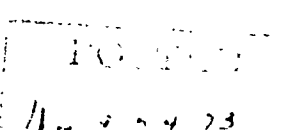


RCS: 20 SEP 73

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
025658		PICCOLO JOSEPH S									
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT					
REASSIGNMENT				09 17 73		REGULAR					
6 FUNDS		V TO V		V TO CF		7 FAN AND NSCA		8 CSC OR OTHER LEGAL AUTHORITY			
		CF TO V		X		CF TO CF		4135 1049 0001		50 USC 403 J	
9 ORGANIZATIONAL DESIGNATIONS						10 LOCATION OF OFFICIAL STATION					
DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION						MANAGUA, NICARAGUA					
11 POSITION TITLE				12 POSITION NUMBER		13 SERVICE DESIGNATION					
ASST ATTACHE POL OFF OPS OFFICER DCOS				0396		D					
14 CLASSIFICATION SCHEDULE (GS LB etc.)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE					
FSR GS		0136.01		05 3 13 2		17075 20357					
18 REMARKS											
OPS OFFICER DCOS OCCUPYING OPS OFFICER POSITION RIO DE JANEIRO, BRAZIL											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING		22 STATION CODE	23 INTER-CODE	24 MODS CODE	25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LEI
37	10	51660 WH		52073	S	3	12 08 35				
28 INT EXPIRES		29 SPECIAL REFERENCE		30 RETIREMENT DATA		31 SEPARATION DATA CODE		32 Correction / Concussion Data		33 SECURITY REQ NO	
								800 DATA			
35 VET PREFERENCE		36 SERV COMP DATE		37 LONG COMP DATE		38 CAREER CATEGORY		39 REGAL / HEALTH INSURANCE		40 SOCIAL SECURITY NO	
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE				42 LEAVE CAT CODE		43 FEDERAL TAX DATA		44 STATE TAX DATA			
CODE				CODE		CODE		CODE			
1 NO PREVIOUS SERVICE				1 YES		1 YES		1 YES			
2 NO SERVICE IN SERVICE				2 NO		2 NO		2 NO			
3 SERVICE IN SERVICE LESS THAN 3 YRS											
4 SERVICE IN SERVICE MORE THAN 3 YRS											
SIGNATURE OR OTHER AUTHENTICATION											
<div style="text-align: right;">  JOSEPH S. PICCOLO 11 SEP 73 </div>											

FORM 1110
9-72 USE PREVIOUS EDITIONS

USE PREVIOUS EDITIONS

SECRET

E 2 IMPROVED BY 007622

66

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

0305 07/21/73

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S		4. EFFECTIVE DATE MO DA '73 07 01 73		5. CATEGORY OF EMPLOYMENT	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHANGE IN N.S.C.A.				7. FAN AND NSCA 4135 0694 0001			
6. FUNDS		V TO V CF TO V		V TO CF CF TO CF		8. CSC OR OTHER LEGAL AUTHORITY	
9. ORGANIZATIONAL DESIGNATIONS DDC/WH DIVISION				10. LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL			
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 1865		13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13		17. SALARY OR RATE	
18. REMARKS							
SIGNATURE OR OTHER AUTHENTICATION							
<div align="right"> <div align="center"> POSTED 043 7-25-72 </div> </div>							

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

DATE DESIGNATED JANUARY 03 1961

25658 JOSEPH S PICCOLO 635500080

SECRET
(When Filled In)

LML: 06 FEB 73

NOTIFICATION OF PERSONNEL ACTION

ODE

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION PROMOTION		4. EFFECTIVE DATE MO DA YR 02 04 73	
5. CATEGORY OF EMPLOYMENT REGULAR		6. CSC OR OTHER LEGAL AUTHORITY	
7. Financial Analysis No Chargeable	8. CSC OR OTHER LEGAL AUTHORITY		
9. ORGANIZATIONAL DESIGNATIONS DDP/WH DIVISION FOREIGN FIELD BRANCH 5-BRASILIA, BRAZIL STATION RIO DE JANEIRO, BRAZIL BASE		10. LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11. POSITION TITLE ATTACHE POLITICAL OFFICER OPS OFFICER		12. POSITION NUMBER 1865	
13. SERVICE DESIGNATION D		14. CLASSIFICATION-SCHEDULE (GS, LO, etc.) FSR GS	
15. OCCUPATIONAL SERIES 0136,01		16. GRADE AND STEP 05 3 13 2	
17. SALARY OR RATE 17075 20357		18. REMARKS RIO DE JANEIRO, BRAZIL HOME BASE: WH	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51825 WH	22. STATION CODE 09037
23. INTEGRITY CODE S	24. MGRS CODE 3	25. DATE OF BIRTH MO DA YR 12 08 35	26. DATE OF GRADE MO DA YR 02 04 73
27. DATE OF LER MO DA YR 02 04 73	28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1. CSC 2. CIA 3. FICA 4. NONE
31. SEPARATION DATA CODE TYPE MO DA YR	32. Correction / Cancellation Data	33. SECURITY REQ NO	34. SEX
35. VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CAP BRV PROV JUMP
39. FEGLI / HEALTH INSURANCE CODE 0 WAIVER 1 YES	40. SOCIAL SECURITY NO	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE (LESS THAN 3 YRS) 3 BREAK IN SERVICE (MORE THAN 3 YRS)	42. LEAVE CAT CODE
43. FEDERAL TAX DATA FORM EXECUTED 1 YES 2 NO	44. STATE TAX DATA FORM EXECUTED 1 YES 2 NO	45. TAX STATE CODE CODE NO TAX STATE CODE EXEMP	
SIGNATURE OR OTHER AUTHENTICATION			

POS. MU

FORM 3-68

11 50
MAY 11 71

Use Previous Edition

SECRET

MDP

To be filled in by the
personnel office
on 01-01-71

When Filled In

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLI JOSEPH S	025658	51	825	CF GS 12 5	\$18,906

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 025000		2. NAME (LAST FIRST MIDDLE) MICHAEL J. SHERMAN	
3. NATURE OF PERSONNEL ACTION DELEGATION OF A.S.C.A.		4. EFFECTIVE DATE MO DA YR 05 01 72	
5. CATEGORY OF EMPLOYMENT		6. CSC OR OTHER LEGAL AUTHORITY	
7. Financial Analysis Not Chargeable		8. CSC OR OTHER LEGAL AUTHORITY	
9. ORGANIZATIONAL DESIGNATIONS DUP/01 DIVISION		10. LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11. POSITION TITLE CPS OFFICER		12. POSITION NUMBER 1800	
13. SERVICE DESIGNATION U		14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS	
15. OCCUPATIONAL SERIES 0130.01		16. GRADE AND STEP 2	
17. SALARY OR RATE		18. REMARKS	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE	20. EMPLOY CODE	21. CAREER CODING NUMERIC ALPHABETIC	22. STATION CODE
23. INTEGRITY CODE	24. HEDRA CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. NTE EXPIRES MO DA YR	29. SPECIAL PREFERENCE 1. CSC 2. CIA 3. HCA 4. NONE	30. RETIREMENT DATA CODE
31. SEPARATION DATA CODE	32. Correction / Completion Date TYPE MO DA YR	33. SECURITY REQ NO	34. SEN
35. VET PREFERENCE CODE 0. NONE 1. 5 PT 2. 10 PT	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CODE CAR SERV PROV TEMP
39. PERSL HEALTH INSURANCE CODE 1. YES 2. NO	40. SOCIAL SECURITY NO	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE LESS THAN 3 YRS 3. BREAK IN SERVICE MORE THAN 3 YRS	
42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE 1. YES 2. NO	44. STATE TAX DATA FORM EXECUTED CODE 1. YES 2. NO	
SIGNATURE OR OTHER AUTHENTICATION			
<div style="border: 2px solid black; padding: 10px; display: inline-block;"> POSTED 11 26 72 <i>[Signature]</i> </div>			

FORM 3-66

1150
May 11 71

Use Previous Edition

SECRET

Excludes from automatic
downgrading and
declassification

When Filled In

G-5?

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP STATUS	
025657		PICCOLO JOSEPH S		91 825		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Post Eff Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ
GS 12	4	\$17,453	09/20/70	GS 12	5	\$17,987	09/17/72		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
<i>Stephen R. Englehardt</i>						10/2/72			
<input type="checkbox"/> NO EXCESS LWOP 0 <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CHECKS INITIALS				AUDITED BY					
1				M. R. P. M. E. R.					
FORM 560 E Use previous editions PAY CHANGE NOTIFICATION 7/68									

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 9 JANUARY 1972

NAME	SERIAL	ORGN.	FUNDS	GP-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	825	CF GS 12 4	\$17,443

SECRET

(When Filled In)

FD-302 (Rev. 7-72)

NOTIFICATION OF PERSONNEL ACTION

GOF

1. SERIAL NUMBER 020656		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE MO DA YR 12 21 72	
5. CATEGORY OF EMPLOYMENT REGULAR		6. FINANCIAL ANALYSIS NO. CHARGEABLE 2135 0094 (XXXX)	
7. CSC OR OTHER LEGAL AUTHORITY SC USC 403 J		8. FUNDS V TO V CF TO V A CF TO CF	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH DIVISION FOREIGN FIELD BRANCH 5-BRASILIA, BRAZIL STATION RIO DE JANEIRO, BRAZIL BASE		10. LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11. POSITION TITLE ATTACHE POLITICAL OFFICER OPS OFFICER		12. POSITION NUMBER 1865	
13. SERVICE DESIGNATION D		14. CLASSIFICATION SCHEDULE (GS, 18, etc.) FSR GS	
15. OCCUPATIONAL SERIES 0135.01		16. GRADE AND STEP GS 2 12 4	
17. SALARY OR RATE 15732 17453		18. REMARKS RIO DE JANEIRO, BRAZIL HOME BASE: WH	

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMBER ALPHABETIC 01825 WH	22. STATION CODE 018037	23. INTEGRITY CODE S	24. INQUIRY CODE 3	25. DATE OF BIRTH MO DA YR 12 08 35	26. DATE OF GRADE MO DA YR	27. DATE OF LST MO DA YR
28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1. CS 2. CA 3. FCA 4. NONE	31. SEPARATION DATA CODE CODE	32. CORRECTION / CANCELLATION (Date) TYPE MO DA YR	33. SECURITY REG NO		34. SEX	
35. VET PREFERENCE CODE 0. NONE 1. 5 PT 2. 10 PT	36. SERV. COMP. DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CAREER CATEGORY CAR 251V PP-TV 22MP	39. FEGLI / HEALTH INSURANCE CODE 0. WAIVER 1. YES	40. SOCIAL SECURITY NO.			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 2 YRS) 3. BREAK IN SERVICE (MORE THAN 2 YRS)		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE YES TAX EXEMPTIONS 1. YES 2. NO		44. STATE TAX DATA FORM EXECUTED CODE YES TAX EXEMPTIONS 1. YES 2. NO			

SIGNATURE OR OTHER AUTHENTICATION

SECRET

11-44
5-6611-70
87g 10-87Use Previous
Edition1. I certify the information
is true and correct.
(When Filled In)

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	730	CF GS 12 4	\$16,543

657 1/5/75

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
025658		PICCOLO JOSEPH S		51 730		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 12	3	\$15,138	09/21/69	GS 12	4	\$15,611	09/20/70		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>Joseph S. Piccolo</i>						DATE <i>7/14/70</i>			
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CERSED INITIALS <i>PICCOLO</i>				NOTED BY <i>JRP</i>					
FORM 560E PAY CHANGE NOTIFICATION (4-57)									

SECRET

(When Filled In)

