MAY 1964

15 April 1964

MEMORANDUM IN LISU OF FIRESS REPORT

gine O'Comeil, &d-16

Period 31 March 1963 - 31 March 1964

is Chief, Regional Security Staff, FE. As such he has performed a fine job in meeting the requirements of FE Stations for security services and in gaining acceptance for the security program: The requirements have been considerably accelerated during past months due to the unsettled conditions in the FE Area. Also support to Headquarters projects has been added to the security office. Perhaps too frequently a job which falls to the station and which cannot be properly identified with one component falls to the Regional Security Staff. O'Connell while keeping his eye on his primary responsibilities has been most helpful and cooperative in handling secondary duties.

He is a mature officer, seasoned by experience and training. He is calm and poised in crisis situations. His dependability and personality are genuine assets to the Station.

is a good supervisor who promotes team work among his people, who is opposed to waste, and has demonstrated his interest in efficiency

makes a sincere effort to separate the Regional Security office from the Station Security office, however, this is difficult if not impossible to dy. Permaps the Station is as much to blaze as the overlapping of the various security functions. Surely it is understandable that the Chief of Station wants the best advice he can get on a security matter of concern to him and will turn to the senior efficer available. This is an especially tempting resourse with such a fine officer as place at hand. Connell

He has responded well to the call for economy and although he has little latitude in this respect he has instituted some restrictions that will result in savings. He writes lucidly and succinctly.

I am plotted: that he is to be at this Station for another per

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27 MAY 1964

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10 September 1962

MEMORANDUM FOR:

Director of Security

SUBJECT:

14-00000

O'CONNELL, James P.

(Fitness Report)

Mr. O'CONNELL is completing eleven years of Agency service. He holds a Bachelor of Science Degree from St. John's University and his experience qualifications include four years of service with the Federal Bureau of Investigation.

This evaluation covers Mr. O'CONNELL's performance as Chief of the Security Support Division. During this period the accomplishments of the Division reflected a high caliber of leadership. Mr. O'CONNELL has displayed outstanding executive ability and a broad understanding of the investigative, support, and security problems inherent in the job. Mr. O'CONNELL applies his abilities well and obtains a high level of work productivity and quality. He has considerable capacity for further development and is currently assigned as Chief, Regional Security Support Staff, FE.

It is felt that Mr. O'CONNELL's present assignment will add to the breadth of his experience and coupled with his proven talents for administration will insure the development of his potential for greater responsibility at the executive level.

Victor R. White

Deputy Director of Security (IOS)

Reviewing Official:

Shefield Edwards
Director of Security

Noted By Employee:

(Mr. O'Connell is on PCS assignment and not available. A copy of this Fitness Report will be furnished him.)

James P. O'Conneli

SEULE1

CERTIFICATE

This is to certify that

James P. O'Connell

has attended and successfully completed the

SECURITY OFFICE

SPECIAL TRAINING COURSE

Security Officer Field Course #12

during the period 14 May

to 25 May 1962

SECURITY, CIA

WASHINGTON, D.C.

CERTIFICATE

This is to certify that

James P. O'Connell

has attended and successfully completed the

SECURITY OFFICE

SPECIAL TRAINING COURSE

Physical Security Training Course #8

during the period 23 April

to 11 May 1962

FOR THE DIRECTOR OF SIRCOR

WASHINGTON, D.C.

TRAINING REPORT

Introduction to Intelligence No. 50

40 hours, full-time

19 - 23 March 1962

45 etudents

Student : O'Connell, James P., Jr. Grader GS-15

Year of Birth: 1917

EOD Date : December 1951

Office

Security

COURSE OBJECTIVES - CONTZUT AUTO METHODS

Introduction to Intelligence has four objectiven: (1) to instruct the student in the basic concepts of intelligence and the role of national intelligence within the Government; (2) to describe the intelligence community: its members, their duties, and their relationship to CEA; (3) to de line and describe the functions of CIA and identify the compounts performing them; and (h) to explain the processes and means by which CIA fulfills its responsibilities for collection, production, and dissemination of intelligence.

Lectures given by Orientation Faculty members and guest speakers take up about half the time; seminar and rowles exercises, about one fourth; and study periode and training flims, the remaining quarter. - An Intelligence . Products Axhibit, representing all the Offices of the 50/I, puts on display the products of those Offices and by visual aids demonstrates the activities of ouch Office.

ACHIEVEMENT RECORD

Student achievement is judged on the basis of a 40 item multiple choice test on course content given the Amet day of the course. On the basis of this test each student is given an adjectivel inting. The number of students in this class receiving each adjectival rating is shown below. This student's ruting is indicated by the asterisks

> Uncatlefactory Satisfactory lixcellent

22

23#

Chief, Orientation Faculty

TRAITING REVOIT

Counteristed Higgine Partity That is a Course to 10 Bo hours full-time 29 January - 9 Pobroary 1962

Studeni: 0'CONNELL, James P., Jr.

Students: 17

Year of Birth: 1917

EOD Date: December 1951

Grade: GS-15

Office: OS/Ops.Support Div.

COURSE OBJECTIVES - CONMENT AND METHODS

This course, designed for the staff employee who requires a basic knowledge of counterintelligence doctrine and methodology, also to increase his understanding of this activity by (a) acquainting his with current counterintelligence concepts and objectives and the organization and functions of counterintelligence targets, (b) familiarizing his with skills and techniques employed in detecting, inventigating, and operating against targets, and (c) acquired his how to report, record, and disseminate counterintelligence influention.

The student is instructed through the media of lectures, directed reading, tours, training films, examinations, class exercises, and discussions.

ACHIEVEMENT RECORD

The overall adjectival rating and comments below are derived from a review of the student's performance in class discussions, three written problems, and two objective tests. The written problems involve name tracing, an examination of a counterintelligence interrogation and the divsemination of information about an individual of counterintelligence interest.

OVERALL ADJECTIVAL RATING

EXCELLENT

COMMENTS

Mr. O'Connell contributed significantly to class discussions. His performance throughout the course demonstrated a sound comprehension of the instruction. His handling of the problem situations was thoroughly professional.

FOR THE DIRECTOR OF TRAINING:

Other instructor

27 Feb. 1962

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S-E-C-R-E-T

TRAINING REPORT

Operations Support No. 50 120 hours, full-time, Phase I 2 - 20 April 62 8 Students 80 hours, full-time, Phase II 23 April - 4 May 62 10 Students

Student: O'CONNELL, James P., Jr. Year of Birth: 1917

EOD Date: December 1951 Grade: GS-15 Office : OS

COURSE OBJECTIVES - CONTENT AND METHODS

The Operations Support Course emphasizes the role of support personnel in clandestine activities and their responsibility in originating material of a support nature at headquarters and in the field. The Course objectives are to provide the student with (i) an appreciation of the interrelation—ship between operating functions and support functions; (2) an understanding of some of the basic principles and techniques of Agency operations; (3) a knowledge of procedures, regulations and problems pertinent to the necessary support of operational activities.

a. Phase I covers Instruction on organization, functions and responsibilities of the Clandestine Services; basic principles of clandestine activity accompanied by practical exercises; project and agent management; familiarization with defensive and offensive audio surveillance.

About fifty per cent of Phase I consists of lectures, briefings, and discussions; about thirty-five per cent is devoted to field exercises, practical written assignments, practice problems, and observing films as training aids in basic tradecraft. The remainder of the time is devoted to studying and testing.

b. Phase II includes name checks, records procedures, foreign travel, finance and property accounting, dispatch, pouch, cable and message-writing procedures. For this phase, problems have been developed to represent situations as they normally occur at a Class B Station.

About thirty-five per cent of Phase II is composed of lectures, briefings, and discussions; about fifty per cent is devoted to practice problems and practical written assignments. The remainder of the time is devoted to studying and testing.

ACHIEVEMENT RECORD

The adjectival ratings on this student for each major area of this course are the result of an evaluation of his work on his individual projects, on the other exercises, and on the final examination. Comparative judgment takes into account students in preceding classes as well as the present one. The numbers show how many students received each rating. An asterisk (*) shows the rating this student received. The rating the student receives represents the student's performance in the course with no allowance made for difference in age, education, experience and so forth.

S-E-C-R-E-T

NAME O'CONNELL, James P. Jr.

MAJOR CATEGORIES

MAJON CATEGORIES :			
PIIASE I	UNSAT	SAT	EXCELLENT
Tradecraft - Recognition of elementary principles.	0	2	6.
Casing - Written observation of an assigned site.	0	2	6
Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting.	0	5	3
Personal Meeting - Carrying out student's plan.	0	4	4
Contact Report - Written report of clandestine personal meeting.	0	2	6
Operational Support Procedures - General knowl- edge of Clandestine Services Organization and Functions; Agent and Project Management.	0	2	6
PHASE II		···	
Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest.	ó	2	8
Preparation of Headquarters and Field Cables. Writing and Indexing Messages. Use of Message Writing Techniques.	0	7	3
Type II Property Accounting - Fundamentals and Execution of Records.	0 .	1	9
Foreign Travel - Currency Conversion and Completion of Travel Voucher.	0	4	6
Familiarization with Class B Accounting and Preparation of Records.	0	0	10
Clandestine Services Headquarters and Field Sup- port Procedures.	1 .	4	5
	Tradecraft - Recognition of elementary principles. Casing - Written observation of an assigned site. Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting. Personal Meeting - Carrying out student's plan. Contact Report - Written report of clandestine personal meeting. Operational Support Procedures - General knowledge of Clandestine Services Organization and Functions; Agent and Project Management. PHASE II Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest. Preparation of Headquarters and Field Cables. Writing and Indexing Messages. Use of Message Writing Techniques. Type II Property Accounting - Fundamentals and Execution of Records. Foreign Travel - Currency Conversion and Completion of Travel Voucher. Familiarization with Class B Accounting and Preparation of Records. Clandestine Services Headquarters and Field Sup-	Tradecraft - Recognition of elementary principles. Casing - Written observation of an assigned site. Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting. Personal Meeting - Carrying out student's plan. Contact Report - Written report of clandestine personal meeting. Operational Support Procedures - General knowledge of Clandestine Services Organization and Functions; Agent and Project Management. PHASE II Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest. Originating Indexing Messages. Use of Message Writing Techniques. Type II Property Accounting - Fundamentals and Execution of Records. Foreign Travel - Currency Conversion and Completion of Travel Voucher. Familiarization with Class B Accounting and Preparation of Records. Clandestine Services Headquarters and Field Sup-	Tradecraft - Recognition of elementary principles. 0 2 Casing - Written observation of an assigned site. 0 2 Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting. 0 5 Personal Meeting - Carrying out student's plan. 0 4 Contact Report - Written report of clandestine personal meeting. 0 2 Operational Support Procedures - General knowledge of Clandestine Services Organization and project Management. 0 2 Functions; Agent and Project Management. 0 2 PHASE II Originating Headquarters and Field Dispatches. 1 0 2 Preparation of Headquarters and Field Cables. 0 7 Writing and Indexing Messages. Use of Message 0 7 Writing Techniques. 0 1 Foreign Travel - Currency Conversion and Completion of Travel Voucher. 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0

COMMENTS

Student cancelled per Office of Security, 6 April 1962.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor

18 May 1962 Date not have the

28 July 1961

MEMORANDUM FOR: Acting Director of Security

FROM:

14-00000

Deputy Director of Security (IOS)

SUBJECT:

O'CONNELL, James P.