REF: 2 JUN 70

NOTIFICATION OF PERSONNEL ACTION

CDF

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE MO DA YR 05 12 70	
5. CATEGORY OF EMPLOYMENT REGULAR		6. FINANCIAL ANALYSIS PAY CHARGEABLE 50 USC 403 J	
7. FUNDS V TO V CF TO V		8. CSC OR OTHER LEGAL AUTHORITY	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH/FOREIGN FIELD BRANCH 5 RIO DE JANEIRO, BRAZIL STATION		10. LOCATION OF OFFICIAL STATION RIO DE JANEIRO, BRAZIL	
11. POSITION TITLE ATTACHE POLITICAL OFF OPS OFFICER		12. POSITION NUMBER 0187	
13. SERVICE DESIGNATION D		14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS	
15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP GS 1 12 3	
17. SALARY OR RATE 13618 15138		18. REMARKS WASH., D.C. HOME BASE: WH	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51730 WH	22. STATION CODE 09037
23. INTEREST CODE S	24. MONTHS CODE 12	25. DATE OF BIRTH MO DA YR 12 10 65	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE 1. CSC 2. CIA 3. DIA 4. NSA 5. NNSA	30. RETIREMENT DATA CODE
31. SEPARATION DATA DATE CODE	32. CORRECTION / CONCURRENCE DATA MO DA YR	33. SECURITY REQ NO	34. SEX
35. VET PREFERENCE CODE	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY LGR BGR CGR DATA TRIP
39. RESULT HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE	42. LEAVE CAT CODE
43. FEDERAL TAX DATA FORM EXECUTED 1. YES 2. NO	44. STATE TAX DATA CODE NO TAX STATE CODE	45. FORM EXECUTED 1. YES 2. NO	46. FORM EXECUTED 1. YES 2. NO
SIGNATURE OR OTHER AUTHENTICATION			

POSTED

06-10-70

SECRET

BBG

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND
EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE
CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
PICCOLO JOSEPH S	025658	51	997	CF GS 12 3	\$15,138

SECRET

(When Filled In)

DDJ: 10 FEB 70

CDF

NOTIFICATION OF PERSONNEL ACTION

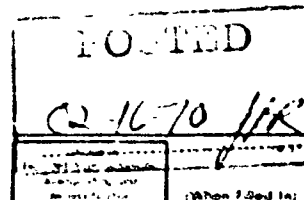
1. SERIAL NUMBER 025550		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE 12 14 70	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V	V TO CF X CF TO CF	7. Financial Analysis No. Chargeable 1135 (325 000)	8. CSC OR OTHER LEGAL AUTHORITY 50 USC 405 J
9. ORGANIZATIONAL DESIGNATIONS DDP/WH DEVELOPMENT COMPLEMENT		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE FOREIGN SERV RES OFF OPS OFFICER		12. POSITION NUMBER 5037	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP GS 12 3	17. SALARY OR RATE 10962 14231
18. REMARKS WASH., D.C. TRAINING.			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 37	20. EMPLOY CODE 13	21. OFFICE CODING NUMERIC 51597 WH ALPHABETIC	22. STATION CODE 75613
23. INTEGRITY CODE S	24. PAYMENT CODE 1	25. DATE OF BIRTH MO DA YR 12 14 35	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE 1. CIL 2. CIA 3. FOIA 4. NONE	30. RETIREMENT DATA CODE
31. SEPARATION DATA CODE	32. COMPLETION / CONCURRENCE DATA TYPE MO DA YR	33. SECURITY REQ NO	34. SEX
35. VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 PT	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CAP BSW CODE PROV TEMP
39. HEALTH INSURANCE CODE 0 NO 1 YES	40. SOCIAL SECURITY NO	41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE - LESS THAN 3 YRS 3 BREAK IN SERVICE - MORE THAN 3 YRS	
42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXEMPTED CODE 1 YES 2 NO	44. STATE TAX DATA FORM EXEMPTED CODE 1 YES 2 NO	
45. SIGNATURE OR OTHER AUTHENTICATION			

FORM 5-66

1130
MAY 1967Use Previous
Edition

SECRET

BBC



Approved by the Director of the Office of Personnel Management

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

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

COG

E42

COPIES
STANDARD

SEP 10 4 15 PM '69

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
025658		PICCOLO JOSEPH S		51 500		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 12	2	\$13,835 \$13,835	09/22/68	GS 12	3	\$14,281 \$14,281	09/21/69		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>[Signature]</i>						DATE 22 JULY 1969			
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS <i>[Initials]</i>						APPROVED BY <i>[Signature]</i>			
FORM 7-66 560 E Use previous editions PAY CHANGE NOTIFICATION (4-31)									

SECRET

(When Filled In)

3: 7 JUL 69

NOTIFICATION OF PERSONNEL ACTION

DDF

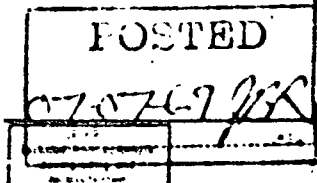
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)	
025658		FISCOLO JOSEPH S	
3 NATURE OF PERSONNEL ACTION		4 EFFECTIVE DATE	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT		07 03 69	REGULAR
6 FUNDS	7 V TO V	8 V TO CF	9 CF TO V
		X	CF TO CF
10 ORGANIZATIONAL DESIGNATIONS		11 FUNDING SYMBOL	12 CSC OR OTHER LEGAL AUTHORITY
DDP/WH WH/COG ON-ISLAND OPERATIONS BRANCH		0135 0620 0000	50 USC 403 J
13 POSITION TITLE		14 POSITION NUMBER	15 SERVICE DESIGNATION
POL OFFICER OFS OFFICER		1159	D
16 CLASSIFICATION SCHEDULE (NO. 1-10)	17 OCCUPATIONAL SERIES	18 GRADE AND STEP	19 SALARY OR RATE
FSR GS	0136.01	06 1 12 2	9721 12580
20 REMARKS WASH., D.C.			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
21 ACTION CODE	22 EMPLOY CODE	23 SPACE CODING	24 STATION CODE
37	10	51500 WH	75013
25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LET	28 DATE OF RETIREMENT
12 08 35			
29 DATE OF ENTRY	30 SPECIAL REFERENCE	31 RETIREMENT DATA	32 SEPARATION DATA CODE
33 VET PREFERENCE	34 SERV COMP DATE	35 LONG COMP DATE	36 CARRIER CATEGORY
37 PREVIOUS CIVILIAN GOVERNMENT SERVICE	38 LEAVE CAT CODE	39 FEDERAL TAX DATA	40 STATE TAX DATA
SIGNATURE OR OTHER AUTHENTICATION			

FORM 1130
1-68Use Previous
Edition

SECRET

PLW

POSTED



SECRET

(When Filled In)

FVO: 25 FEB 69

NOTIFICATION OF PERSONNEL ACTION

DDF

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE MO DA YR 02 25 69	
5. CATEGORY OF EMPLOYMENT REGULAR		6. FINANCIAL ANALYSIS NO. CHARGEABLE 9135 0620 0000	
7. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J		8. ORGANIZATIONAL DESIGNATIONS DDP/WH WH/COG THIRD COUNTRY BRANCH	
9. LOCATION OF OFFICIAL STATION WASH., D.C.		10. POSITION TITLE POL OFFICER OPS OFFICER	
11. POSITION NUMBER 1152		12. SERVICE DESIGNATION D	
13. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSK GS		14. OCCUPATIONAL SERIES 0136.01	
15. GRADE AND STEP GS 1 12 2		16. SALARY OR RATE J721 12580	
17. REMARKS MANAGUA, NICARAGUA			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

18. ACTION CODE 37		19. EMPLOY CODE 10		20. OFFICE CODING NUMBER ALPHABETIC 51500 WH		21. STATION CODE 75013		22. INTEGRAL CODE S		23. SECURITY CODE 1		24. DATE OF BIRTH MO DA YR 12 08 35		25. DATE OF GRADE MO DA YR		26. DATE OF LST MO DA YR	
27. NTE EXPIRES MO DA YR		28. SPECIAL REFERENCE		29. RETIREMENT DATA 1. CIV 2. CUA 3. FGA 4. NCMH		30. SEPARATION DATA CODE		31. CORRECTION / CANCELLATION DATE MO DA YR		32. SECURITY REQ NO		33. SEA		34. SOCIAL SECURITY NO		35. VET PREFERENCE CODE 1. NONE 2. 5 PT 3. 10 PT	
36. SERV COMP DATE MO DA YR		37. LONG COMP DATE MO DA YR		38. CAREER CATEGORY CAB 0510 PROV 1200		39. REGU / HEALTH INSURANCE CODE 1. YES 2. NO		40. STATE TAX DATA CODE 1. YES 2. NO		41. FEDERAL TAX DATA CODE 1. YES 2. NO		42. LEAVE CAT CODE		43. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE (LESS THAN 3 YRS) 4. BREAK IN SERVICE (MORE THAN 3 YRS)		44. STATE TAX DATA CODE 1. YES 2. NO	

SIGNATURE OR OTHER AUTHENTICATION

FORM 1150
May 1967Use Previous
Edition

SECRET

JLB

Excluded from automatic
downgrading and
declassification

(When Filled In)

2

COMPENSATION
STAFF DIVISION

SEP 10 2 02 PM '68

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

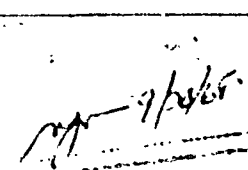
11111

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SECRET

(When Filled In)

JLE:

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER 025633		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION PROMOTION						4. EFFECTIVE DATE MO DA YR 09 22 68		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS ▶		V TO V		V TO CF		7. Financial Analysis No. Chargeable 9135 1049 0000		8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J			
CF TO V		X		CF TO CF							
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION						10. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA					
11. POSITION TITLE POLITICAL OFFICER OPS OFFICER						12. POSITION NUMBER 0396		13. SERVICE DESIGNATION - D			
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) FSR GS				15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 07 4 12 2		17. SALARY OR RATE 8969 12580			
18. REMARKS MANAGUA, NICARAGUA											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. AT/CA CODE 22		20. EMPLOY CODE 10		21. OFFICE CODING NUMBER ALPHABETIC 51650 WH		22. STATION CODE 52073		23. CATEGORY CODE S		24. MONTH CODE 3	
25. DATE OF BIRTH MO DA YR 12 08 35		26. DATE OF GRADE MO DA YR 09 02 68		27. DATE OF LEI MO DA YR 09 02 68		28. DATE OF BIRTH MO DA YR 12 08 35		29. DATE OF GRADE MO DA YR 09 02 68		30. DATE OF LEI MO DA YR 09 02 68	
31. RATE EXPENSE MO DA YR 12 08 35		32. SPECIAL REFERENCE CSC CVA FNA FVDR		33. RETIREMENT DATA CODE 52073		34. SEPARATION DATA CODE TYPE MO DA YR 12 08 35		35. CORRECTION / CANCELLATION DATA TYPE MO DA YR 12 08 35		36. SECURITY REQ NO 33	
37. VET PREFERENCE CODE 1 2 3 4 5 6 7 8 9 10 11 12		38. SERV COMP DATE MO DA YR 12 08 35		39. LONG. COMP DATE MO DA YR 12 08 35		40. CAREER CATEGORY CODE 1 2 3 4 5 6 7 8 9 10 11 12		41. FEGLI - HEALTH INSURANCE CODE 1 2 3 4 5 6 7 8 9 10 11 12		42. SOCIAL SECURITY NO 43	
44. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1 2 3 4 5 6 7 8 9 10 11 12				45. LEAVE CAT CODE CODE 1 2 3 4 5 6 7 8 9 10 11 12		46. FEDERAL TAX DATA CODE 1 2 3 4 5 6 7 8 9 10 11 12		47. STATE TAX DATA CODE 1 2 3 4 5 6 7 8 9 10 11 12			
SIGNATURE OR OTHER AUTHENTICATION											
											

FORM 1-66 17-55

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Not to be Filled In

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 6 OCTOBER 1962"

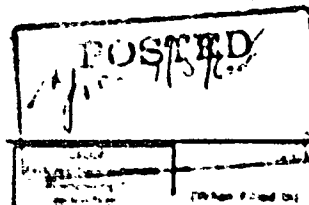
EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	OPGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	G29938	91	650	CF GS 11 4	\$10,623	\$11,223

SECRET
(When Filled In)

PLW:

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
025658		PICCOLO JOSEPH S							
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT		
CHANGE OF FAN					MO DA YR 07 02 68		REGULAR		
6. FUNDS		V TO V		V TO CF		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY	
CF TO V		X		CF TO CF		9135 1049 0000		50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION				
DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION					MANAGUA, NICARAGUA				
11. POSITION TITLE					12. POSITION NUMBER		13. SERVICE DESIGNATION		
POLITICAL OFFICER OPS OFFICER					0396		D		
14. CLASSIFICATION SCHEDULE (GS 15 44)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE		
FSR GS			0136.01		07 4 11 4		3596 10623		
18. REMARKS									
MANAGUA, NICARAGUA									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGER CODE	24. MONTH CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
37	10	51650 WH		52073	S	3	12 08 35		
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. Correction / Cancellation Data		33. SECURITY REQ NO	34. SER
MO DA YR				CODE		MOD CA YR			
						MOD DATA			
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE	38. CAREER CATEGORY		39. REGUL - HEALTH INSURANCE		40. SOCIAL SECURITY NO
CODE		MO DA YR		MO DA YR	CODE		CODE		
1. NONE 2. 5 YR 3. 10 YR					CODE		CODE		
					CODE		CODE		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE	43. FEDERAL TAX DATA		44. STATE TAX DATA		
CODE					CODE		CODE		
1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE LESS THAN 3 YRS 4. BREAK IN SERVICE MORE THAN 3 YRS					CODE		CODE		
					CODE		CODE		
SIGNATURE OR OTHER AUTHENTICATION									



PLW: 11:30
100 10-07

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Edition

SECRET

SF

(7-1000-1-1-68)

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-286
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	025658	51	620	CF GS 11 4	\$10,166	\$10,623

SECRET

(When Filled In)

PLW:

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
025053		PICCOLO JOSEPH S									
3 NATURE OF PERSONNEL ACTION						4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT			
REASSIGNMENT						04 21 60		REGULAR			
6 FUNDS		V TO V		V TO CF		7 Financial Analysis No. Changeable		8 CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		0136 1004 0000		50 USC 403			
9 ORGANIZATIONAL DESIGNATIONS						10 LOCATION OF OFFICIAL STATION					
ODP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION						MANAGUA, NICARAGUA					
11 POSITION TITLE						12 POSITION NUMBER		13 SERVICE DESIGNATION			
POLITICAL OFFICER OPS OFFICER						0396		D			
14 CLASSIFICATION SCHEDULE (GS (L, etc))			15 OCCUPATIONAL SERIES			16 GRADE AND STEP		17 SALARY OR RATE			
FSR GS			0136.01			07.4 11 4		8596 10623			
18 REMARKS											
MEXICO CITY, MEXICO											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE		20 EMPLOY CODE		21 OFFICE CODING		22 STATION CODE		23 INTEGREE CODE		24 MIDGHS CODE	
37		10		NUMERIC ALPHABETIC 51650 WH		52073		S		3	
25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LEI		28 DATE OF BIRTH		29 DATE OF GRADE		30 DATE OF LEI	
12 00 35		12 00 35		12 00 35		12 00 35		12 00 35		12 00 35	
31 INTX EXPIRES		32 SPECIAL REFERENCE		33 RETIREMENT DATA		34 SEPARATION DATA CODE		35 CORRECTION / CANCELLATION DATA		36 SECURITY REQ NO	
NO DA YR		1 2 3 4 5 6 7 8 9 10 11 12		CODE		TYPE		NO DA YR		EOD DATA	
37 VET PREFERENCE		38 SERV COMP DATE		39 LONG COMP DATE		40 CAREER CATEGORY		41 PEGU HEALTH INSURANCE		42 SOCIAL SECURITY NO	
CODE		NO DA YR		NO DA YR		CODE		CODE		CODE	
43 PREVIOUS CIVILIAN GOVERNMENT SERVICE		44 LEAVE CAT CODE		45 FEDERAL TAX DATA		46 STATE TAX DATA		47 SOCIAL SECURITY NO		48 SOCIAL SECURITY NO	
CODE		CODE		CODE		CODE		CODE		CODE	
49 NO PREVIOUS SERVICE		50 NO PREVIOUS SERVICE		51 NO PREVIOUS SERVICE		52 NO PREVIOUS SERVICE		53 NO PREVIOUS SERVICE		54 NO PREVIOUS SERVICE	
55 NO PREVIOUS SERVICE		56 NO PREVIOUS SERVICE		57 NO PREVIOUS SERVICE		58 NO PREVIOUS SERVICE		59 NO PREVIOUS SERVICE		60 NO PREVIOUS SERVICE	
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> 10/13/60 [Signature] 4/13/65 </div>											

FORM 1150
1-60 May 10-67Use Previous
Edition

SECRET

FVD

 EXCLUDED FROM AUTOMATIC
 DOWNGRADING AND
 DECLASSIFICATION
 (When Filled In)

SECRET
(When Filled In)

BJT: 17 MAY 67

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM		4. EFFECTIVE DATE MO. 05 DA. 07 YR. 67	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS	7. Financial Authority, Chargeable	8. CSC OR OTHER LEGAL AUTHORITY PL 88-643 SECT. 203	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH		10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO	
11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP 11	17. SALARY OR RATE

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

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION: 20. EMPLOY. CODE		21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	23. INTERCEE CODE	24. Mdgls. Code	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEL MO. DA. YR.
28. NTE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE 1. CSC 2. CIA 3. FICA 4. NONE		30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REG NO		34. SER
35. VET PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT		36. SERV COMP DATE MO. DA. YR.		37. LONG COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CAR DESV CODE PMS TEMP	39. REGIO / HEALTH INSURANCE CODE 0 - WAIVED 1 - YES		40. SOCIAL SECURITY NO.	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		42. LEAVE CAT CODE		43. FEDERAL TAX DATA FORM EXECUTED CODE 1 - YES 2 - NO		44. STATE TAX DATA FORM EXECUTED CODE 1 - YES 2 - NO		45. STATE CODE	

SIGNATURE OR OTHER AUTHENTICATION

POSTED
85786-11

BJT

N.M. 23 SEPT 66

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST-MIDDLE)									
025658		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT					
PROMOTION				09 25 66		REGULAR					
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO (UNCLASSIFIED)		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		7135 0000 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY, MEXICO STATION						MEXICO CITY, MEXICO					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
POLIT OFFICER OPS OFFICER						0939		D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
FSR GS				0136.01		07 3 11 4		7975 10166			
18. REMARKS											
MEXICO CITY, MEXICO											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRITY CODE		24. MGRN CODE	
22		10		NUMERIC ALPHABETIC		45075				3	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. DATE OF BIRTH		29. DATE OF GRADE		30. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
31. DATE OF BIRTH		32. DATE OF GRADE		33. DATE OF LEI		34. DATE OF BIRTH		35. DATE OF GRADE		36. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
37. DATE OF BIRTH		38. DATE OF GRADE		39. DATE OF LEI		40. DATE OF BIRTH		41. DATE OF GRADE		42. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
43. DATE OF BIRTH		44. DATE OF GRADE		45. DATE OF LEI		46. DATE OF BIRTH		47. DATE OF GRADE		48. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
49. DATE OF BIRTH		50. DATE OF GRADE		51. DATE OF LEI		52. DATE OF BIRTH		53. DATE OF GRADE		54. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
55. DATE OF BIRTH		56. DATE OF GRADE		57. DATE OF LEI		58. DATE OF BIRTH		59. DATE OF GRADE		60. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
61. DATE OF BIRTH		62. DATE OF GRADE		63. DATE OF LEI		64. DATE OF BIRTH		65. DATE OF GRADE		66. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
67. DATE OF BIRTH		68. DATE OF GRADE		69. DATE OF LEI		70. DATE OF BIRTH		71. DATE OF GRADE		72. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
73. DATE OF BIRTH		74. DATE OF GRADE		75. DATE OF LEI		76. DATE OF BIRTH		77. DATE OF GRADE		78. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
79. DATE OF BIRTH		80. DATE OF GRADE		81. DATE OF LEI		82. DATE OF BIRTH		83. DATE OF GRADE		84. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
85. DATE OF BIRTH		86. DATE OF GRADE		87. DATE OF LEI		88. DATE OF BIRTH		89. DATE OF GRADE		90. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
91. DATE OF BIRTH		92. DATE OF GRADE		93. DATE OF LEI		94. DATE OF BIRTH		95. DATE OF GRADE		96. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
97. DATE OF BIRTH		98. DATE OF GRADE		99. DATE OF LEI		100. DATE OF BIRTH		101. DATE OF GRADE		102. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
103. DATE OF BIRTH		104. DATE OF GRADE		105. DATE OF LEI		106. DATE OF BIRTH		107. DATE OF GRADE		108. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
109. DATE OF BIRTH		110. DATE OF GRADE		111. DATE OF LEI		112. DATE OF BIRTH		113. DATE OF GRADE		114. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
115. DATE OF BIRTH		116. DATE OF GRADE		117. DATE OF LEI		118. DATE OF BIRTH		119. DATE OF GRADE		120. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
121. DATE OF BIRTH		122. DATE OF GRADE		123. DATE OF LEI		124. DATE OF BIRTH		125. DATE OF GRADE		126. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
127. DATE OF BIRTH		128. DATE OF GRADE		129. DATE OF LEI		130. DATE OF BIRTH		131. DATE OF GRADE		132. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
133. DATE OF BIRTH		134. DATE OF GRADE		135. DATE OF LEI		136. DATE OF BIRTH		137. DATE OF GRADE		138. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
139. DATE OF BIRTH		140. DATE OF GRADE		141. DATE OF LEI		142. DATE OF BIRTH		143. DATE OF GRADE		144. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
145. DATE OF BIRTH		146. DATE OF GRADE		147. DATE OF LEI		148. DATE OF BIRTH		149. DATE OF GRADE		150. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
151. DATE OF BIRTH		152. DATE OF GRADE		153. DATE OF LEI		154. DATE OF BIRTH		155. DATE OF GRADE		156. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
157. DATE OF BIRTH		158. DATE OF GRADE		159. DATE OF LEI		160. DATE OF BIRTH		161. DATE OF GRADE		162. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
163. DATE OF BIRTH		164. DATE OF GRADE		165. DATE OF LEI		166. DATE OF BIRTH		167. DATE OF GRADE		168. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
169. DATE OF BIRTH		170. DATE OF GRADE		171. DATE OF LEI		172. DATE OF BIRTH		173. DATE OF GRADE		174. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
175. DATE OF BIRTH		176. DATE OF GRADE		177. DATE OF LEI		178. DATE OF BIRTH		179. DATE OF GRADE		180. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
181. DATE OF BIRTH		182. DATE OF GRADE		183. DATE OF LEI		184. DATE OF BIRTH		185. DATE OF GRADE		186. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
187. DATE OF BIRTH		188. DATE OF GRADE		189. DATE OF LEI		190. DATE OF BIRTH		191. DATE OF GRADE		192. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
193. DATE OF BIRTH		194. DATE OF GRADE		195. DATE OF LEI		196. DATE OF BIRTH		197. DATE OF GRADE		198. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
199. DATE OF BIRTH		200. DATE OF GRADE		201. DATE OF LEI		202. DATE OF BIRTH		203. DATE OF GRADE		204. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
205. DATE OF BIRTH		206. DATE OF GRADE		207. DATE OF LEI		208. DATE OF BIRTH		209. DATE OF GRADE		210. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
211. DATE OF BIRTH		212. DATE OF GRADE		213. DATE OF LEI		214. DATE OF BIRTH		215. DATE OF GRADE		216. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
217. DATE OF BIRTH		218. DATE OF GRADE		219. DATE OF LEI		220. DATE OF BIRTH		221. DATE OF GRADE		222. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
223. DATE OF BIRTH		224. DATE OF GRADE		225. DATE OF LEI		226. DATE OF BIRTH		227. DATE OF GRADE		228. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
229. DATE OF BIRTH		230. DATE OF GRADE		231. DATE OF LEI		232. DATE OF BIRTH		233. DATE OF GRADE		234. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
235. DATE OF BIRTH		236. DATE OF GRADE		237. DATE OF LEI		238. DATE OF BIRTH		239. DATE OF GRADE		240. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
241. DATE OF BIRTH		242. DATE OF GRADE		243. DATE OF LEI		244. DATE OF BIRTH		245. DATE OF GRADE		246. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
247. DATE OF BIRTH		248. DATE OF GRADE		249. DATE OF LEI		250. DATE OF BIRTH		251. DATE OF GRADE		252. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
253. DATE OF BIRTH		254. DATE OF GRADE		255. DATE OF LEI		256. DATE OF BIRTH		257. DATE OF GRADE		258. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
259. DATE OF BIRTH		260. DATE OF GRADE		261. DATE OF LEI		262. DATE OF BIRTH		263. DATE OF GRADE		264. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
265. DATE OF BIRTH		266. DATE OF GRADE		267. DATE OF LEI		268. DATE OF BIRTH		269. DATE OF GRADE		270. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
271. DATE OF BIRTH		272. DATE OF GRADE		273. DATE OF LEI		274. DATE OF BIRTH		275. DATE OF GRADE		276. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
277. DATE OF BIRTH		278. DATE OF GRADE		279. DATE OF LEI		280. DATE OF BIRTH		281. DATE OF GRADE		282. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
283. DATE OF BIRTH		284. DATE OF GRADE		285. DATE OF LEI		286. DATE OF BIRTH		287. DATE OF GRADE		288. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
289. DATE OF BIRTH		290. DATE OF GRADE		291. DATE OF LEI		292. DATE OF BIRTH		293. DATE OF GRADE		294. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
295. DATE OF BIRTH		296. DATE OF GRADE		297. DATE OF LEI		298. DATE OF BIRTH		299. DATE OF GRADE		300. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
301. DATE OF BIRTH		302. DATE OF GRADE		303. DATE OF LEI		304. DATE OF BIRTH		305. DATE OF GRADE		306. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
307. DATE OF BIRTH		308. DATE OF GRADE		309. DATE OF LEI		310. DATE OF BIRTH		311. DATE OF GRADE		312. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
313. DATE OF BIRTH		314. DATE OF GRADE		315. DATE OF LEI		316. DATE OF BIRTH		317. DATE OF GRADE		318. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
319. DATE OF BIRTH		320. DATE OF GRADE		321. DATE OF LEI		322. DATE OF BIRTH		323. DATE OF GRADE		324. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
325. DATE OF BIRTH		326. DATE OF GRADE		327. DATE OF LEI		328. DATE OF BIRTH		329. DATE OF GRADE		330. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	
331. DATE OF BIRTH		332. DATE OF GRADE		333. DATE OF LEI		334. DATE OF BIRTH		335. DATE OF GRADE		336. DATE OF LEI	
12 01 35		09 25 66		13 25 66		12 01 35		09 25 66		13 25 66	