(Fitness Report)

Mr. O'Connell is completing ten years of Agency service and his experience qualification includes four years of service with the Federal Bureau of Investigation. He holds a Bachelor of Science Degree from St. John's University.

This evaluation covers Mr. O'Connell's first year assignment as Chief of the Security Support Division. It is felt that the outstanding accomplishments of this Division during this period are in large measure attributable to Mr. O'Connell's managerial skill. During this time the Security Support Division, without additional personnel, has increased its production substantially and in the area of operational support has handled many unique and diverse assignments.

Mr. O'Connell has a keen and analytical intellect and a broad understanding of the investigative and security problems inherent in his job. He applies these qualities with his talent for administration to make for an overall outstanding performance.

Mr. O'Connell has the capacity for further development and his future training should be directed to senior management courses to insure the full development of this potential.

Victor R. White

Reviewing Official:

R. L. Bannerman

Acting Director of Security

Noted by Employee:

SECRET

D. OlConnell

16 June 1960

MEMORANDUM FOR: Deputy Director of Security

(Investigations and Operational Support)

SUBJECT:

O'CONNELL, James P.

(Fitness Report)

- 1. This report constitutes an evaluation of Mr. O'CONNELL's performance as Deputy Chief, Security Support Division and as Chief, Security Support Division.
- 2. It is pertinent to note that by virtue of a sustained performance of outstanding proportion, Mr. O'CONNELL was promoted on 4 May 1959 to the position of Deputy Chief, Security Support Division, and on 4 April 1960 to the position of Chief, Security Support Division.
- 3. During the rating period Mr. O'CONNELL's performance amply justified and confirmed the previous assessments of his potential executive caliber. He has demonstrated in his recent assignments highly advanced administrative ability and judgment of an excellence considerably more than that required in the discharge of his increased responsibilities.
- 4. He has continued to display a marked dedication to the welfare of his office and the Agency. His approach to the discharge of responsibilities within his purview has been progressive and sound in all respects. His contribution has been invaluable.
- 5. In terms of potential, Mr. O'CONNELL's overall performance and his demonstrated talents and gifts of personality continue to constitute him as being qualified for a future of increasingly important service.

David E. Hanlon

Assistant Deputy Director of Security

(Investigations and Operational Support)

REVIEWING OFFICIAL:

NOTED BY EMPLOYEE

Deputy Director of Security (Investigations and Operational Support)

James P. O'Connell

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FORM 45 OBSOLETE PREVIOUS EDITIONS

14-00000

SECRET

(4)

4 September 1959

MEMCRANDUM FOR: Acting Deputy Director of Security

(Investigations and Support)

SUBJECT:

O'CONNELL, James P., Jr.

(Fitness Report)

1. This report constitutes a continuing evaluation of Mr. O'CONNELL's performance as Chief, Support Branch, Security Support Division.

- 2. Mr. O'CONNELL's performance in terms of productivity and quality has been outstanding in every respect. His responsibilities have been most exacting and demanding, not only because of the administrative requirements involved, but also because of the urgent and unprecedented nature of the problems he is called upon to handle. Many of these problems have had Agency-wide indications and have been of interest to high Agency officials. He has met the challenges presented to him in a superb fashion and in a manner reflecting credit upon himself and the Security Office. In addition to this statement of evaluation, it should be noted that Mr. O'CONNELL, upon the recent completion of his assignment as Chief, Support Branch, SSD, and his promotion to Deputy Chief, SSD, received a commendation from the Director of Security commending him for his over-all spendid performance with particular reference to his handling of an ultra sensitive matter of interest to the highest authorities of the Agency.
- 3. In terms of potential, Mr. O'CONNELL's performance, his impressive physical appearance and personality, coupled with his proven powers of judgment and administration, in the opinion of the rater constitute him as being of potential executive caliber.

Acting Assistant Deputy Director of Security (Investigations and Support)

REVIEWING OFFICIAL:

Fred H. Hall

Acting Deputy Director of Security (Investigations and Support)

NOTED BY EMPLOYEE:

James P. O'Connell

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THE SUPERVISOR.	RATING	S - A FINE PERF B - PERFÖRMS HI	ORMANCE, CARRIES OU 3 DUTIES - SUCH AN	T MARY AF HIS	'accenticallities excel	TIONALLY BEI	L. OTHER PERSONS AN	OP TO
COMMENTS:		THE SUPERVI	SOR.	•		:-	**	I
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. The second contribution of $M_{ m eff}$					Į.	<u> </u>	2.640.5	1
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	the same of the sa	
2. RATINGS ON PERFORMANCE OF SPECIFIC OCTIES	- 04 %7	
DIRPCTIONS:	more important SPECIFIC during party and Judas this enti-	ng period.
. Place the most important first. Do not inc	Tule minor or unimportant duti 120	e duty.
b. Rate preformance on each specific outy cons	idering ONLY effectiveness in performance of this specifical manys be ented as a specific duty (do not enter a supervi	sora those
who supervise a recretary only).	individual being rated with others MAN forming the same	duty at a
I miniter level of responsibility.		
e. Two individuals with the same job title	may be performing different duties. If so, rate them on	different
duties. f. Be specific. Examples of the kind of dutie	s that might be rated are:	
ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE CONDUCTS INTERROGATION DEVELOPS NEW PROGRAMS PREPARES SUMMARIES	ON 3
GIVING LECTURES CWINGTING SEMINARS	ANALYZES INDUSTRIAL REPORTS TRANSLATES GERMAN	
. PRITING TECHNICAL REPORTS	WANAGES FILES DERRIEFING SOURCES - OPERATES RADIO REEPS BOOKS	
CWINCTING EXTERNAL LIAISON TYPING	COORDINATES I'IN OTHER OFFICES DRIVES TRUCK	
TAKING DICTATION SUPERVISING	WRITES REGULATIONS MAINTAINS AIR CONDITI PREPARES CORRESPONDENCE EVALUATES SIGNIFICANO	
g. For some jobs, duties may be broken down eve	en further if supervisor considers it advisable, e.g., con	nhined key
and phone operation, in the case of a radio	operator.	
I . INCOMPETENT IN THE PERFORMANCE	E OF THIS DUTY 6 - PERFCAMS THIS DUTY IN AN OUTSTANDS	
2 - BARCLY ADEQUATE IN THE PERFOR	RMANCE OF THIS FOUND IN VERY FER INDIVIDUALS HOLD	HAC SIMI-
DESCRIPTIVE: DUTY RATING 3 - PERFORMS THIS DUTY ACCEPTABLY	7 - EXCELS ANYONE I KNOW IN THE PERFO	RMANCE OF
NUMBER 4 - PERFORMS THIS DUTY IN A COMPET		
5 - PERFORMS THIS DUTY IN SUCH THAT HE IS A DISTINCT ASSET ON		
SPECIFIC DUTY NO. 1	NUMBER COORDINATES WITH	RATING
	NUMBER COORDINATES	1
DUPERVISES	6 OTHER OFFICES	6_
RECOUNIZES AND SOLVES	RATING SPECIFIC DUTY NO. 5	NUMBER
INVESTIGATIVE PROBLEMS	6 DEVELOPS NEW PROGRAMS	6
SPECIFIC DUTY TO. 3	RATING WICE OUT NO. 6 NUMBER O PREPARES CORRESPONDENCE	RATING
EVALUATES SIGNIFICANCE		6
OF DATA	THEPARES CORRESPONDENCE	18
3. NARRATIVE DESCRIPTION OF MANNER OF JGR PERFORM		
DIRECTIONS: Stress atrengths and weeknesses, par	ticularly those which affect development on present job.	1
u- OLCONNETT to on excellently	trained and widely experienced investigator	who i
	ordinate and supervise the unique and diverse	
	lems inherent in the work of the Agency. He	•
investigative and security as proti	lities and cheerfully accepts the necessity	í
to meet these responsibilities of s	Il hours of the night, on weekends, holiday	a atc.
He is a dedicated Career employee a	and has no significant weeknesses.	٠, ٠٠٠٠
un 18 % devites fed out ent embroles of	me nes no bignizionio resmissione	ł
•	•	1
· · · · · · · · · · · · · · · · · · ·		1
SECTION D. SUITABILITY FO	R CURRENT JOB IN ORGANIZATION	
DIRECTIONS: Take into account here everything	you know about the individual productivity, conduct in	the job.
perfinent personal characteristics or habits, spec pare him with others doing similar work of about t	cial defects or relentsand how he fits in with your te the same level.	
) - DEFINITELY UNSUITABLE - HE SHOULD B	BE SEPARATED	
3 . A BARELY ACCEPTABLE EMPLOYEE	T HAVE ACCEPTED HIM IF I HAD RIGHT MAT I KNOW NOW ON AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING	TO #48+
PANT MIS SEPARATION 4. OF THE SAME SUITABILITY AS WOST PEO		1
S . A FINE EMPLOYEE . HAS SOVE OUTSTAND	DING STRENGTHS	j
NUMBER 7 - EXCELLED BY ONLY A FEW IN SUITABLE	S OF THE REQUIREMENTS OF THE CREANIZATION ITY FOR BORK IN THE ORGANIZATION	i
IS THIS INDIVIDUAL DETTER SUITED FOR BORE IN SOME		IF YES.
EXPLAIN FULLY:		. 1
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		(even filted 14)
		FITNESS REPORT (Part II) POTENTIAL
		INSTRUCTIONS
FOR THE A	IMINISTRAT	WE OFFICER: Consult current instructions for completing this report.
PR The S	UF FRVI SOR:	This report is a privileged communication to your supervisor, and to appropriate career manage
	lorge II	officials concerning the potential of the employee being rated. It is NOT to be shown to the recommended that you read the entire report before completing any question. This report is
fin he com	alasal aals	efter the employee has been under your supervision FIR AT LEAST 90 DAYS. If less then 90 days ter the 90 days has elemed. If this is the INITIAL REDNET on the employee, however, at MINI b
completed	And formal	ded to the C' no later than 30 days after the due date indicated in item 8 of Section "5" below
SECTION	[.	GENERAL
1. NAME	(Leet	
	O.CON	NELL, James Pagura 19 Feb. 1917 male SD = SS
		erent out in or . Franch . Investigator
GS-14	3-12 De	ember 1957 17 December 1956 - 17 December 1957
10. TYPE C	F REPORT	chitial seassignature ourseasison special (Specify)
(Checl		X antin Property
SECTION /		CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED
A. THIS DA		B. TYPEO OF PRINTED NAME AND SIGNATURE OF SUPERVISOR C. SUPERVISOR'S OFFICIAL TITLE
	ber 1957	
	REVICTIONS	CONFICUAL OF FRANCISCO PORTUGO PROPER REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.
A. TH'S DA	NT E	BE THE OF PRINTED HAVE AND SIGNATURE OF REVIEWING C. OFFICIAL TIFLE OF REVIEWING OFFICIAL
25 Novem	ber 1957	Dep. Dir. of Security(I & S)
SECTION C	ì	HOLLETT IESTINATE OPPOSENTIAL
1. POTENTI	AL TO ASSU	E GREATER RESPONSIBILITIES
responsibi	s: Consider Hities, T	ing others of his grade and type of assignment, rate the employee's potential to assume greater hink in terms of the kind of responsibility encountered at the various levels in his kind of
work.	1 . ALREA	BY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	9	ACRED THE RECREST LEVEL AT MICH SATISFACTORY PERFORMANCE CAN BE EXPECTED S PROGRESS, BUT NEEDS WORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
5	4 . READY	FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
		PROBABLY ADJUST QUICKLY TO WOME RESPONSIBLE OUTIES WITHOUT FURTHER TRAINING BY ASSUMING MORE RESPONSIBILITIES THAN EXPLOTED AT HIS PRESENT LEVEL
RATING	7 - AN ENG	TEPTIONAL PERSON BHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER RESPONSIBILITIES
T. I DECT LONG	SORY POTEN	this question: Has this person the shifty to be a supervisor? W Yes No If your
	VC-2 i	e below your opinion or guess of the level of supervisory ability this person will reach AFTER indicate your opinion by placing the number of the descriptive rating below which comes closest
		dinion to the appropriate column. If your rating is based on observing him supervise, note your
rating in	the sctual	* column. If based on opinion of his potential, note the rating in the potential column.
DESCRIPT	146	VE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION. LIEVE INDIVIDUAL WOULD BE A BEAR SUPERVISOR IN THIS KIND OF SITUATION
RATINO	2 86	LIEVE INDIVIOUAL BOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION LIEVE INDIVIDUAL BOULD BE A STRONG SUPERVISOR IN THIS SITUATION
AC TUAL	POTENTIAL	
	. 0.2.7786	a some pains int basic job (truck drivers, stenographers, technicians or professional ape-
3		cialists of various kinds) sains contact with indicite susceptioners in fatouses (First line supervisor)
.3		a gaous of surfacisons and distor the maste sea (Second line supervisors)
	2	a group, and may do way wot at supervisors, smich it ecspondible for major flans, desamilation and folics (Esecutive level)
	<u>&</u>	BUEN CONTACT BITM IMMEDIATE SUBJEDIANTES IS NOT FREGUENT
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3		anta immediata znasabioriez, ectivities rat pisture and meed coeffor coordination
3		oven londorate subsessiontes include wendens of the opposite sea
		otale (Specify)