546

1. Control No.		2. Name		3. Last Salary Increase		4. LWOP Hours	
025458		PICCOLO JOSEPH S		51 620 CF			

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date	PSI	ISI	ADI
GS 10	3	8,744 8,997	04/29/65	GS 10	4	8,744 12,205	08/24/66			

8. Remarks and Auditor's Initials

/ / NO EXCESS LWOP
 / / IN PAY STATUS AT END OF WAITING PERIOD
 / / LWOP STATUS AT END OF WAITING PERIOD
 CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS
 OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [Signature] DATE: 1-16-66

PAY CHANGE NOTIFICATION

P

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504,
 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
 AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962,"
 EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	025658	51	620	CF GS 10 3	\$ 8,744	\$ 8,997

RHS: 27 AUG 65

SECRET
(When Filled In)

RHS

NOTIFICATION OF PERSONNEL ACTION

025

1. SERIAL NUMBER 025638		2. NAME (LAST FIRST-MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION PROMOTION		4. EFFECTIVE DATE 08 129165	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V	V TO CF CF TO CF	7. POST CENTER NO. CHARGEABLE 6135 0930 0000	8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J
9. ORGANIZATIONAL DESIGNATIONS DDP WH FOREIGN FIELD BRANCH 1 MEXICO CITY STATION		10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO	
11. POSITION TITLE POLIT OFFICER OPS OFFICER		12. POSITION NUMBER 0939	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) FSR GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 2 10 3	17. SALARY OR RATE 7245 8440
18. REMARKS MEXICO CITY, MEXICO			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERICAL ALPHABETIC 51620 WH	22. STATION CODE 45075
23. INTEGREE CODE 1	24. Hq/In Code 3	25. DATE OF BIRTH 12 08 35	26. DATE OF GRADE 08 23 65
27. DATE OF LEO 02 29 65	28. NTE EXPIRES NO DA YR	29. SPECIAL REFERENCE 1. CSC 2. PICA 3. NONE	30. RETIREMENT DATA CODE
31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE NO DA YR	33. SECURITY REQ NO.	34. SEX
35. VET. PREFERENCE CODE 0 NONE 1. 5 PT 2. 10 PT	36. SERV. COMP. DATE NO DA YR	37. LONG COMP. DATE NO DA YR	38. CAREER CATEGORY CODE 0 REG 1. YES 2. NO
39. FEGLI / HEALTH INSURANCE CODE 0 WAIVER 1. YES	40. SOCIAL SECURITY NO.	41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 3 YRS) 3. BREAK IN SERVICE (MORE THAN 3 YRS)	42. LEAVE CAT CODE
43. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX DEDUCTIONS 1. YES 2. NO	44. STATE TAX DATA FORM EXECUTED CODE NO TAX DEDUCTIONS 1. YES 2. NO	45. STATE COOD	46. STATE COOD
SIGNATURE OR OTHER AUTHENTICATION			
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED <i>94656</i> </div>			

FORM 1150
11 62Use Previous
Edition

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

SECRET
(When Filled In)

PJU: 27 AUG 65

NOTIFICATION OF PERSONNEL ACTION

ODF

1. SERIAL NUMBER 025658		2. NAME (LAST FIRST MIDDLE) PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION INTEGRATION DEPT OF STATE		4. EFFECTIVE DATE MO DA YR 08 27 65	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS	7. COST CENTER NO. CHARGEABLE 6135 0990 0000	8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY		10. LOCATION OF OFFICIAL STATION MEXICO CITY, MEXICO	
11. POSITION TITLE POLIT OFFICER OPS OFFICER		12. POSITION NUMBER 0939	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LB, etc) FSR GS	15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 2 09 3	17. SALARY OR RATE 7245 7710
18. REMARKS SUBJECT IS TO BE PAID THE DIFFERENCE BETWEEN CIA SALARY OF \$7710 AND FSR SALARY OF \$7245 TO BE PAID BY DEPT. OF STATE AND ALLOWANCES IN ACCORDANCE THEREWITH. ALL HOURS SICK AND ANNUAL LEAVE TO BE TRANSFERRED TO THE DEPT OF STATE. MARITAL STATUS: SINGLE			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 55	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 51620 WH	22. STATION CODE 45075
23. INTEGRITY CODE S	24. MGRS CODE 3	25. DATE OF BIRTH MO DA YR 12 08 35	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. SECURITY REQ NO	29. SEX	
30. NTE EXPIRES MO DA YR	31. SPECIAL REFERENCE	32. RETIREMENT DATA 1. CDC 2. FICA 3. NONE	33. SEPARATION DATA CODE
34. CORRELATION/CANCELLATION DATA TYPE MO DA YR	EOD DATA		
35. VET. PREFERENCE CODE 0 - NONE 1 - 5 PF. 2 - 10 PF.	36. SERV. COMP DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CAREER CATEGORY CAN BENV PRIV TEMP
39. FEGLI / HEALTH INSURANCE CODE CODE 0 - WAIVER 1 - YES	40. SOCIAL SECURITY NO.		
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)	42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE NO. TAX EXEMPTIONS 1 - YES 2 - NO	44. STATE TAX DATA FORM EXECUTED CODE NO. TAX EXEMP 1 - YES 2 - NO
SIGNATURE OR OTHER AUTHENTICATION			
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED 9-9-65 WH </div>			

FORM 11 62 1150

Use Previous Edition

SECRET

 GROUP 1
EXCLUDED FROM AUTOMATIC
DOWNGRADING AND
DECLASSIFICATION

(When Filled In)

542

1 Serial No.		2 Name		3 Civil Control Number		4 LWOP Hours				
025654		PICCOLO JOSEPH S.		49 200 V		37F				
5 OLD SALARY RATE				6 NEW SALARY RATE				7 TYPE ACTION		
Grade	Step	Salary	Last IN Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADI
GS 09	2	\$ 7,464	07/19/64	GS 09	3	\$ 7,714	07/19/65			
8 Remarks and Authentication										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD 559 / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY 618 I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: <i>[Signature]</i> DATE 16 June 65 PAY CHANGE NOTIFICATION										

Form 560
9-61

Obsolete Previous Edition

(4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 49-301
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FOUNDS	GRADE	STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S.	025654	51	620	GS	10 3	\$ 8,441	\$ 8,744

SECRET

(When Filled In)

RZR: 2 JUL 65

OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)	
025658		PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE	
REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS		NO DA YR 07 04 65	
5. CATEGORY OF EMPLOYMENT		REGULAR	
6. FUNDS		7. COST CENTER NO. CHARGEABLE	
V TO V CF TO V		X CF TO CF	
		6135 0930 0000	
8. CSC OR OTHER LEGAL AUTHORITY		50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION	
DDP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY STATION		MEXICO CITY, MEXICO	
11. POSITION TITLE		12. POSITION NUMBER	
OPS OFFICER		0939	
13. SERVICE DESIGNATION		D	
14. CLASSIFICATION SCHEDULE (GS, LO, etc.)		15. OCCUPATIONAL SERIES	
GS		0136.01	
16. GRADE AND STEP		17. SALARY OR RATE	
09 2		7465	
18. REMARKS			
SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING	22. STATION CODE
20	10	NUMERIC ALPHABETIC 51620 WH	45075
23. INTEGRITY CODE	24. MODER. CODE	25. DATE OF BIRTH	26. DATE OF GRADE
3	12	12 08 35	
27. DATE OF LEI	28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA
	NO DA YR	NO DA YR	1. CSC 2. PICA 3. NONE
			CODE
31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA	33. SECURITY REQ NO.	34. SEX
	NO DA YR		
35. VET. PREFERENCE	36. SERV. COMP. DATE	37. LONG. COMP. DATE	38. CAREER CATEGORY
CODE	0. NONE 1. 5 YR. 2. 10 YR.	NO DA YR	NO DA YR
39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO.	41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT CODE
0. WAIVER 1. YES	HEALTH INS CODE	CODE	CODE
43. FEDERAL TAX DATA	44. STATE TAX DATA	45. FORM EXECUTED	46. STATE CODE
NO TAX EXEMPTIONS	CODE	1. YES 2. NO	CODE

SIGNATURE OR OTHER AUTHENTICATION

POSTED

7-22-65 H

RM 1150

Use Previous Edition

SECRET

FORM 1
1-65 (REV. 1-64)
GPO: 1964 O-500-000

(When Filled In)

OLD: 5 MAR 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
025658		PICCOLO JOSEPH S							
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND CHG OF SERVICE DESIGNATION				4. EFFECTIVE DATE MO DA YR 03 05 65		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS		X V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY	
CF TO V		CF TO CF		5235 1162 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS DDP/SAS INTELLIGENCE STAFF RESEARCH SECTION				10. LOCATION OF OFFICIAL STATION WASH., D. C.					
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 0908		13. SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, LO, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 09 2		17. SALARY OR RATE 7425			
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE 37		20. EMPLOY CODE 10		21. OFFICE CODING NUMERIC ALPHABETIC 49200 SAS		22. STATION CODE 75013		23. INTEGREE CODE	
24. DATE OF BIRTH MO DA YR 12 08 35		25. DATE OF GRADE MO DA YR		26. DATE OF LEI MO DA YR		27. SECURITY REQ NO		28. SEC	
29. NTE EXPIRES MO DA YR		30. SPECIAL REFERENCE		31. RETIREMENT DATA 1. CSC 2. PICA 3. NONE		32. SEPARATION DATA CODE		33. CORRECTION/CANCELLATION DATA TYPE MO DA YR	
34. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT		35. SERV. COMP DATE MO DA YR		36. LONG COMP DATE MO DA YR		37. CAREER CATEGORY CAN GEN/ POLY TEMP		38. FEGLI / HEALTH INSURANCE CODE 0 - DRIVER 1 - YES	
39. SOCIAL SECURITY NO		40. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		41. LEAVE CAT CODE		42. FEDERAL TAX DATA FORM EXEMPTED CODE NO TAX EXEMPTIONS		43. STATE TAX DATA FORM EXEMPTED CODE NO TAX STATE CODE EXEMP	
SIGNATURE OR OTHER AUTHENTICATION									
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> FROM POSTED H 03/08/65 2K </div>									

FORM 1150
11 62

Use Previous
Edition

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

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

[illegible]

JCS: 17 JULY 64

SECRET

(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)							
025558		PICCOLO JOSEPH S							
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT			
PROMOTION				07 19 64		REGULAR			
6 FUNDS		7 POST CENTER NO. CHARGEABLE		8 CSC OR OTHER LEGAL AUTHORITY					
X		5275 2100 0000		50 USC 403 J					
9 ORGANIZATIONAL DESIGNATIONS				10 LOCATION OF OFFICIAL STATION					
DDS/OTR JUNIOR OFFICER TRAINEE CORPS				WASH., D. C.					
11 POSITION TITLE				12 POSITION NUMBER		13 SERVICE DESIGNATION			
JR OF TRAINEE				0748		SJ			
14 CLASSIFICATION SCHEDULE (GS, LB, HM)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE			
GS		0090.01		GS 2		7260			
18 REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19 ACTION: 20 EMPLOY CODE		21 OFFICE CODING		22 STATION CODE		23 INTEGRATE CODE		24 ADAPT CODE	
22 10		28300 JOTC		75013					
25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF LET					
12 08 35		07 19 64		07 19 64					
28 DATE OF BIRTH		29 SPECIAL REFERENCE		30 RETIREMENT DATA		31 SEPARATION DATA CODE		32 CORRECTION/CANCELLATION DATA	
								EOD DATA	
33 VET PREFERENCE		34 SERV COMP DATE		35 LONG COMP DATE		36 CAREER CATEGORY		37 REG/HEALTH INSURANCE	
38 PREVIOUS GOVERNMENT SERVICE DATA		39 LEAVE (LT)		40 FEDERAL TAX DATA		41 STATE TAX DATA			
SIGNATURE OR OTHER AUTHENTICATION									
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED 7-21-64 </div>									

FORM 1130

Use Previous Edition

SECRET

80 JUL 1964

 1. Fill in the blanks
 2. Check the boxes
 3. Sign the form

(NLT as Filled In)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
005050		ROBERTO J. L. L. S.									
3. NATURE OF PERSONNEL ACTION CLASSIFICATION AND CHG. OF SERVICE DESIGNATION						4. EFFECTIVE DATE MM DA YR 01 01 68		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY							
V TO V CP TO V		V TO CP CP TO CP		407 1100 1000 50 USC 402 V							
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDS/CTR JUNIOR OFFICER TRAINEE CORPS						WASH., D. C.					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
JR OF TRAINEE						07413		SJ			
14. CLASSIFICATION SCHEDULE (SS, LB, WL)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
SS			COSC.01			GS-2			\$500		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRITY CODE	24. MONTH CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF REG		
37	10	ALPHABETIC		07413			12 01 68				
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO		34. SET	
MO DA YR		1 2 3		1 2 3		TYPE MO DA YR		EOD DATA			
35. VET. PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE	38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO		
CODE 1 2 3		MO DA YR		MO DA YR	CODE 1 2 3		CODE 1 2 3		CODE 1 2 3		
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT		43. FEDERAL TAX DATA		44. STATE TAX DATA			
CODE 1 2 3				CODE 1 2 3		CODE 1 2 3		CODE 1 2 3			
SIGNATURE OR OTHER AUTHENTICATION											
FROM: SAS						<div style="border: 2px solid black; padding: 5px; display: inline-block;"> POSTED </div>					

FORM 1120
11 61

Use Previous
Edition

1000

SECRET

1400 1
Initial the packet
before the 1st
Secretary's office

(When)

125-1196

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

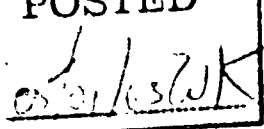
REC. EXT. DIV. 1
MAR 20 2 15 PM '64

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

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

SECRET
(When Filled In)

RZR: 20 APR 63

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
025658		PICCOLO JOSEPH S							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
PROMOTION				04 28 63		REGULAR			
6. FUNDS		7. TO V		8. TO CF		9. COST CENTER NO. (CHARGEABLE)		10. CSC OR OTHER LEGAL AUTHORITY	
X						0232 1000 1000		50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION					
DDP/SPECIAL AFFAIRS STAFF FI/CI BRANCH				WASH., D.C.					
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPS OFFICER				0583		D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		0136.01		08 2		6295			
18. REMARKS									
INTELLIGENCE ANALYST OCCUPYING OPERATIONS OFFICER POSITION.									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRAL CODE	24. HOURS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
22	10	NUMERIC 61300	ALPHABETIC SAS	75013			12 05 35	04 29 63	04 23 63
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA	
MO DA YR		1. CSC 2. FICA 3. NONE		CODE		DATA CODE		EOD DATA	
33. VET PREFERENCE		34. SERV COMP DATE		35. LONG COMP DATE		36. CAREER CATEGORY		37. PERS/HEALTH INSURANCE	
CODE 0 NONE 1 - 5 PT 2 - 10 PT		MO DA YR		MO DA YR		CODE		CODE 0 NO 1 YES 2 YES	
38. PREVIOUS GOVERNMENT SERVICE DATA				39. LEAVE CAT		40. FEDERAL TAX DATA		41. STATE TAX DATA	
CODE 0 - NO PREVIOUS SERVICE 1 - NO BASIS IN SERVICE 2 - BASIS IN SERVICE LESS THAN 3 YRS 3 - BASIS IN SERVICE MORE THAN 3 YRS				CODE 1 YES 2 NO		CODE 1 YES 2 NO		CODE 1 YES 2 NO	
SIGNATURE OR OTHER AUTHENTICATION									
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED  </div>									

FORM 1150

Use Previous

29 APR 63

SECRET

1. EXCLUDED TO SECURITY
2. EXCLUDED TO SECURITY
3. EXCLUDED TO SECURITY

(When Filled In)

100

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87 - 793 AND
 DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS,
 EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GR-ST	OLD SALARY	NEW GR-ST	NEW SALARY
PICCOLO JOSEPH S	023658	41300	V	07 3	\$ 5685	07 3	\$ 5910

PSC: 5 SEPT 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
025058		PICCOLO JOSEPH S							
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT		
REEMPLOYMENT (MILITARY) (CAREER)					08 25 62		REGULAR		
6. FUNDS		7. V TO V		8. V TO CF		9. COST CENTER NO. (UNCLASSIFIED)		10. CSC OR OTHER LEGAL AUTHORITY	
X						3232 1000 1000		C.S. REG. 35.204	
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION				
DDP TASK FORCE W FI - CI BRANCH					WASH., D.C.				
11. POSITION TITLE					12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION		
INTELLIGENCE ASST					0685		D		
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE		
GS			0301.23		07 3		5685		
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRITY CODE	24. MONTH CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LST
12	10	11300 TFW		75013			12 08 35	07 24 07	07 22 62
28. DED EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REG NO		34. SER
							10776		MI
35. DED PREFERENCE	36. SERV COMP DATE	37. LONG COMP DATE	38. DED SERV CODE/CLASS	39. REG. HEALTH INSURANCE	40. SOCIAL SECURITY NO				
0	12 27 54	12 24 57			2 4444 3344				
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE (LST) CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA	
0									
SIGNATURE OF OFFICIAL AUTHORIZED ACTION									
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED <i>[Signature]</i> </div>									

Form 801 1110

Use Previous Editions

SECRET

PSC: 6 OCT 1961

SECRET
(When Filled In)

OEF										NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER					2. NAME (LAST FIRST MIDDLE)														
025658					PICCOLO JOSEPH S														
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE					5. CATEGORY OF EMPLOYMENT									
SEPARATION (MILITARY)					10 04 61					REGULAR									
6. FUNDS					7. COST CENTER NO CHARGEABLE					8. CSC OR OTHER LEGAL AUTHORITY									
X V TO V					2635 5000 8021					C.S. REG. 35.2									
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION														
DDP WH BRANCH 4					WASH., D.C.														
11. POSITION TITLE					12. POSITION NUMBER					13. CAREER SERVICE DESIGNATION									
INTELLIGENCE ASST -					0629					D									
14. CLASSIFICATION SCHEDULE (GS, WB, JW, etc.)					15. OCCUPATIONAL SERIES					16. GRADE AND STEP									
GS					0301.28					07 2									
17. SALARY OR RATE					5520														
18. REMARKS																			
ANNUAL LEAVE AND RETIREMENT TO BE HELD IN ESCROW.																			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																			
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGRATED CODE		24. REPORT CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEE			
48		10										12 09 35							
28. DATE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA		33. SECURITY REG NO		34. LEE							
						18C0051				EOD DATA									
35. VET PREFERENCE		36. LEADY COMP DATA		37. LONG COMP DATA		38. MIL 1402 (CREDIT) LEO		39. FICHA / HEALTH INSURANCE		40. SOCIAL SECURITY NO									
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT				43. FEDERAL TAX DATA				44. STATE TAX DATA							
SIGNATURE OR OTHER AUTHENTICATION																			
10/01/61 ZJK																			