OFFICE OF PERSONNEL

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The fine performence which Mr. O'COMMELL has given over a period of years in several different assignments indicates a good potential Sonnie Well-Pent and edvancement.

FUTURE PLANS SECTION H. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Mr. O'CONNELL is obtaining fine developmental experience in the varied responsibilities of his position as Chief, Support branch, Security Support Division. No specific, formal training is planned at this time.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUNSTANCES, TO BE TAREN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENT

As a matter of personal choice, ir. O'CONNELL would prefer not to go oversees on a PCS assignment at this time. However, as a Carcer employee, he recognizes his responsibility to serve wherever the requirements of the Agency may dictate.

DESCRIPTION OF INDIVIDUAL SECTION 1. DIFFICTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

R . HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE

INDIVIDUAL

INDIVIDUAL

1. APPLIES TO THE INDIVIDUAL TO "HE LEAST POSSIBLE DEGPEE

2. APPLIES TO INDIVIDUAL TO A LIMITED DEGREE

3. APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE

4. APPLIES TO INDIVIDUAL TO AN ADOVE AVERAGE GEOREE

5. APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE CATEGORY NUMBER

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4	Z. CAM MARK SECESIONS ON HES One secto metal assists	4	12. 38085 00141865177	J	22. IMPLEMENTS DECISIONS RE- DASCLESS OF OWN FREEINGS
5	3. WAS INCITEATIVE	3	13. ACCIPTS RESPONDENCE:	5	23, 18 THOUGHTFUL OF OTHERS
4	4. IS SHALLFIC IN HIS THINK.	4	14. 400115 -13 4841#5	5	24. BOTES TELL UNDER FRESSURE
5	S. STATUES CONSTANTLY FOR SER RESTRICT SEE AND IDEAS	5	15, ecocomos es, 10 sueser vestos	4	25. G. 1PCATS JUDGEWEST
4	g. 1000\$ Unto 10 1866 2341974656	4	16. purs mes yes difeout Stages 1. Proof	ج ﴿	26. 15 \$4.00017 COMSCIOUS
5	7. CAN SET BLONG BITH PLOPLE	5	17 COURT OF WITH BOCUTHORS TO PRIBLEWS	.5	27. 15 VE#SATILE
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.5	ją. Cam cars with emtocies	1	25. LIMPLETES PAINTENWERTS OFTHIR BLUDPERLE TIME LIMITS	4	TO, COES NOT REQUIRE STRONG AND CONTINUOUS SUPERNIC STOR

-		FITNESS RI	EPORT (Pa	art I) PERFORM	ANCE		
				CTIONS			
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FOR Bod SUE thee evaluate note where strengths are under condi-	ENTSOR: This r tion to your su he stands with nd weaknesses. tions specified	report is designed upervisor and seni h you. Completion It is also organ I in Regulation 20	d to help you e ior officials. In of the repor nization policy 0-370. It is r	apress your evaluation Organization policy to to can help you prepar that you show Part Lof ecommended that you tea lowes it must be compliance.	quires that e for a dir this report d the entire	cussion with hi to the employe form before co	e except
Terronnel ne	tater than 30) days after the d			A OFIUT.		
SECTION A.				ERAL . DATE OF BIRTH	3. 3EX	4. SERVICE DES	I GNATION
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CS/Sec. S	OATE REPORT	Support Branch	S. SERIOR C.	OVERED BY THIS REPORT (
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1		H THE EMPLOYEE THE ENGLE			acau, 208.4	ACCICIAL TITLE	
B. THIS DATE	i (c)	TIVELO UP PRINTED	Brok and sich.	ATURE OF SUPERVISOR O.	SUPERTION	der Cunnant	174
27/10ve	nutres 56 V	Fred H. Hall		FFERENCE OF OPINION BY F THIS REPORT.	<u>iof, Sacht</u> The The Super	ty Suprort	THER IN-
2. FOR THE S		EAD TO A BETTER U	NDERSTANDING O	F THIS REPORT.	-		
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30 20		99 de 127 1 6 X	A way	marin a		E Security (<u> </u>
SECTION C.	*		308 PERFORMAN	CÉ EVALUATION		···	
1. 447190 01	. GENERAL PERFO	ORNANCE OF GUTIES		-back the i	- institual be	and rated has p	erformed
nis duties of sibility.	during the rate Factors other t	than productivity	will be taken	veness with which the i th others doing similar into account later in S	work at 8 8 section D.	imilar level of	1 e a pon-
5	2 - BARELY ADEC CARRY OUT R 3 - PERFORMS MO A - PERFORMS DU	RESPONSIBILITIES. DST OF.AIS DUTIES UTIES IN A COMPETE FORMANCE: CARRIES IS DUTIES IN SUCH	ACCEPTABLY: OC INT. EFFECTIVE	CASIONALLY REVEALS SONE	4414 OF BLA	KNESS.	
COMMENTS:							1
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	(aren Filled In)	
2. RATINGS ON PERSONNANCE OF SPECIFIC DUESES.		
DIRECTIONS: • State in the spaces below up to six of the	OFFICE	1
I Place the most important first. In not in	icliste minur ne unimpressant dusins	ng persod
 D. Kate performance on each specific duty cor 	Midering ONLY effectiveness to performance of this accepts	c duty.
" uno supervise a secretary only).	alongs to rated as a specific unity (do not rate as supervi	sorr thos
d. Compare in your wind, when possible, th	e individual being rated offic before group puraging the same	duty at
similar level of responsibility, e. Two individuals with the same job title	36	
Guties.	· · · · · · · · · · · · · · · · · · ·	gifleren
f. Be specific. Examples of the kind of duti ORAL BRIEFING		
GIVING LECTURES	DEVELOPS NEW PROGRAMS PREPARES SUMMARIES	744.2 2
CONDUCTING SEMINARS WEITING TECHNICAL REPORTS	ANALYZES INDUSTRIAL REPORTS . TRANSLATES GERMAN	
CONDUCTING EXTERNAL LIAISON	MAYAGES FILES DERRIEFING SOURCES OPERATES BADIO RESPS BOOKS	i
TYPING TAKING DICTATION	- COORDINATES WITH OTHER OFFICES DRIVES TRUCK	
SUPERVISINO	PRITES REGULATIONS WAINTAINS AIR CONDITI PREPARES CORRESPONDENCE EVALUATES SIGNIFICANO	
g. For some jobs, duties may be broken down e	ven further if supervisor considers it advisable. e.g., con	bined key
and phone operation, in the case of a radio	operator.	
F - ENCOMPETENT IN THE PERFORMANCE	E OF THIS DUTY 6 - PERFORMS THIS DUTY IN AN OUTSTAND!	20 MARKE
2 . BARELY ADEQUATE IN THE PERFO	PANALE OF THIS FOUND IN VERY FEW INDIVIDUALS HOLD	ING SIMI.
DESCRIPTIVE DUTY RATING 3 PERFORMS THIS DUTY ACCEPTABLY	LAR JOBS 7 - EXCELS ANYONE & RNOW IN THE PERFO	-
NUMBER 4 - PERFORMS THIS DUTY IN A COMPE	TENT MANNER THIS DUTY	
5 - PERFORMS THIS DUTY IN SUCH THAT HE IS A DISTINCT ASSET O		
SPECIFIC DUTY NO. 1	RATING SECURIC OUTY NO. 4	RATING
C	COSKDINATES WITH	NUMBER
DUPERVIS NI	6 07 = 0 07 = 0 =	
SPECIFIC DUTY NO. 2	OATING SPECIFIC OUTY TO. 5	6
COMPREMENSION OF	NUMPER	RATING
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LYESTITATIVE PROBLEMS	PATING ASSESSED TO A STATE OF THE PATING	
EVALUATES SIGNIFICANCE	NUMBER	RATING
		7
OF DATA	I WEMARES WARESPINDENCE	16
3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORM		
DIRECTIONS: Stress strengths and weaknesses, par	ticularly those which effect development on present job.	
Ym 010		
nr. U-connect is a versatile,	intelligent employee who always promptly accomptly	epts
and discharges his responsibilities	Willingly. He is an experienced table invest	ti-
gator and a capable supervisor. He	has no significant weaknesses.	1
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• •		
SECTION D. SUITABILITY FO	R CURRENT JOB IN ORGANIZATION	
	you know about the individualproductivity, conduct in t	100
vertiment personal characteristics of habits, spec	cial defects or telentsand how he fits in with your tea	em. Com-
Pre him with others doing similar work of about to the him with others doing similar work of about to the him telephone to the him tele	the tame level.	ł
2 - OF DOUBTFUL SUITABILITY BOULD NOT	T HAVE ACCEPTED HIM IF I MAD ENGRY WHAT I ENGR HOW	
3 - 4 SARELY ACCEPTABLE EMPLOYEEBELC	TH AVERAGE BUT WITH NO WEARNESSES SUPPLICIENTLY OUTSTANDING	TO WAR-
4 . OF THE SAME SUITABILITY AS MOST PEG	PLE I 4400 IN THE ORGANIZATION	- 1
RATING S . A FINE EMPLOYEE . HAS SOME OUTSTAND	DING STRENGTHS	- 1
7 - EXCELLED BY ONLY A FEW IN SUITABILE	OF THE REQUIREMENTS OF THE ORGANIZATION	- 1
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S THIS INDIVIOUAL BETTER SUITED FOR BORK IN SOME IPLAIN FULLY:	OTHER POSITION IN THE ORGANIZATION?	17 163.
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		DIENTIAL
		FITNESS REPORT (Part II) POTENTIAL
3		INSTRUCTIONS
		OFFICER: Consult current instructions for completing this report:
ment and por	ree. It is	is report in a privileged communication to your supervisor, and to appropriate career manage- ficials concerning the potential of the employee being rated. It is MOT to be shown to the recommended that you read the entire report before completing any question. This report is feer the employee has been under your supervision FUF AT LEAST 90 LAYS. If less than 90 days, the holds of the property of the state
SECTION E.		GENERAL (First) (Widdle) 2. DATE OF BIRTH 2. SEX 4. SERVICE DESIGNATION
1. NAME	(Last)	40.22
A 055165 (D)	C CONN	TL. Vames P. Jr. 19 90b. 1917 male SI-55 NOW OF ASSIGNMENT
OS/Sec.	Sup. Div	y. Support Franch Investigator
7. GRADE	S. OATE'REP	CRT DUE IN OF
લ્ક-૫;		arber 1956 16 December 1955 - 16 December 1956
to, type of	REPORT	TANTAL REASTIGNET CONTRACTOR
		CERTIFICATION
1. FOR THE	RATER: I C	ERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED
27 / June		onice Security Support Div.
2. FOR THE		
A. THIS DAT		Gert H. Guninghan Dep. Dir. of Security (128)
20 167	- 56	ESTIMATE OF POTENTIAL
SECTION G.	L TO ASSOME	GREATER RESPONSIBILITIES
sork.	1 - ALREADY 2 - HAS REA 3 - MAKING 4 - READY (5 - WILL P) 6 - ALREADY 7 - AN EXCE	GREATER RESPONSEINITIES IN others of his grade and type of assignment, rate the employee's potential to assume greater in his grade and type of assignment, rate the employee's potential to assume greater in his kind of ink in terms of the kind of responsibility encountered at the various levels in his kind of the highest three highest three highest responsibilities are the highest level at which satisfactory performance can be expected. The process and the highest level at which satisfactory performance can be expected. The process and the highest process and the highest process and the highest process and the pro
SUBSANI	ARK BATENT	
DIRECTIONS: answer is Y	Answer to ES, indicate the CAINING. It is grown op the "actual	this question: iles this person the ability to be a supervisory will reach AFTER below your opinion or guess of the level of supervisory shility this person will reach AFTER below your opinion by placing the number of the descriptive rating below which comes closest ndicate your opinion by placing the number of the descriptive rating below which comes closest inion in the appropriate column. If your rating is based on observing him supervise, note your column. If based on opinion of his potential, note the rating in the "potential" column.
DESCRIPT PATING NUMBER	1 . BL	VE NO UPINION ON NIS SUPERVISORY POTENTIAL IN THIS SITUATION. LIEVE INDIVIDUAL HOULD BE A BEAK SUPERVISOR IN THIS KIND OF SITUATION LIEVE INDIVIDUAL HOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION LIEVE INDIVIDUAL HOULD BE A STRONG SUPERVISOR IN THIS SITUATION LIEVE INDIVIDUAL HOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
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3		a cooup or surtevisors and disect the basic tos (Second line supervisors)
	2	a croup. The may on may noting supravises, which is acsponsible too wales reads, entering and policy (Executive level)
	3	SHER CONTACT WITH THRESPETE SUBSECINCTES IS NOT PREGULAR
2		AMEN THRESTALE ENGOSSIMETER, UCLIVILIES WAS DIVERSE WAS MEED CURELAR COOMSIMELION
3		Bets twitters symposisers include behalfs or the opposite ser
		orace (Specify)

UNDEOFFICE OF PERSONNEL

COMMENTS CONCERNING POTENTIAL

He is intilligates the seted Mr. O'Connell's potential is excellent. in his work and is a career minded employee.

MAIL ROOM

SECTION H.

FUTURE PLANS

. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INSTITUTAL

Mr. O'Connell has already capably handled several different positions in the Security Office, both at Headquarters and in the comestic field office organisation and has completed several training courses. No specific training is planned at this time.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENT

As a matter of personal choice, Mr. O'Connell would prefer to remain in a domestic assignment at this time. However, as a Career employee, he recognizes and accepts his responsibility to serve wherever his services are required.

SECTION 1.

DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the healing "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

A - HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE

- INDIVIOUAL APPLIES TO THE INDIVIOUAL TO THE LEAST POSSIBLE DEGREE
- 2 APPLIES TO INDIVIDUAL TO ALIMITED DEGREE
 3 APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
 4 APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
 5 APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	THEKSTATE	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	4	TT. HAS HEEN STANDARDS OF ACCOMPLESHMENT	.4	21. IS EFFECTIVE IN DISCUS- SIONS BITH ASSOCIATES
4	, 2. CAN WAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	-5	22. IMPLEMENTS DECISIONS RE-
5	3. MAS INITERTIVE	5	13. ACCEPTS RESPONSED LES	5	23. 18 THOUGHTFUL OF OTHERS
4	4. IS ANALYTIC IN HIS THINKS	4	14. ADMITS HIS ERRORS	5	24. 10745 1624 24261 24853086
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4	6. ROOTS ONEN TO SEER ASSISTANCE	4	TE. DOES HIS JOB TITHOUT STROWE SUPPLET	5	26. 15 SECU417V COMBC+80S
5	7. CAN BET ALONS WITH PEOPLE	5	17. COMES UP 017# \$010 ³ 710#3 TO PROBLEMS	5	27. 15 169587114
4.	6. HÅS MEWORY FOR FACTS	4	id. IS obstant	4	28. HIS CONTICISM VS COM- STOUCTEVE
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.5	13. CAN COPE WITH EMERGENCIES	4	20. COMPLETES 83514944473 #ITHIW ALLOWALE FINE LIMITS	4	30. DOES NOT REQUIRE STRANG AND CONTINUOUS SUPERAL- SION

SECPET

	SS REPORT
1. The agency melection hoard with Airly	or in agency personnel usuagement. It seeks to provide: trastion of value even cuital dering the application of career service; and as an aid to the effective utilization of personnel.
2. A periodic record of job performance	RUCTIONS CODED
TO THE ADMINISTRATIVE OR PERSONNEL OFFICER: Consult of	verent administrative instructions reputation the initiation
directs and reviews the work of the individual nesses, and on-the-job effectiveness as revealed by hi your supervision for less than 30 deys, you salt collais accurate and complete. Priesely responsibility rest out the period this individual has been under your buy ties by frequent discussions of his work, so that is	borate with his previous supervisors to make sure the report is with the current supervisor. It is assumed that, througherwison, you have discharged your supervisory responsibilities general may be known where he stands. Only
A 17 per 56 refert due	Posted Fas. Co. 1011/11/2-22/35
IT IS OPTIONAL WHETHER OR NOT THIS FATN	ESCRIPPORT IS SHOWN TO THE PERSON DELIC
SECTION 1 /70	We filled in by administrative of the same seasons and
I L. NAME	date) 1. date or diam
OF CONNETL James	7. DIVISION 6. BRANCH
17 December 1951 Security	
113. Dail imai this herent to be	RED DY THIS REPORT (Inclusive dates)
32 December 2005 5 November	r 195h to 15 December 1955
SEU-JUN 1	To be filled in by Supervisor) 2. DATE ASSUMED RESPONSIBILITY FOR POSITION
Chief, Support Branch, Security Support 3. BHAT SPECIFIC ASSIGNMENTS OR TASAS ARE TYPICAL OF in order of frequency):	Division IL December 1954 NONTHS (LIFE PAST THREE TO SIX MONTHS (LIFE
Agent in Charge of a Security Support DI large number of clerical and professiona uals and/or organizations to be employed investigations in support of various Age Mr. O'Commell has been Chief of the Supp	mber 1954, Mr. O'Connell was Assistant Special vision field office where he supervised a lemployees engaged in investigating individor used by the Agency and in conducting activities. From 14 December 1954 to date, ort Branch, Security Support Division, where ical and professional employees engaged in portant Operational Support and Cover Support
·	
READ THE ENTIRE FORM BEFOR	S ATTEMPTING TO COMPLETE ANY ITEM
SE	TION 111
lieve that his understanding of the denced by this fitness report and I have informed his lift performance during the report period has been unsigning him of unserisfactory performance.	performance is consistent with my availation of his account of his attention, weaknesses, and on-the-job effectiveness. The of his attention of the memorandum notical factory, there is attached a copy of the memorandum notical factory.
This report X has not been should be the same of the s	(Esplayer's lowedists, supervisor)
(8 occurrents (108)	The second service and us)
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interpreted literally. On the left hand side of the page the right hand side of the page are vided into three small blocks: this ment on the left - then check the son-you are rating. Placing in "lapplies to an individual. Placing that the description is not at all	in the	. "Net C	heer.	ed" iot Ap	ments lescris er dist est ti coluer pless	DE	21	10 0		S.	to each Loo apri on ei	cat person and the total contract the total contrac	the at	di- ete- per- rase nion
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A. ABLE TO SEE ANOTHER'S Q		·	\geq					<u> </u>	<u> </u>					=
B. PRACTICAL.				<u> </u>			<u> </u>	<u> </u>	<u> </u>					==
1. A GOOD REPORTER OF EVENTS.								<u> </u>				Š	l	=
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.									<u> </u>					==
3. CAUTIOUS IN ACTION.							X	<u> </u>	<u> </u>	<u> </u>	<u> </u>			=
4. HAS INITIATIVE.				<u></u>				<u> </u>			<u> </u>			==
S. UNEMOTIONAL.			==					<u> </u>			×			=
6. ANALYTIC IN HIS THINKING.		l				-		<u> </u>		1	L. /			=
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.				<u> </u>			l	i	=	<u> </u>	<u> </u>			
a. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.				<u></u>	<u> </u>			L		<u> </u>	L	X		
B. HAS SENSE OF HUMOR.				<u> </u>	l		<u> </u>	L	-	 -			·	_
IO. KNOWS WHEN TO SEEK ASSISTANCE.				<u></u>			<u> </u>	<u> </u>	-	<u> </u>	X	abla		
II. CALM-				<u> </u>	<u> </u>		<u></u>	<u> </u>	-	<u></u>	! 	X		
12. CAN GET ALONG WITH PEOPLE.				<u> </u>	l		<u> </u>			1			r	<u> </u>
13. MEMORY FOR FACTS.		-	<u>-</u>	<u> </u>	<u> </u>			<u> </u>	-	<u> </u>		X		<u> </u>
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16. CAN COPE WITH EMERGENCIES.				<u> </u>	L		<u> </u>	1 T	-	<u> </u>	<u> </u>		X	Ī
ET. HAS HIGH STANDARDS OF ACCOMPLESHMENT.				<u> </u>	I		<u></u>	1	-	<u> </u>	-	X		1
IS. HAS STAMINAL CAN REEP GOING A LING TIME.			==	!	l		<u> </u>	1	-	'	X	-		1
19. HAS WIDE RANGE OF INFORMATION.		===-		<u> </u>	L	-	I	<u> </u>		1		X		Ţ
20. SHOWS ORIGINALTTY.			===	<u> </u>	<u> </u>	=		<u> </u>	-	 		X	Ŀ	
21. ACCEPTS RESPONSIBILITIES.			=	<u> </u>	<u> </u>	==	<u></u>	<u> </u>	Ī		X			
22. ADMITS HIS ERRORS.	====	====			 		1			1		X		
23. RESPONDS WELL TO SUPERVISION.				::-:::::::::::::::::::::::::::::::::::			<u> </u>	<u> </u>		1	!	X	<u> </u>	
2A. EVEN DISPOSITION.	-	1			··					Ţ	X	1		