(When Filled In)

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hou.e
125658	PICCOLO JOSEPH S	DDP/WH 3A V-20	
5. OLD SALARY RATE		6. NEW SALARY RATE	
Grade	Step	Salary	Effective Date
GS 07	1	\$ 5,355	07/24/64
Grade	Step	Salary	Effective Date
07	2	\$ 5,520	07/23/61
7. TYPE ACTION			
FSI	LSI	ADI	
8. Remarks and Authentication			
<p>1 + NO EXCESS LWOP</p> <p>/ / IN PAY STATUS AT END OF WAITING PERIOD</p> <p>/ / IN LWOP STATUS AT END OF WAITING PERIOD</p> <p>10. 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23</p>			

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

PAS: 22 JULY 1960

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Var. Incl.	5. Sex	6. CS - EOD
125658	PICCOLO JOSEPH S	Mo. Da Yr. 12 08 35	Non-0 5 Pr-1 10 Pr-2	Code 0 M 1	Mo. Da. Yr. 02 04 57
7. SCB	8. CSC Point.	9. CSC Or Other Legal Authority	10. Appt Affidavit	11. EGLI	12. LCD
Mo. Da. Yr. 12 27 54	Yes-1 No-2 1	Code 50 USCA 403 J	Mo. Da. Yr. 12 27 54	Yes-1 No-2 02 04 57	Code No-2 2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDP WH BRANCH 4	4617	WASH., D.C.	75013
16. Dept. - Field	17. Position Title	18. Position No.	19. Serv. 20. Occup. Series
Dept - 2 USMID - 4 Frqn - 6	Code 2 INTELL ASST	0629	GS 0301.28
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade
06 2	\$ 4995	0	Mo. Da. Yr. 06 28 59
			25. PSI Due
			Mo. Da. Yr. 06 26 60
			26. Appropriation Number
			0235 1000 1000

ACTION

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

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDP WH BRANCH 4	4617	WASH., D.C.	75013
33. Dept. - Field	34. Position Title	35. Position No.	36. Serv. 37. Occup. Series
Dept - 2 USMID - 4 Frqn - 6	Code 2 INTELL ASST	0629	GS 0301.28
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade
07 1	\$ 5355	0	Mo. Da. Yr. 07 24 60
			42. PSI Due
			Mo. Da. Yr. 07 23 61
			43. Appropriation Number
			1235 1000 1000

44. Remarks

POSTED
28-08-60 WK

SECRET

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

SO	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
D	PICCOLO JOSEPH S	125658	46 17	GS-06 2	\$ 4,640	\$ 4,995

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME			3. ASSIGNED ORGAN.		4. FUNDS		5. ALLOTMENT		
525638		PICCOLO JOSEPH S			DDP/WH 1		UV				
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA	YR				MO	DA	YR
GS 06	1	\$ 4,490	06	28	55	GS 06	2	\$ 4,640	06	26	60
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LWOP, CHECK FOLLOWING:											
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD						10. INITIALS OF CLERK			11. AUDITED BY		
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD											
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. TYPE OF ACTION						13. REMARKS					
<input type="checkbox"/> P.S.I. <input type="checkbox"/> S.S.I. <input type="checkbox"/> PAY ADJUSTMENT											
14. AUTHENTICATION											
<p align="center">OS. 11/17/57</p> <p align="center">ENTRALS</p> <p align="right">WK</p>											
PAY CHANGE NOTIFICATION											

FORM 5-59

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

SECRET

OFFICIAL PERSONNEL FOLDER

(4)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION														
BES: 15 APRIL 1960														
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Service			5. Grade		
125658		PICCOLO JOSEPH S				Mo. 12, Da. 08, Yr. 35			None-0 5 Pr-1 10 Pr-2			Code 0 M 1 Mo 02, Da. 04, Yr. 57		
7. ZCD		8. CSC Permit		9. CSC Or Other Legal Authority		10. Asgmt. Affiliation			11. FEGLI			12. LCO		
Mo. 12, Da. 27, Yr. 54		Yes-1 No-2		Code 1		50 USCA 403 J			Mo. 12, Da. 27, Yr. 54			Yes-1 No-2		

PREVIOUS ASSIGNMENT

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

ACTION

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

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP WH BRANCH 5 4				4617		WASH., D.C.				75013	
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept. - 2 Field - 4 Frgn. - 6		INTELL ASST				0629		GS		0301.28	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. P/I Due		43. Appropriation Number	
06 1		\$ 4490		D		Mo. 06, Da. 28, Yr. 59		Mo. 06, Da. 26, Yr. 60		0235 1000 1000	
44. Remarks											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> 04-19-60 WK </div>											

SECRET

NOTIFICATION OF PERSONNEL ACTION

AES: 8 JAN 60

1. Serial No.		2. Name (Last-First-Middle)		3. Date Of Birth			4. Vet. Prof.		5. Sex		6. CS-FOB		
525658		PICCOLO JOSEPH S		Mo.	Da.	Yr.	None-0	Code		M	F	Yr.	
7. SCB		8. CSC Point		9. CSC Or Other Legal Authority			10. Apmt. Affiliat.		11. FEGLI		12. CD		
Mo.	Da.	Yr.	Yes-1	Code	50 USCA 403 J			Mo.	Da.	Yr.	Yes-1	Code	
12	27	54	No-2	1				Mo.	Da.	Yr.	No-2	2	

PREVIOUS ASSIGNMENT

14. Organizational Designations		Code		15. Location Of Official Station		Station Code	
DDP WH BRANCH III MEXICO CITY, MEXICO STATION		3652		MEXICO CITY, MEXICO		35075	
16. Dept. Field		17. Position Title		18. Position No.		19. Serv.	
Dept. - 1	Code	MAIL AND FILE SUP		0510		69	
USStd - 3	5					0305.05	
Frqn - 5							
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade	
06 1		\$ 4490		DS		Mo. Da. Yr.	
						Mo. Da. Yr.	
						25. PSI Due	
						Mo. Da. Yr.	
						26. Appropriation Number	
						9 3570 55 060	

ACTION

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

PRESENT ASSIGNMENT

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

44. Remarks
OTHER

10170
1-28-60
AYH

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 525659		2. NAME PICCOLO JOSEPH S		3. ASSIGNED ORGAN DDP/WH		4. FUNDS UV		5. ALLOTMENT	
6. OLD SALARY RATE						7. NEW SALARY RATE			
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE
GS	5	\$ 4,040	06	29	58	GS	5	4 170	06 28 50
TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER									
8. CHECK ONE <input type="checkbox"/> NO REASON <input type="checkbox"/> EXCESSIVE					9. NUMBER OF HOURS WORKED				
IF EXCESSIVE, CHECK FOLLOWING: <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LONG-STATUS AT END OF WAITING PERIOD					10. INITIALS OF CLERK				
					11. AUDITED BY				
TO BE COMPLETED BY THE OFFICE OF PERSONNEL									
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS			
GRADE	STEP	SALARY	MO.	DA.	YR.				
						4 655340 559			
14. AUTHENTICATION									
<p align="center">G. M. STEWART</p> <p align="center">PERIODIC STEP INCREASE - AUTHENTICATION</p>									

FORM NO. 560a

SECRET

PERSONNEL FOLDER (4)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO. 525658		2. NAME PICCOLO JOSEPH S		3. ASSIGNED ORGAN DDP/WH 7		4. FUNDS UV		5. ALLOTMENT	
6. OLD SALARY RATE						7. NEW SALARY RATE			
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE
4	1	\$ 3,415	02	04	57	4	2	\$ 3,500	02 09 58
REMARKS <i>DS-1 affected 2/7/58 to GS-4-2 \$3,500 per advice from UV Payroll (Addendum) 2-8/59</i>									
CERTIFICATION									
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.									
TYPED OR PRINTED, NAME OF SUPERVISOR ROBERT N. DAHLGREN				DATE 21 Jan 58		SIGNATURE OF SUPERVISOR <i>Robert N. Dahlgren</i>			
PERIODIC STEP INCREASE - CERTIFICATION									

FORM NO. 560

SECRET

PERSONNEL FOLDER (4)

SECRET

NOTIFICATION OF PERSONNEL ACTION

AES: 25 JUNE 1959

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

PREVIOUS ASSIGNMENT

14. Organizational Designations		Code		15. Location Of Official Station		Station Code	
DDP WH BRANCH 111 MEXICO CITY, MEXICO STATION		4652		MEXICO CITY, MEXICO		45075	
16. Dept. Field		17. Position Title		18. Position No.		19. Serv.	
Code		MAIL AND FILE CLK		0510		GS	
20. Occup. Series						0305.05	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade	
05 2		\$ 4190		DS		Mo. Da. Yr.	
						06 29 58	
						06 28 59	
						8 3570 55 060	

ACTION

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

PRESENT ASSIGNMENT

31. Organizational Designations		Code		32. Location Of Official Station		Station Code	
DDP WH BRANCH 111 MEXICO CITY, MEXICO STATION		4652		MEXICO CITY, MEXICO		35075	
33. Dept. Field		34. Position Title		35. Position No.		36. Serv.	
Code		MAIL AND FILE SUP		0510		GS	
37. Occup. Series						0305.05	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade	
06 1		\$ 4490		DS		Mo. Da. Yr.	
						06 12 59	
						06 12 60	
						3 3570 55 060	

44. Remarks

POSTED

20 JUN 1959

101

FORM NO. 1150a

SECRET

(4)

SECRET

(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

LLC 27 JUNE 58

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

PREVIOUS ASSIGNMENT

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

ACTION

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

PRESENT ASSIGNMENT

31. Organizational Designations		Code		32. Location Of Official Station		Station Code	
DDP WH BRANCH III MEXICO CITY, MEXICO STATION		4652		MEXICO CITY, MEXICO		45075	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.	
Dept. - 1 USfld - 3 Frqn - 5		MAIL AND FILE CLK		0518		GS	
37. Occup. Series		38. Grade & Step		39. Salary Or Rate		40. SD	
0305.05		05 1		\$ 4040		DS	
41. Date Of Grade		42. PSI Due		43. Appropriation Number			
Mo. Da. Yr.		Mo. Da. Yr.		8 3570 55 060			
06		12		58		06	
12		58					

44. Remarks

POSTED

Cp

S E C R E T

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

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
PICCOLO JOSEPH S	925658	GS-04-2	\$ 3,500	\$ 3,850

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

S E C R E T

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

MCC													
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth		4. Vet. Prof.		5. Sex		6. CS-EOB	
525355		PICCOLO JOSEPH S				Mo. Da. Yr. 10 01 25		None-0 5 Pt-1 10 Pt-2		Code 0 M 1		Mo. Da. Yr. 02 04 97	
7. SCD		8. CSC Retmt.		9. CSC Or Other Legal Authority		10. Apmt. Affidav		11. FEGLI		12. LCB		13. Pst. Sec.	
Mo. Da. Yr. 12 27 04		Yes-1 No-2		Code 1		Mo. Da. Yr. 12 27 04		Yes-1 No-2		Code 1 02 04 97		Yes-1 No-2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP FI RECORDS INTEGRATION DIVISION ANALYSIS AND OPERATIONS BRANCH INDEX SECTION						WASH. D. C.					
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept - 1 USfld - 3 Frqn - 5		Code 2		FILE CLERK		424 05		GS		0305.01	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
04 1		\$ 3415		DS		Mo. Da. Yr.		Mo. Da. Yr.		8 2309 23	