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TE. CAN THINK UN HIS PEST.												== :			71
27. COMES UP BITH SOLUTIONS TO PROBLEMS.	==					-				L					-11
28. STIMULATING TO ASSOCIATISE A		ا مدادیات بر ساوی داده باشده مصاویات		۱ ا				-T				X	l_		_
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30. OBSERVANT.						_ _						V			71
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36. DELIBERATE.				<u> </u>]	l		-X!-		
37. EFFECTIVE IN DISCUSSIONS BITH ASSOCIATES.				_L				_T				X			
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AT DISPLAYS JUDGEMENT.	<u> </u>	-	=	==		-						LX			=
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44. IS SECURITY CONSCIOUS.				لل			لنـــــا		<u></u>	-				= -	
45. VERSATILE.	-									-	<u> </u>	<u> </u>			=
46. HIS CRITICISM IS CONSTRUCTIVE.				T					<u> </u>	L	<u></u>	<u> </u>	1		=
47. ABLE TO INFLUENCE OTHERS.	<u></u>	= ==	=	÷	-								X	<u>l</u>	
FACILITATES SMOOTH OPERATION			_	L					T	1	T		X		
OF HIS OFFICE STRONG AND	<u></u>		_				=	<u> </u>	1	+=	T	T		X	
CONTINUOUS							<u></u>	<u></u>							
SO. A GOOD SUPERVISOR.				SECT	TIOH V										
A. WHAT ARE HIS OUTSTANDING STREET	GTHSI		·							مشع	+ ^=	and 1	nves	tigat	ive
Mr. O'Connell is an supervisor. He obtains supervisors. He willing	experiand maily acco	ienced intain epts a	and o	ihi ne i Hiso	ighly respe charg	es es	dlle of h resp	is a consi	rpTJ ropo:	rdin itie	ates	, as:	ocia	tes a	.nd
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8. WHAT ARE HIS OUTSTANDING WEAR	MESSEST		!										•	¥	
None.				:			٠		1 1	1.4%	इतीहरू				
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(Then	Filled Inj
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR BE	ANNESS CUTBEIGHS ALL OTHER CONSIDERATIONS:
	•
No.	•
	•
D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION!	
•	INTO RO RO TO THE STA
,	•
E. WHAT TRAINING DO YOU RECONNERD FOR THIS INDIVIDUAL?	
None, at this time.	_
	•
	ic habits or characteristics not covered elsewhere in the
report but which have a bearing on effective utilizat	tion of this person;
SECT	ION VI
	in the most appropriate box under subsections AiB,C.aD
<u>A CANADA PARA DE CANADA PARA DE CANADA DE CONSTITUCIO DE CONSTITUCIO DE CONSTITUCIO DE CONSTITUCIO DE CONSTITUCIO DE CONSTITUCIO DE CONSTITUCIO DE CONSTITUCIO DE CONSTITUCIO DE CONSTITUCION DE CONSTITUCIO DE CONSTIT</u>	angangan ana anakan kabupat ang anakan anakan ang kabupat ang kabupat ang kabupat ang kabupat ang kabupat ang
A. DIRECTIONS: Consider only the shill with which the	C. DIRECTIONS: Based upon that he has said, his actions,
person has performed the duties of his job and rate. his accordingly.	and any other indications, give your opinion of this person's attitude toward the agency.
	1
1. DOES NOT PERFORM CUTIES ADEQUATELY: HE IS	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY
INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE	2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY
OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	IRKED BY RESTRICTIONS HEGARD'S AGENCY AS A
COMPETENTLY,	TEMPORARY STOP UNTIL HE CAN GET SOMETHING
3. PERFORMS WOST OF HIS DUTIES ACCEPTABLY: OCCA- SIGNALLY REVEALS SOME AREA OF WEARNESS.	SETTER.
4. PERFORMS OUTLES IN A TYPICALLY COMPETENT.	THE AGENCY BOTHERED BY MINOR PRUSTRATIONS
EFFECTIVE WANNER.	WILL QUIT IF THESE CONTINUE,
5. A FINE PERFORMANCEL CARRIES OUT MANY OF HIS	4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT
RESPONSEBILITIES EXCEPTIONALLY WELL.	SOMEONE OFFERSO HIM SOMETHING BETTER.
MANNER THAT HE IS EQUALLED BY FEW OTHER PER-	S. TENDS TO MANE PANCHABLE ATTITUDE TOWARD AGENCY
SONS KNOWN TO THE RATER.	MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR AGENCY. THINKS IN TERMS OF A CA-
IS THIS INDIVIOUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREAS NATE NO THE YES. IF YES, WHAT?	DECO IN THE APPROV
AND THE PARTY OF T	6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE
•	AGENCY. BARNING AN UNEXPECTED OCTSIDE OFFICE
	TUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.
	7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY
	WILL PROBABLY NEVER CONSIDER WORKING ANY
	PLACE BUT IN THE AGENCY.
	
B. DIRECTIONS: Considering others of this person's grade	
and type of assignment, how would you rate him on potentiality for assumption of greater responsibili-	person im making your ratingskill in job duties, conduct on the job, personal characteristics or
ties normally indicated by promotion.	habits, and special defects or talents.
1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.	1. DEFINITELY UNSUITABLE . HE SHOULD BE SEPARATED.
2. IS MANING PROGRESS, BUT NEEDS MURE TIME IN	2. OF GOUSTFUL SUITABILITY WOULD NOT HAVE AC-
PRESENT GRADE BEFORE PROMOTION TO A HIGHER	CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
GRADE CAN BE RECOMMENDED.	3. A BARELY ACCEPTABLE EMPLOYEE DEFINITELY BELOW
3. IS REACY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT NAY NEED TRAINING IN	AVERAGE BUT WITH NO BEARNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
SOME AREAS.	4. A TYPICAL EMPLOYEE. HE DISPLAYS THE SAME SUITA-
4. WILL PROBUBLY ADJUST QUICKLY TO THE MORE	BILITY AS MOST OF THE PEOPLE I KNOW IN THE
RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.	AGENCY. 3. A FINE EMPLOYEE - MAS SOME OUTSTANDING
S. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.	STRENGINS.
6. AN ENCEPTIONAL PERSON WHO IS ONE OF THE FER	6. AN UNUSUALLY STOOMS PERSON IN TERMS OF THE
BIO SHOULD BE CONSIDERED FOR RAPID ADVANCE-	REQUIREMENTS OF THE AGENCY.
MENT.	7. EXCELLED BY COLY A FEW IN SUITABILITY FOR WORK
•	IN THE AGENCY.
I	•

	FITNESS R	EPORT	Boom	10
an individual for me	n board with information	in of value when considering		10
	INSTRUCT			
TO THE ADMINISTRATIVE OR PERSONNEL OFF and transmittal of this report.		washing and the same of the sa	regarding the	initiation
TO THE SUPERVISOR: Read the entire for directs and reviews the mix of the innessee, and on-the-job effectiveness a your supervision for less than 30 days is accurate and complete. Primary resout the period this individual has been ties by frequent discussions of his so.	davidual, you have prim s revealed by his day- , you will collaborate ponsibility rests with	ary reaponaihility for evaluation day activities. If this persons appearant the current apparature. It	iting his strongs individual has been been been been been been been bee	the, weak- teen under he reput
ties by frequent discussions of his wo	in a that in a gener	Posts 1 1 1 1 1 1 CAM	11/20/2	. 1 1
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A Napodic die 1.7	PAC 9 3	DET IS SHOWN TO THE PERSON H	FING BATED	<i>2</i>
TT IS OPTIONAL WHETHER O				
		lied in by Administrative Off	4. CAREER DESI	CHATION
O'Connell do	(Middle) OS E ASSIGNED TO	10 7 % 107 10	SID-SIE	
17 December 1951 DDW	/Cocurity	inredal populity	(100)101.1011	s ir.
OFFASTNINTEL FIELD		and the second of the same and the former of the second of	GS-13	د.
12. 07.2	• •	INIS REPORT (Inclusive dates		
22 November 1954	10-16-60 66			
1. CURPENT PUSITION	" ZECITON II (10)	o filled in by Supervisor) 2. DATE ASSUMED BE	SPONSIBILITY FOR	POSITION.
Chief, Operational Support/Sp. WHAT SPECIFIC ASSIGNMENTS OR TASKS A	ecial Inquiry Dea	VEN TO HIM DURING THE PAST TI	1953	S (LIFE
He has been responsible at cases of an operational sup worked in major and delicat sensitivity and import to to him require expert, skill accomplished when supervise has also served as Deputy C trative level normal and invalse served as Assistant to duties were in the major field.	port or special is a areas of Agency he Agency. The noted, sensitive in dwith outstandin hief of the Opora volved matters are the Deputy Chief	nquiry nature. In the activity directing may comal demands of the movestigative activity of judgment and overall tions Branch, handling ising in Branch level, Special Security Div	s field he hatters of utmatters refer hich can onla knowledge. at the admi operations.	nas nost red y be He nis- He has
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READ THE ENT		TING TO COUPLETE ANY ITEM		
	SECTION 11			
I certify that, during the latter half vidual the manner in which he has perfor lieve that his understanding of my except and I have the performance during the report and I have lying him of unsatisfactory performance.	med his job and providuation of his perform e informed him of his d has been unsatisfact	on suggestions and criticisms, ance is consistent with my catrongths, weaknesses, and corp, there is attached a copy	valuation of his	iveness.
This report has A has not b	een shown to the indiv	·		
12 have by 1554 leter	il E Houle	DAVID F HA	•	
2 Procember 1954 1 100	it I will	ellicial next Nigher in Tine	or authority)	

FORM NO. 37-189 PREVIOUS EDITIONS OF THES

SECRET

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the right hand side of the page are wided into three small blocks; this ment on the left a then check the c	etegoty o	n the fl	Abl wh	ich he ed: c	olusa	MEAN	. 700	Aave	וט טו	ALL A	904	hether a p rfinite op	hrase inian
vided into three small blocks; this ment on the left - then check the c son you are rating. Placing on "X applies to an individual. Placing that the description is not at all	an "X" i suited to	n the "i	ora N Iividu	et App	17 «	oluni							
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	NOT OB • SERVED	DOES NOT APPLY	L	.1ES T IMITÉ DEGRÉÉ	D	REA	TES T SONAR	LE	ABOV	E AVI.	RAGE	OUTSTAND DEGRE	ING
A. ABLE TO SEE ANOTHER'S d. POINT OF VIEW.			\boxtimes										
B. PRACTICAL.													+=
1. A GOOD REPORTER OF EVENTS.	·										<u> </u>		#=
2. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES.										<u>_</u>			
3. CAUTIOUS IN ACTION.				<u> </u>						===	<u> </u>		
4. HAS INITIATIVE.				ll							<u> </u>		\boxtimes
5. UMEMOTHONAL.				<u> </u>			 			<u> </u>		X	
6. ANALYTIC IN HIS THINKING. 7. CONSTANTLY STRIVING FOR NEW			-	1							E	\boxtimes	
KNOWLEDGE AND IDEAS. B. GETS ALONG WITH PEOPLE AT ALL				·1				T		T			
SOCIAL LEVELS.			 -	<u></u> -		-							X
9. MAS SENSE OF MUMOR. 10. KNOWS WHEN TO SEEK ASSISTANCE.		L	-									\square	
													\bowtie
11. CALM. 12. CAN GET ALONG WITH PEOPLE.								<u> </u>				\rightarrow	
13. MEMORY FOR FACTS.						ļ		l					
14. GETS THINGS DONE.			1							<u> </u>	<u>L.</u>		
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.							<u> </u>	ļ <u>.</u>		<u> </u>	1		
16. CAN COPE WITH EMERGENCIES.							ļ	l		<u> </u>	<u> </u>		
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.			<u> </u>	<u> </u>		-	<u> </u>	<u> </u>	-				
IB HAS STAMINAL CAN KEEP GOING A LONG TIME.				1	L		L	.l <u></u> :	-	<u> </u>		×	
19. HAS WIDE RANGE OF INFORMATION.		ļ		<u> </u>				<u>'</u>		T			
20. SHOWS ORIGINALITY.			-	<u> </u>	l		 	<u> </u>	-	<u> </u>	<u> </u>		X
21. ACCEPTS RESPONSIBILITIES.	_===	<u> </u>		<u> </u>	L_: 	+=	1	1	-	1		>	
22. ADMITS HIS EARORS.				<u> </u>	 	-	 	-		Ī			
23. RESPONDS WELL TO SUPERVISION.			-	<u> </u>	<u> </u>		<u> </u>			T	<u></u>		\times
24. EVEN DISPOSITION.				†==	1)	<u></u>	T_		\bowtie

		SECRET	10) <u>.:</u>		
	10)				
ON MIN PEET.					
CONTS UP WITH SOLUTIONS TO				-	
PROBLEMS. STIMULATING TO ASSOCIATES: A	-			=====	
SPARK PLUG".					\times
. TOUGH MINDED.					X
. OBSERVANT.	-				X
. CAPABLE.	===				 X
2, CLEAR THINGING.	===				
3. COMPLETES ASSIGNMENTS WITHIN	===				1
STALUATES SELF REALISTICALLY.	===				
39. WELL INFORMED ABOUT CURRENT	1==				
DEL LOS RATE.					
CECECTIVE IN DISCUSSIONS WITH					
ASSOCIATIONS REGARD.					
38. IMPLEMENTS DECLINGS. LESS OF OWN FEELINGS. 39. THOUGHTFUL OF OTHERS.					
40. WORKS WELL UNDER PRESSURE.					
AT DISPLAYS JUDGEMENT. 42. GIVES CREDIT WHERE CREDIT IS	s		=		
Dir.					
49. HAS DRIVE.			=		
44. IS SECURITY CONSCIOUS.					
45. VERSATILE.					
46. HIS CRITICISM IS CONSTRUCT				+++	 X
TO INFLUENCE OTHERS.					
FACILITATES SMOOTH OFFICE					 TX
OF HIS OFFICE. 49. DOES NOT REQUIRE STRONG AN CONTINUOUS SUPERVISION.	" =				
A GOOD SUPERVISOR.		SEC	TION Y		

14-00000

Am highly outstanding versatility in Division operations at the administrative, supervisory, and operational levels. He has a highly developed ability to handle supervisory, and operational levels. He has a highly developed ability to handle with firm, deliberate, and excellent judgment matters of great urgency and imports with firm, deliberate, and excellent judgment matters of great urgency and imports with firm, deliberate, and excellent judgment matters of great urgency and imports. He also possesses a highly developed skill in handling personnel, analyzing personnels, and recommending adjustments and reassignments. formances, and recommending adjustments and reassignments.

9. WHAT ARE HIS OUTSTANDING WEARNESSEST

	1 30
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OF BLOOM	12 FH 154 .
NA.	
	MAIL Radians
D. 23 YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	
E. SHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	
Management Progra	nm.
Training in the Agency Management Progra	
F- CT-IR COMMENTS (Indicate here general trails, specific	babita or characteristics not covered elecuhers in the
F. OTHER COMMENTS (Indicate here general traits, appetite report but which have a bearing on effective utilisation	of this person):
, NA	
SECTIO	K YI
Read all descriptions before rating. Place "X" in	the most appropriate bus under subsections A.B.C.AD
A. DIBECTIONS: Consider only the skill with which the	C. DIRECTIONS: Based upon that he has said, his actions,
A. Diffictions: Consider only the sale of his job and rate person has performed the duties of his job and rate his accordingly.	G. Directions: dashed appropriate and any other indications, give your opinson of this person's attitude toward the agency.
	1. HAS AN ANTAGONISTIC ATTITUDE TUBARD THE AGENCYBILL DEFINITELY LEAVE THE AGENCY AT THE FIRST
1. ODES NOT PERFORM DUTIES ADEQUATELY: HE IS INCOMPETENT:	
2. BARELY ADEQUATE IN PERMIT OF TRAINING, HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFFEN FAILS TO CARRY OUT RESPONSIBILITIES	IRALO BY RESTRICTIONS RECARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING
S. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA-	3. TENOS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY. BOTHERED BY MINOR FRUSTRATIONS.
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT.	
EFFECTIVE MANGER. S. A FINE PERFORMANCE, CARRIES OUT MANY OF HIS	4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT 4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT 1. HAS "BAIT AND SEC" ATTITUDE, MOULD LEAVE IF
6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANKER THAT HE IS EQUALLED BY FEW OTHER PER-	5. TENES TO MAVE FAVORABLE ATTITUDE INPOSED BY
	WORKING FOR AGENCY. THENES IN TERES
SONS KNOWN TO THE OUALIFIED FOR BORN IN SOME IS THE INDIVIOUAL BETTER QUALIFIED FOR BORN IN SOME OTHER AREAT	REER IN THE AGENCY.
OTHER AREA!	6. DEFINITELY HAS FAVORABLE OUTSIDE OPPOR-
	TUNITY, WILL PROBABLY ENDEATOR TO MANY
 	7. HAS AN ENTHUSIASTIC ATTIVITIES WORKING ANY WILL PROGABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.
	PLACE BOT IN
	,
, and this person's grade	D. DIRECTIONS: Consider everything you know about this
3. NRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on	person im making your rating
and a straight for angumption of greater	habits, and special defects or talents.
ties normaily indicated by promotion.	1. DEFINITELY UNSUITABLE . HE SHOULD BE SEPARATED.
1. HAS REACHED THE HEGHEST GRADE LEVEL AT WHICH	
SATISFACTORY PERFORMANCE CAN BE EXPECTED.	2. OF DOUBTFUL SUITABILITY. WOULD NOT HAVE AC-
PRESENT GHADE BEFORE PROMOTION IN A PORTE	
GRADE CAN BE RECOMMENCED.	AVERAGE BUT WITH NO BEARMESSES SUFFICIENTS
NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN	
SOME AREAS.	BILLTY AS WOST OF THE PROPER ! AND IN
	AGENCY. S. A FINE EMPLOYEE - HAS SOME OUTSTANDING
3. IS ALPEADY PERFORMING AT THE CETEL OF	STRENGTHS.
HIGHER GRADE.	STRENGTHS. 5. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE AGENCY.
BHO SHOULD BE CONSIDERED TON HET TO	7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK
MENT.	IN THE AGENCY.
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SECRET SECURITY INFORMATION

			BY DATE
PE	ERSONNEL EVALUAT		16 November 1953
		Post of Post Contr	I reper 11 June SI
Items I through & will be completed i	by Administrative or Per	sonnel Officer	the west when
1. NAME (Last) (First)	(middie) 2. GRA	DE 3. POSITION TITEL OL	
O'COMNEIL, James P., Jr.			
4. OFFICE STAFF OR C		DOOD CERT	L. IF FIELD. SPECIFF STATION
	Security Dir. Oper	ations Br - FIELD	
5. PERIOD COVERED BY REPORT	6. TYPE OF REPORT	XXX Adnual	Special
from 70 17 Dec 52 16 Dec 53	1		nt of Supervisor
terms t through 10 mill be completed	by the person evaluated		
THE THE PROPERTY OF THE PROPERTY OF	MATE DROFE OF - IMPORTANCE.	. WITH A BRIEF DESCRIPTION	OF EACH. OMIT MINOR DUTIES.
Duming the first period	l of this report fr	om December 1952 to	Kay 1953, I served
as Chief. Project Unit.	This involved the	e direction of six s	supervisors and live
alamical employees. Th	is Unit concerned	itsolf with the hand	dling of covert
alegament on versennel	being utilized in	n the larger Agency	projects. In addi-
tion, I was designated	the Security Office	e representative of	the Projects Adminis-
trative Planning Staff	which required my	making spot decision	is regarding security
aspects of the projects	under discussion.	. From May 1955 with	LI October 1955) I
was designated Deputy C	hior, Operations in	ranche into assign	Chief. Crarations.
it administrative and s I also assumed the duti	upervisory ductes o	as detellated by wie	involved the super-
I also assumed the duti vision of the Covert Re	.05 01 the thine and t	the six dask compone	ents of the Operations
8. LIST COURSES OF INSTRUCTION COMPLE	COPUS SECULOUS CLICK	o.	1100 01 110 110
Name of Course	Location	Length of Course	Date Completed
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		9.5	:
9. IN WHAT TYPE OF BORK ARE YOU PRIMA	ALLY INTERESTED?		
9. IN BHAT TIPE OF BORK ARE TOO FRING	in ter interested.		•
IF DIFFERENT FROM YOUR PRESENT JOS	EVPLAIN VOUR OUALTEICA	ATIONS TAPTITUDE, RMODLEOG	E, SKILLSI.
IL DILLENGAL LANGE LOOK LASSES 200	, Execute foot double to	, , , , , , , , , , , , , , , , , , , ,	
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DATE	t to Conspices	3104	
Items II through 18 will be completed 11. BRIEFLY DESCRIBE THIS PERSON'S PER	FORMANCE ON THE MAJOR OU	ITLES LISTED UNDER ITEM 7	ABOVE.
ITT BRIEFER DESCRIBE IMIS PERSON'S PER	TORRESTE DE INC. MADOR DO		
Mr. Connell's performa	anna te described a	s outstanding. It	is pertinent also
A Abak Mm. (MConno	31 a na∞formance b	as been characterize	Bor by ar shimming
- Marking Cloud no Prom	on obvious dispost	tion on his part w	brace cue
interest of the Agency a	nd Division above	personal considerati	Lons.
Interest of and referred a		•	•
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SECRET