ACTION

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

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP WH BRANCH III MEXICO CITY, MEXICO STATION				451		MEXICO CITY, MEXICO				45075	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept - 1 USfld - 3 Frqn - 5		Code 5		MAIL AND FILE CLERK		510		GS		0305.05	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
04 1		\$ 3415		DS		Mo. Da. Yr. 02 04 15		Mo. Da. Yr. 02 10 15		P 3570 55 0 0	

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

FOOTNOTED
61555
NR

SECRET

CENTRAL INTELLIGENCE AGENCY

F. 20 Dec 1957

NOTIFICATION OF PERSONNEL ACTION 6351

WPA

1. NAME (MR - MRS - MISS - ONE GIVEN NAME, INITIALS, AND SURNAME) MR. JOSEPH S. PISCLO		2. DATE OF BIRTH 128858 3 Dec 1935	3. JOURNAL OR ACTION NO.	4. DATE 4 February 1957
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) EXCEPSED ASSIGNMENT		6. EFFECTIVE DATE 4 Feb 1957	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 U.S.A. 103 j	
FROM		TO		
		8. POSITION TITLE File Clerk	HW-424.09	
		9. SERVICE, SERIES, GRADE, SALARY GS-0305-01-4	\$3415.00 per annum	
		10. ORGANIZATIONAL DESIGNATIONS Records Integration Division Analysis & Operations Branch Index Section		
		11. HEADQUARTERS Washington, D. C.		
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input type="checkbox"/> 5 PT. <input type="checkbox"/> 10 POINT <input type="checkbox"/> <input checked="" type="checkbox"/> X		14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> SD:16		
15. SEX M	16. APPROPRIATION FROM: 7-2309-23		17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes	18. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) 4 Feb 1957
19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Florida				

20. REMARKS

RC-101

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

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

DO: 2/1/57
CSMOD: 2/1/57
LCO: 2/1/57
SCD: 12/27/54

PSI DUE 2/9/58

Personnel Folder Requested 2/1/57

from 15.1

INITIALS 4

ENTRANCE PERFORMANCE RATING:

Director of Personnel

4. PERSONNEL FOLDER COPY

SECRET
CLASSIFICATION

FITNESS REPORT

SECTION A 265 441 914 GENERAL INFORMATION

1. EMPLOYEE NUMBER 025658	2. NAME (Last, First, Middle) Piccolo, Joseph S.	3. DATE OF BIRTH 8 Dec 35	4. GRADE GS-13	5. POST DAG
7. OFFICIAL POSITION Ops Officer		8. TYPE OF APPOINTMENT DDO/CI/O/C/LA		9. REPORTING STATION Hqs
11. TYPE OF APPOINTMENT		12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	13. REPORTING PERIOD (FROM-TO) 1 Oct 78 - 30 Sept 79	
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	14. DATE REPORT DUE IN O.P. 1 Oct 78 - 30 Sept 79	

SECTION B QUALIFICATIONS UPDATE

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

SECTION C

PERFORMANCE EVALUATION

U--Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken & proposed in Section D.

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

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

S--Strong Performance is characterized by exceptional proficiency.

O--Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

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

SPECIFIC DUTY NO. 1 Serve as senior CI coordinator for LA Division; to monitor the Division's CI activities; to provide guidance and support for its CI problems and operations.	RATING LETTER S
SPECIFIC DUTY NO. 2 Participate in Counterintelligence and Operational Security Surveys.	RATING LETTER S
SPECIFIC DUTY NO. 3 Screen LA Division traffic containing items of CI significance; maintain liaison with other CI components of the USG; perform special CI case assignments.	RATING LETTER S
SPECIFIC DUTY NO. 4 Maintain CI working files including basic information on the CI objectives of LA Division.	RATING LETTER S
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER

DERIVATIVE CL BY 052260

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SECRET
CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

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

Dec 12 8 10 AM '79
Mr. Piccolo's work experience in LA Division and Cuban operations, his inquisitive instincts, his activist style, and his keen analytical skills, superbly qualify him to serve as the senior CI Staff coordinator for LA Division. One obvious measure of his strong, continued effectiveness, is that in any given week he receives more requests for guidance, CI file reviews, and other forms of CI support, than any of our other area division coordinators. On the other hand, because of his in-depth, across the board knowledge of LA's operational activities, he represents a unique resource to C/CI when the latter has to respond knowledgeably and rapidly to inquiries from the DDO level on LA related matters. On that score alone, C/CI has commented on his deep satisfaction with Mr. Piccolo's impressive performance.

During the year, Mr. Piccolo led the team which conducted an in-depth CI and Operational Security Survey of Brasilia Station and its two Bases. The final report was well received by the Division and the Station, which began implementing certain of the team's suggested recommendations before its return to Headquarters. As with other CI survey reports, the Brasilia study was forwarded to the DDO and the DCI for their information. Mr. Piccolo is one of the more experienced survey officers, having participated in or led five station survey exercises in AF and LA Divisions.

//continued//

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 14	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION Following report meeting Profile 0 2 S 13 P M U	
DATE 10 Dec 1979	OFFICIAL TITLE OF SUPERVISOR Chief, CI/OG/OC	TYPED OR PRINTED NAME AND SIGNATURE Stephen F. Creane

2. BY EMPLOYEE	
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	SIGNATURE OF EMPLOYEE 10 Dec 79 [Signature]

3. BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL Mr. Piccolo is a very competent, serious and ambitious officer. As the senior CI coordinator for LA Division, he has represented the Staff extremely well and, more importantly, has ensured rapid, professional and informed follow-up on counter-intelligence problems and leads in that active area. He knows his client division well, his advice and support are regularly sought, and he has an unusual ability to penetrate to the essentials of a given operational matter. All with whom he deals in LA Division hold him in high esteem.	

(continued)

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	C/CI/OG	Jack Friedlander

4. BY EMPLOYEE	
I CERTIFY I HAVE BEEN SHOWN THE ENTIRE CONTENTS OF THIS REPORT AND HAVE NO OBJECTION TO THE REPORTING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	SIGNATURE OF EMPLOYEE [Signature]

SECRET
CLASSIFICATION

14-00000

SECRET

The operational traffic Mr. Piccolo screens for the "front office" is usually accompanied by pertinent insights on the significance of the development or event reported. He has been praised more frequently for his commentaries than any of our other coordinators, which is another reflection on his intimate familiarity with the LA operational scene. Numerous examples of his productive and versatile service to the Division and Staff can be cited but we will note for the sake of brevity only three to underscore our point. (1) For the past two years he has been the guiding and principal referent on a joint Agency/FBI proposal which would enable the FBI to engage in foreign CI operations against the Soviet Intelligence services on the Mexican side of the border. His perseverance in shepherding the instrument through its various approval stages in the Agency and the Department of Justice, is finally paying off with the recent notification that the SCC/CI had informally approved the agreement. (2) This past summer Mr. Piccolo was temporarily assigned to assist NE Division as a consultant, because of his Brazilian expertise, in a case involving a Brazilian walk-in who claimed PLO connections. Ultimately Mr. Piccolo participated directly in the interrogation/assessment process, and was a key factor in finally persuading the Brazilian to return to Brazil to work in place against the PLO. Finally (3), he has quite justifiably earned the reputation (per student critiques and faculty commentary) as one of the most effective instructors on the CI Staff. He lectures regularly in the CI and BOC courses, and participates in the Walk-Ins and Doubled Agent seminars for our military and FBI colleagues.

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

SECTION E. REVIEWING COMMENTS (continued)

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

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

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

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

SECRET

SECRET

14 March 1979

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

SUBJECT : Letter of Instruction

General:

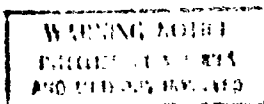
1. As the Latin America Division Coordinator for the Operations Coordination Branch, CI/OG, your basic duty is to serve as the initial and principal point of contact between the CI Staff and LA Division with respect to counterintelligence activities involving the Division and its respective Stations.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

Specific Duties:

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

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

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



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 FIELD CLERK ON 14 MAR 79
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SECRET

SECRET

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

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

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

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

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

I have read and understood the above.

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

14 Mar 77
Date

SECRET

SECRET
CLASSIFICATION

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 025058	2. NAME (Last, First, Middle) PICCOLO, Joseph S.	3. DATE OF BIRTH 8 Dec. 35	4. SEX M	5. GRADE GS-13	6. ID DAG
7. CURRENT POSITION/TITLE Operations Officer		8. OFFICE SYMBOL/ASSIGNMENT DDO/CIOC/LANE	9. CURRENT STATION Hqs.		10. CODE (See 11) <input checked="" type="checkbox"/> MGS <input type="checkbox"/> DF
11. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAPTER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			12. TYPE OF REPORT <input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT <input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (From-To) 1 Oct. 77 - 30 Sept. 78			14. DATE REPORT DUE IN O.P. October 78		

SECTION B

QUALIFICATIONS UPDATE

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

SECTION C

PERFORMANCE EVALUATION

<input checked="" type="checkbox"/> Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
<input type="checkbox"/> Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
<input type="checkbox"/> Satisfactory	Performance is satisfactory. Desired results are being produced in the manner expected.
<input type="checkbox"/> Strong	Performance is characterized by exceptional proficiency.
<input type="checkbox"/> Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

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

SPECIFIC DUTY NO. 1 Maintain close working relationships with LA Division personnel in support of DDO counterintelligence operations and activities; and provide guidance and support in the furtherance of those activities.	RATING LETTER S
SPECIFIC DUTY NO. 2 Assist in the review and coordination of assigned double agent cases in your geographic area which are sponsored by the U.S. military and other U.S. agencies; and help manage certain select foreign CI cases.	RATING LETTER S
SPECIFIC DUTY NO. 3 Monitor hostile intelligence approaches to U.S. persons in your geographic area.	RATING LETTER S
SPECIFIC DUTY NO. 4 Participate in the LAST Section contribution to an overall CI Staff annual evaluation of counterintelligence programs in LA Division field stations.	RATING LETTER S
SPECIFIC DUTY NO. 5 Screen non-restricted DDO operational telecommunications for threat of CI significance.	RATING LETTER S
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Indicate overall performance during the rating period. Consider the employee's overall effectiveness in the current position and in performance of specific duties. Performance should be based on job responsibilities, performance of major tasks or duties, and performance in relation to others. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most closely reflects the level of performance.

RATING LETTER

S

S E C R E T
CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

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

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

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

In terms of Specific Duty No. 1., Mr. Piccolo has had several field station assignments in LA Division plus several at Headquarters. He maintains close and continuing contact with country desks and staff officers and when appropriate has initiated operational comments and suggestions. For example, when reviewing the traffic from an on island Cuban reporting source he noted indications that the source might be under hostile control, and sent forward a memorandum outlining these indications to COG while deferring to them for further action. On another occasion when a walk in appeared at an overseas Station he again approached COG

-Continued -

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

12

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

C-5

DATE

1 Dec 78

OFFICIAL TITLE OF SUPERVISOR

DC/OG/OCB

TYPED OR PRINTED NAME AND SIGNATURE

John F. Markham

2. BY EMPLOYEE

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

DATE

1 Dec 78

SIGNATURE OF EMPLOYEE

Joseph S. Piccolo

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

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

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

DATE

1 December 1978

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, CI/O/C

TYPED OR PRINTED NAME AND SIGNATURE

Stephen J. Creano

4. BY EMPLOYEE

SIGNATURE OF EMPLOYEE

CLASSIFICATION

S E C R E T

Continuation of Fitness

Joseph S. Piccolo

and outlined to them the reasons he believed the walk-in was a provocation. COG agreed to withhold any attempts at operational exploitation until the walk-in's bona fides were better established. The walk-in subsequently failed a polygraph on the question was he being directed at us.