CTFICE OF PERSONNEL

12. IN WHAT RESPECT IS THIS FERSON'S FERSONATAGE OF TRETERY JOB MOST HOTACEABLY GOOD OR OUTSTANDING! He has demonstrated that he possesses to an extremely high degree the ability to analyze and evaluate problems often times on an emergency basis and to redding to courses of action or to act on the basis of very sound judgment. He has also demonstrated an advanced ability in the field of administration at all levels (continued below - Item 20) 13. ON THAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENTS By familiarising himself as far as possible with problems in the Divisional administrative and policy making fields with a view to analyzing for his own knowledge high level approaches and solutions. ly. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE. Mr. O'Connell has the present potential of handling greater responsibilities. This ability should constantly develop in degree to the point where his future potential would be increased. 15. ARE THERE CIPER OUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? IRecommend appropriate reassignment, if Mr. O'Connell's abilities are such that it may be observed that at this point his assignments may be regarded in terms of his abilities being utilized where most needed. 16. WHAT TRAINING IR ROTATION DO YOU RECONNEND FOR THIS PERSON Agency training and rotation in the field of management and, generally, training which will provide Mr. O'Connell with more specific and detailed knowledge of the administrative and problems of other components of the Agency. IF PERFORMANCE CURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELCO THIER ITEM 20. (Comments, if any, are shoen in item. 20.1 SENSO THE ABOVE REPORT. 20. COMMENTS: (if necessary, may be continued on reverse side of cover sheet.) with which he has been concerned. His approach in this respect is from a general overall standpoint with considerations and actions taken which indicate his ability to consider problems in terms of their general implications to the Division rather than to his specific operation. More specifically, his performance has been noteworthy because it demonstrates a comprehensive knowledge of security problems and the administration of the Security Office. Constantly he is called upon to represent the Division and SO in negotations and conference with representatives of other components of the Assessy regards specific operational problems. He has hardled such assignments with a high degree of

tact and good judgment demonstrating a definite public relations ability.

Section 7 (Cont.)

Branch. Since October 1953, I have served as Chief of the OS/SI Desk. I am charged with the direction of five case supervisors and five clerical employees. The unit handles all requests for operational support assistance emarking from other components of the Agency. This includes the setting up and servicing of covert letter drops; supervision of all escort and courier missions, and the scheduling of appropriate type surveillances. The unit also supervises cases and projects that are by their nature extremely sensitive.

SECRET SECURITY INFORMATION

	PERSONNEL E	VALUATION	REPORT	win 3 may 54
Items I through 6 will be com		or Paragone	1 0////	
In hauf (last) (F	Tratt (mission mes P., Jr.	1 2. GRADE	1. Position titte	or (Gen.)
	SDCR DIVISION	BRANCH CDa.		PT+L. IF FIELD, SPECIFY STATION
9. PERIOD COVERED BY REPORT From 11-17-51 To 11-1	-):	Itlai	Annual	special special
		essignment		, months of topological and the contract of th
Items Zuthrough 10 will be con	ploted by the person	evaluated.		CMIT MINOR DUTIES.
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8. LIST COURSES OF INSTRUCTION		CAT PERIOD.		Date Completed
Name of Course	Location		ength of Course	
Agent's Basic Training Course	Washington, P.C	• ,	3 Weeks	1/7/52 to 1/25/52
CIA Orientation Course	Washington, D.C.	•	4 Days	11/18/52 to 11/21/52
9. IN MART TYPE OF MORK ARE YOU SOCURITY. 1F DIPPERENT FROM YOUR PRES			S (APTITUDE, KHOM)	LEDGE, SKILLS).
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SECRET SECURITY INFORMATION

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ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

· Read the back of the "Duplicate" carefully before you fill in the form.

(middle)

FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

. Fill in BOTH COPIES of the form. Type or use ink.

(first)

. Do not detach any part.

NAME (last)

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3	MARK AN "X" IN ONE OF Mark here if you WANT BOTH optional and regular insurance (A)	THE BOXES BELOW (do NOT mark more than one): ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
	Mark here if you DO NOT WANT OFTIONAL but do want regular insurance (B)	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE I decline the \$10,000 additional optional insurance. I understand that I cannot elect op- tional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declina- tion of additional optional insurance.
	Mark here if you WANT NEITHER regular nor optional insurance (C)	WAIVER OF LIFE INSURANCE COVERAGE 1 desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

ORIGINAL COPY-Retain in Official Personnel Folder

SIGNATURE (do not print)

SIGN AND DATE, IF YOU MARKED BOX "A" OR "C",

COMPLETE THE "STATISTICAL STUB." THEN RETURN

THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

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DATE OF BIRTH (month, day, year) | SOCIAL SECURITY NUMBER

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See Table of Effective Dates on back of Original

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ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

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- . Do not detach.

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ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
 Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach.

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20 March 1970	See Table of Effective Dates on back of Original
	STANDARD FORM No. 176

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Exec. Seminar in	7 Sept	8 Sept 67	csc
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SCORET

As per Directive dated, 17 February 1967, the following Office

of Security personnel attended a two hour ADP lecture given by the

Office of Computer Services in the Main Auditorium on 9 March 1967:

ANDERSON, Theodore M. BICKINGS, Betsy Ann BIELSKI, Christine A. BRECHBIEL, Beulah BRIDGETT, Thomas L., Jr. BRINSON, Mabel H. BUCCI, Frederick F. BUCKLEY, Richard F. BURNS, Donal J. BUTLER, Paul J. BYNAKER, Marian K. CALLAHAN, James W., Jr. CANTY, William J. CAPONE, Michaelann CARPENTIER, Patrick L. CARROLL, Kenneth F. CARROLL, Patricia Jean CASEBOLT, Maxine CLAYTON, H. Kenneth COLLINS, Wallace C. COULTRY, Jean C. CULLEN, Daniel A. CULLINAN, Peggy T. CURTIS, Dorothy V. DALY, John T. DALY, Thomas J. DAVIS, Georganne Francis DEEGAN, Helen DEPOY, Flossie Louise DETERS, Bernadette

DE VAUGHN, Lindal Gail DIXON, Shirley M. EIGENBRODE, Pauline S. FARGO, Edward I. FARR, James R. FLOYD, Lewis FOOTE, Phyllis N. FULLERTON, Stanley GARDINER, John F. GEISS, Ermal P. GOODRICH, Kenneth S., Jr. GREEN, James P. HALL, Delphian H. HAMBY, Louis L. HARDT, Ernest L. HARRINGTON, John T., Jr. HASTY, Bunia V. HASTY, Rufus B. HAUGHERY, William M. HICKS, Eartha' HILLIER, Floyd W. JUSELL, Ralph H. KELLAM, Sandra E. KELLEHER, William V. KING, Joseph F. KUBISKEY, Rollis A. LAMM, Frances LATTANZE, Richard F. LIGHT, Judith Marie LOCKMAN, Louis Lee

Group I
Excluded from automatic
downgrading and declassification

SECRET

LONG, Joan Patricia LUIBL, Dolores M. LYON, N. Harris MAHONEY, Frank M. MAKINSON, Rae MANTONI, R. J. -McGREW, William M. McLEOD, Loretta B. McMAHON, Francis J. MELKERSON, Carroll A. MORGAN, Patsy MORRISSEY, Raymond MULLANE, Jeremiah J., MURPHY, Joseph E. MURTEN, Russell E. NEWMAN, William M. NOE, T. P. NOFFSINGER, Martha O'CONNELL, James P. O'REILLY, Edward T. PAINTER, Alana A. PALMER, Harold L. PAYNE, Leonard H., Jr. PETIT, Alan F. PILLAR, Raymond PITTMAN, Elizabeth G. RAINES, John W. RECTOR, Harry C. REIMER, Charles F. ROMAGNOLI, Julius S. ROMIG, Clyde E. RUBINO, Dominic J. SANDELS, John M. SAVELSBERG, Lillian SCANLAN, Frank J. SCHWEGMANN, George C. SNELSON, Frances Arlene STEGMAIER, John E.

STEPHAN, James M.
SULLIVAN, Edmond A.
SWIFT, Gerald J.
TACKETT, Charles L.
TAVENNER, Patricia A.
THOMAS, Henry E., III
TUGGLE, Holcombe T.
VASALY, L. W.
VASS, Frances Jean
VERY, Patricia L.
WALLS, William M.
WELSH, Vera D.
WETRICH, Thomas D.
WIENCKOWSKI, Louis
WRIGHT, Richard H.

Robert E. Leidenheimer : Chief, Training Branch, A&TS/OS CONFIDENTIAL (When Filled In)

NEWORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 7 October 1963, and the information prochure for PCS returnees, dated May 1964.

MES P. CHOMELL

14-00000

CONFIDENTIAL (When Filled In)

Ernest, dem Berkaw

24 June 1965

James P. O'Connell, Jr.

Commendation for SUBJECT:

- 1. When was moved to Saigon/o'Connell on rather short notice, I named as Acting D/COS. He served in this capacity from early April until his departure on 16 June 1965.
- 2. Within a matter of days he was performing the assigned duties in a superior manner. He most certainly demonstrated sound judgment, dependability and mature tolerance. The latter is an essential for the daily problems unique to any post type service.
- 3. As to his executive or leadership qualities I believe I can save several paragraphs by stating simply that within a week of assuming his new assignment I left on a C-day TDY and within 30 days departed south for over 3 weeks and in each case departed with absolute assurance the Station was in good hands, and it was.
- 4. I would appreciate it if this document could be passed to Chief, KUSODA and if appropriate a copy placed in his personal file.

/s/ James D. Andrews, COS

CONFIDENTIAL

hê	SIDENCE AND DEPENDEN	CY REPORT			
INSTRUCTIONS: Submit in duplicate whe dependency, status changes. This info tion with leave at Government expense	restion is important in de	residence upon	l expenses allos separation, and	rable in . I in dete	connec. raining
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Virginia D. O'Connell	541	n		F	17
James P. O'Connell	SAM	b		M M	111
John D. O'Connell					
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FORM NO. 61 REPLACES FORM 37-71

CONFIDENTIAL

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EI. PREFERENCE FOR NENT ASSIGNMENT:	
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I would prefer to be assigned to a position that would allow me to use my past experience in investigative or operational	
support activities.	
	•
TER. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENT FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1. 2. 8 3 (for let, 2nd, and 3rd choice) In Remaining Bores. Complete all alternate choices and options in all cases even though you are requesting an extension of you tour.	ICE JR
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BE ASSIGNED TO HOOTESTIFE ATTOMS OF DUTY: INDOCATE YOUR CHOICE OF DIVISION FIRE OF OFFICE DIVISION STAFF OF OFFICE DIVISION OF THE CO.	
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TO BE COMPLETED BY FIELD STATION 12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR HEXT ASSIGNMENT.	
Station concurs in Subject's preferences. He would be eminently qualified for an assignment, for example, as chief, investigations division. Although a good supervisor, it is recommended that the training he requests in the field of management be approved; despite his grade, the organization's mid-career program would probably be more effective than some external programs.	,
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE	
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EUPLOYSE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING. FE Division defers to the SS Career Service for determination of	
Subject's next assignment.	l
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DATE 13 NOV. 64 THE CFE/PERS SIGNATURE ROBERT L. Staten	
FOR USE BY CAREER SERVICE	
A. APPROVED ASSIGNMENT:	_ ,[
Chief. Investigations Division in accordance with request in Sec. 11b (aboves south 110 BY DISPATED NO. FCOS - 4659 - DATED 13 Jan 1965 -	ve)
CABLE NO DATED:	
CAPEER SERVICE DEPRESENTATIVE: Robert E. O'Buin DATE: 13 January 19	64
Robert E. O'Brien	

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR:

As Senior Security Officer in the Far East, I have the following responsibilities and duties:

- 1. The overall security responsibility for all stations and bases within the cognizance of the area division.
- Administers and supervises the Regional Staff whose mission includes conducting Security Audits of all FE stations and bases; administering polygraph examinations, audio countermeasure inspections, physical and technical security matters and air ops security support.
- Monitors the performance of Career Security Officers assigned to individual stations from the standpoint of effectiveness and productivity.
- 4. Security Officer to the Senior War Planner, Honolulu.
- 5. COMINT Security Officer for all FE installations.
- Security and alternate Control Officer for the clearance system governing special projects in the Far East of the Office of Special Activities.
- 7. Furnishes security advice and guidance to the Chief of Station, Okinawa as requested.
- Maintains a regional liaison capability with other U.S. Government agencies in the FE area.
- Performs sensitive security inquiries as directed by Headquarters.

ATTACHMENT HEREVITH TO FCOT-6937 dtd 22 May 1963

MEMORANDUM FOR THE RECORD

(A)

Paul 201962 - May 62 Janue P. O Connelle O

1. In accordance with FR 20-9 b (2) this memorandum is written in lieu of submission of Form 45.

has been attached to Okinawa Station since 24 July 1902. As Chief, Regional KUSODA Staff, Okinawa, he has the responsibility of providing KUSODA support to all FE and SEA Stations. Although as Chief of Station, Okinava I do not have supervisory responsibility over the Regional KUSODA Program, I am pleased to state that in my opinion he has carried out his work in a commendable menner.

3. In addition to carrying out his Regional responsibilities, has been very helpful to Okinawa Station. He has established excellent rapport with the military and has ably assisted the Station in several delicate problems. In approaching any problem is objective, tactful, and exercises good judgment.

4. It would be a pleasure to serve with him at any time.

Ernet F. Saylor

Ance PD'Connell

Color Herry He.

ATTACHMENT HERENTH TO PCOF-6937 dtd 22 May 1963

James P. O'Connell, Service Designation -- SS, Security Officer, DDF/FE/JKO for period 24 July 1962 - 22 New 1963, GS-15

MERCHANDUM FOR THE RECORD

SURJECT: James P. O'Connell

- 1. In accordance with FR 20-9 b (2) this menorandum is written in lieu of submission of Form 45.
- 2. Les been attached to Okinava Station since 24 July 1902. As Chief, Regional KUSGEM Staff, Okinawa, he has the responsibility of providing NUSODA support to all FE and SEA Stations. Although as Chief of Station, Okimsea I do not have supervisory responsibility over the Regional KUSCDA Program, I am pleased to state that in my opinion he was carried out his work in a commendable manner.
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 - 4. It would be a pleasure to serve with him at any time.

/S/ George E. Meloon, COS

READ:

/S/ James P. O'Connell

Reviewer Comments: Subject has placed emphasia on his required responsibility as neviewer commence. Duegett into make a contrasted to Okinawa security problems. This emphasis plus his personality and professional reputation has enabled a definite contribution to the Regional Far East security function, in spite of the fact that there is an inherent tendency to bypass Okinawa on security matters since it is not in the command channel to all FE Stations.

CONFIDENTIAL ENTERED F. Drumond

3 July 1962

MEMORANDUM FOR: Chief, Administrative & Training Staff

SUBJECT

: O'CONNELL, James P.

Personal Matter (Last Will and Testament)

On June 28, 1962, Mr. O'Connell communicated with the undersigned and asked that the following information be properly recorded:

He advised that on 28 June 1962, both he and his spouse had executed Last Wills and Testaments. He is maintaining in his possession a copy of the mutual Wills. The originals are in the custody of Joseph Keating, Esq., 150 Little Falls Road, Falis Church, Virginia. Mr. Keating is the Attorney who drew up the Testaments.

David E. Hanlon Executive Officer

1/5

CONCIDENTIAL (Moon Filled In)

THE

Complete in duplicate. The data recorded a	a this form is essential	in determining travel e	xpenses allowable	in connect	ion wi	th leav
at government expense, overseas duty, retu mation required in the event of an employee	emergency. The origina	eparation, and torprovid of this form will be file	ling current reside: ed in the employee	ice and dep 's official o	enden: erson:	cy into nel foli
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CONFIDENTIAL (When Filled In)

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MEMORANDUM FOR: DD(IOS)

SUBJECT

Sames O'Conneil Ervan Kuhnke

- 1. I am pleased to forward the attached letter from the Director, Office of Security, USIA commending Messrs. O'Connell and Kuhnke for assistance rendered the United States Information Agency.
- 2. Please bring this correspondence to the attention of Messrs. O'Connell and Kuhnke with my personal thanks for their good work.
- 3. After it has served its purpose, this correspondence should be forwarded to A&TS for filing in appropriate Administrative and Personnel files.

Sheffield Edwards Director of Security

Attachment

Distribution:

Orig. & 3 - Addressee

1 - Commendation File

1 - Chrono



UNITED STATES INFORMATION AGENCY WASHINGTON

January 26, 1961

Dear Shel,

I would like to take this opportunity to belatedly express the sincere appreciation of both my office and the Broadcasting Service of this Agency for the assistance rendered by employees of your staff, Mr. James O'Conneil and Mr. Ervon Kunnke in September and December of last year. This assistance consisted of picking up tape recordings prepared by Radio Moscow in the possession of Mr. Paul Frederick Dauer, 1923 De La Vina Street, Santa Barbara, California and delivering them to my office for the information of our Broadcasting Service. In addition to this service, Mr. Kunnke of your staff readily volunteered to see that these tapes were returned to Mr. Dauer and this latter service was performed last month.

The excellent spirit of liaison co-operation evidenced by your staff is most gratifying to me and it is hoped that I might be of service in some similar matter in the future.

Sincerely,

Paul J. McNichol, Director Office of Security

Colonel Sheffield Edwards Director, Office of Security Central Intelligence Agency Washington 25, D. C.

100, - 4-437

27 FEB 1959

MEMORANDUM FOR: DIRECTOR OF SECURITY

SUBJECT . : PROJECT HARPSTAR

14-00000

1. With the successful launching of Project "HARPSTAR" I would like to take this opportunity to thank you and your staff for the efficient support given FE Division in this matter.

2. I wish especially to compliment Mr. James P. O'Connell of your staff for his imaginative handling of the many aspects of this complicated operation.

Richard Helms Chief of Operations

4 May 1959

MEMORANDUM FOR: Mr. James P. O'Connell

THROUGH

: Deputy Director (IOS)

SUBJECT

: Commendation

- 1. Upon your reassignment from Chief, Operational Support Branch to Deputy Chief, SSD, I wish to forward my personal commendation for your many years of outstanding performance in operational support. You have displayed not only an unusual aptitude in the security handling of support, but have evidenced a highly professional intelligence approach to the many problems given you. As example, I cite a recent case where through certain assets of this office, you arranged for and directed the spotting, recruitment, briefing, cover and cut-out arrangements for an agent engaged in a very sensitive operation of interest to the highest authorities in the Agency, and conducted it on an "Eyes Only" basis.
- 2. In this operation, as in many others, you have exercised imagination with both judgment and discretion; all of which has brought great credit to this office, the Deputy Director (IOS), your Division, and, of course, yourself.
- 3. I congratulate you and am confident of your continued success in the office and in the Office of Security Career Service.
- 4. I am arranging to file copies of this letter in your Personnel and Administrative files.

Sheffield Edwards Director of Security

Distribution:

Orig - Addressee

1 - DD(IOS)

Connectional



CENTRAL INTELLIGENCE AGENCY WASHINGTON 28, D. C.

OFFICE OF THE DIRECTOR

9 DEC 1955

MEMORANDUM FOR: James O'Connell. Jr.

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 17 December 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds Chairman, CIA Selection Board

Noted:

14-00000

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Chief, Special Security Division

26 April 1954

Director of Security

Commendation for Messrs. James P. O'Connell, Jr. and William J. Cotter

1. The attached memorandum from the Chief, SR, dated 20 April, commending the services of Messrs. Cames P. C'Connell and William 3. Cotter of the Special Security Division is forwarded to you with great pleasure.

2. Please bring this to the attention of Messra.

O'Connell and Cotter and extend to them my personal commendation and thanks for the excellent survices which the subject memorandum reflects. Copies of these commendations are to be included in the Security and Personnel files of Lessrs.

O'Connell and Cotter.

Sheffield Edwards

COPY

20 April 1954

MEDORANDUM FOR: Director of Security

SUBJECT:

Commendation of Security Office Personnel

- 1. It is with pleasure that I wish to pass to your Special Security Division a personal commendation of two officers who have assisted materially in the establishment and continued successful management of the AEFILTES project.
- 2. Confronted with a sudden requirement to deploy several security officerants a new activity here in the United States, Nr. James P. ('Consoli, Jr., contributed materially to the project in the coordination of several neighborhood checks, re-assignment of several Jecurity Office personnel, the preparation of two safe houses on short notice, and the reception of sensitive allen personnel under the strictest security precautions. Mr. O'Connell has put in many hours on this project, well beyond his normal routine, and several times at great personal inconvenience.
- 3. I wish, at the same time, to commend specifically the security officer who went under the operational alias of the properties. This officer supervised five other highly qualified and experienced officers in the preparation of elaborate house-breaking safeguards for the first safe house acquired under froget AFFILTER. The tid his job not only thoroughly but quite cheerfully, despite actual personal hardship.
- 4. It is all too seldom that the Divisions get around to giving credit where it is due, even in the domestic activities of LD/P. In these two cases, however, I feel that this commendation is the least token that can be proffered to two devoted and skilled civil servants.
- 5. I suggest that copies of this memorandum be included in the personnel files of orth Ar. O'Connell and

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