With respect to Duty No. 2, usually focused on the activities of USAINTA while his colleague focused on those of OSI. In any event, each could readily fill in as substitute if the other were absent. The range of operational initiatives available to us in these cases is, for the most part, limited and our main in-put is in terms of area knowledge and operational experience. Nevertheless, Mr. Piccolo did address himself to the problem of coverage of controlled U.S.: Person double agents when travelling overseas and drafted a general consent agreement for agents to sign permitting us CI coverage of them while abroad. The suggestion is in the hands of the military services the FBI and Agency legal authorities and its ultimate fate is not known.

In terms of ad hoc assignments Mr. Piccolo has participated in two CI Operational Surveys, namely Buenos Aires and Bogota. In both instances he was the team leader. A CI Survey is defined as an in depth review of a Stations operational activities designed to detect efforts by and determine the capabilities of foreign intelligence services to carry out recruitment, penetration, provocation and deception operations and to evaluate the threat these pose to the Station. The Surveys are time consuming and taxing, requiring a review of all pertinent Headquarters files, a visit to the Station to review field files and interview all operational personnel, and then return to Hqs. to compile a report that may run as few as fifty pages or more than one hundred. The reports are addressed to the COS and the DDO, although the DCI has instructed that he be routinely included on the distribution of each report. Mr. Piccolo's level of performance is reflected in the fact that Bogota was his fourth survey.

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

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

S E C R E T

14-00000

SECRET

1 September 1978

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

SUBJECT : Letter of Instruction

I. Introduction

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

II. Operations Coordination Branch - General Missions and Goals

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

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

IV. Specific Duties

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

F2 IMPDET
CL BY 057250

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

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


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

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

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

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

I have read and understood the above:


Joseph S. Piccolo


John F. Markham

1 Sept 78
Date

SECRET

1 September 1978

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

SUBJECT : Letter of Instruction

I. Introduction

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

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

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12 IMPDET
CL BY 057250

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

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


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

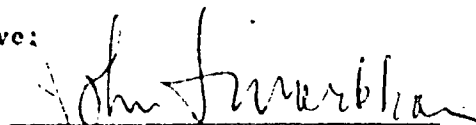
4. To monitor hostile intelligence approaches to U.S. persons in your geographic area, including U.S. Government military and civilian employees, tourists and U.S. resident aliens.

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

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

I have read and understood the above:


Joseph S. Piccolo


John F. Markham

1 Sept 78
Date

27

SECRET
CLASSIFICATION

FITNESS REPORT											
SECTION A GENERAL INFORMATION											
1. EMPLOYEE NUMBER 025658		2. NAME (Last, First, Middle) Piccolo, Joseph			3. DATE OF BIRTH 8 Dec 35		4. SEX M		5. GRADE GS-13		
6. OFFICIAL POSITION/TITLE Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT DDO/CI/OG/SO			8. CURRENT STATION HQS		9. FOD (FEB 77) XX HQS		10. FOD (FEB 77) OF		
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT						
<input checked="" type="checkbox"/> CAREER		<input type="checkbox"/> RESERVE		<input type="checkbox"/> TEMPORARY		<input type="checkbox"/> INITIAL		<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/> REASSIGNMENT	
<input type="checkbox"/> CONTRACT		<input type="checkbox"/> SPECIAL		<input type="checkbox"/> OTHER		13. REPORTING PERIOD (FROM-TO) 1 Oct 76-30 Sep 77			14. DATE REPORT DUE IN O.P. 31 Oct 77		
SECTION B QUALIFICATIONS UPDATE											
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.											
SECTION C PERFORMANCE EVALUATION											
U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D. M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described. P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected. S-Strong Performance is characterized by exceptional proficiency. O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.											
SPECIFIC DUTIES											
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).											
SPECIFIC DUTY NO. 1 Operations officer for multiple lead highly sensitive CI project.								RATING LETTER S			
SPECIFIC DUTY NO. 2 Case officer for CI/FBI project involving extensive international and domestic travel.								RATING LETTER O			
SPECIFIC DUTY NO. 3 Investigation and exploitation of CI leads derived from Agency and/or FBI operations.								RATING LETTER S			
SPECIFIC DUTY NO. 4 Ad hoc assignments; i.e. CI Operational Surveys, CI training of foreign liaison, etc.								RATING LETTER O			
SPECIFIC DUTY NO. 5 To serve as Acting Branch Chief.								RATING LETTER S			
SPECIFIC DUTY NO. 6								RATING LETTER			
OVERALL PERFORMANCE IN CURRENT POSITION											
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits and particularly limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								RATING LETTER S			

FORM 45
1-78

CLASSIFICATION
SECRET

061197

12. IMPDET CI BY

S
P
M

SECRET

SECTION D

NARRATIVE COMMENTS

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

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

/Continued/

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

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

2. BY EMPLOYEE

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

COMMENTS OF REVIEWING OFFICIAL

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

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

I CERTAINLY HAVE THEN THE ENTIRETY OF THIS REPORT OR THIS REPORT I HAVE <input type="checkbox"/> HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	SIGNATURE OF EMPLOYEE Joseph S. Piccolo
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SECRET

SECRET

FITNESS REPORT
October 1977

Joseph S. Piccolo

SECTION D NARRATIVE COMMENTS - /Continued/

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

14-00000

SECRET

25 October 1977

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT : Letter of Instruction

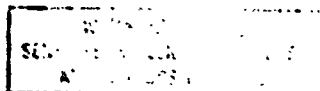
Dear Mr. Piccolo:

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

General

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

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



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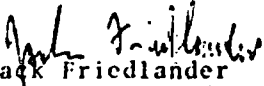
SECRET

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

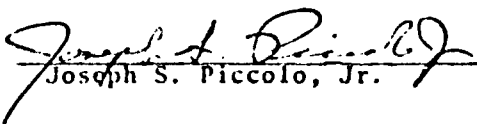
Duties

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

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


Jack Friedlander
Chief, CI Staff
Operations Group

I have read and understood the above.


Joseph S. Piccolo, Jr.

SECRET

SECRET
CLASSIFICATION

FITNESS REPORT										
SECTION A GENERAL INFORMATION										
1. EMPLOYEE NUMBER 025658		2. NAME (Last, first, middle) Piccolo, Joseph S.			3. DATE OF BIRTH 12/08/35		4. SEX M		5. GRADE GS-13	
6. OFFICIAL POSITION TITLE Operations Officer			7. OFF/DIV/BR OF ASSIGNMENT DDO/CI/OG/AO & SO			8. CURRENT STATION HQS		9. CODE (CA, I) X HQS		
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT						
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT <input type="checkbox"/> SPECIAL				<input type="checkbox"/> CONTRACT <input type="checkbox"/> SPECIAL <input type="checkbox"/> OTHER						
12. REPORTING PERIOD (FROM-TO) 01/12/76 - 09/30/76						13. DATE REPORT DUE IN O.P. October 1976				
SECTION B QUALIFICATIONS UPDATE										
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.										
SECTION C PERFORMANCE EVALUATION										
U—Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D. M—Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described. P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected. S—Strong Performance is characterized by exceptional proficiency. O—Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.										
SPECIFIC DUTIES										
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
SPECIFIC DUTY NO. 1 Conduct CI operational surveys								RATING LETTER S		
SPECIFIC DUTY NO. 2 To serve as acting branch chief								RATING LETTER S		
SPECIFIC DUTY NO. 3 To serve as operations officer for a multiple lead CI project.								RATING LETTER S		
SPECIFIC DUTY NO. 4 To case officer a CI project involving inter-division travel abroad.								RATING LETTER S		
SPECIFIC DUTY NO. 5								RATING LETTER		
SPECIFIC DUTY NO. 6								RATING LETTER		
OVERALL PERFORMANCE IN CURRENT POSITION										
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperation, personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								RATING LETTER S		

FORM 45

CLASSIFICATION

REPORT NO. 008885

SECRET
CLASSIFICATION

SECTION D NARRATIVE COMMENTS

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

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

During the six month period Mr. Piccolo was assigned to the Area Operations Branch, his duties consisted of participation in CI operational surveys of two countries, e.g., Ethiopia and Peru. By way of explanation, a CI operational survey is defined as an in-depth review, both at headquarters and in the field, of a Station's operational activities in order to detect efforts by and determine the capabilities of foreign intelligence services to accomplish recruitments, penetrations, provocations and deception operations plus an evaluation of the threat these pose to future operations and assets. The surveys are conducted by a team of two or more operations officers and their final report may be 100 or more pages in length. The report is addressed to the DDO and the Area Division Chief and gives them a detailed CI profile of the Station.

(CONTINUED)

SECTION E CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

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

2. BY EMPLOYEE

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

COMMENTS OF REVIEWING OFFICIAL

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

DATE 14 DEC 1976	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, CI Staff Ops Group	TYPED OR PRINTED NAME AND SIGNATURE Lawrence M. Sternfield
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I HAVE <input type="checkbox"/> OR HAVE NOT <input type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	DATE 14 DEC 1976	SIGNATURE OF EMPLOYEE Joseph S. Piccolo
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CLASSIFICATION

14-00000

S E C R E T

FITNESS REPORT

Joseph S. Piccolo, Employee #025658

SECTION D - NARRATIVE COMMENTS (Continued)

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

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

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

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

S E C R E T

SECRET

15 December 1976

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT: Letter of Instruction

Dear Mr. Piccolo:

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

General

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

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

E2 IMPDET
CL BY 008885

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

Duties


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

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

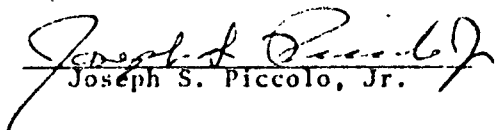
b. To serve as Branch Chief or Deputy Branch Chief as required in the absence of the incumbent.

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

d. To exploit CI leads arising out of sensitive material and command channel communications.


Lawrence M. Sternfield
Chief, CI Staff
Operations Group

I have read and understood the above.


Joseph S. Piccolo, Jr.

SECRET

CONFIDENTIAL

FITNESS REPORT				NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
SECTION A. GENERAL INFORMATION							
1. EMPLOYEE NUMBER		2. NAME (last, first, middle)		3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
		Joseph S. Piccolo		8 Dec 1935	M	GS-13	D
7. OFFICIAL POSITION TITLE				8. OFF. DIV/BR OF ASSIGNMENT		9. CURRENT STATION	
Operations Officer						Managua	
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> CAREER PROVISIONAL	<input type="checkbox"/> RESERVE	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> 21-MONTH	<input type="checkbox"/> 30-MONTH	<input checked="" type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> TEMPORARY	12. REPORTING PERIOD (From-to)		13. DATE REPORT DUE IN O.P.		
				21 Jan - 7 Aug 1975			
SECTION B. PERFORMANCE EVALUATION							
<p>U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Responsible for the Station's Operational Program targetted against Communist, Terrorist and political Left target						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Conducts daily liaison operation to extract intelligence and operational support for Station unilateral efforts and to assess and cultivate liaison or other military officers for unilateral						S	
SPECIFIC DUTY NO. 3 recruitment.						RATING LETTER	
Cultivates a Cabinet level target for eventual recruitment as an agent of influence						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Acts as DCOS and, in the absence of the COS, as ACOS						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
Develops unilateral assets in the MIABYSS target area.						(S)	
SPECIFIC DUTY NO. 6						RATING LETTER	
Serves as Station Technical Referent						(S)	
OVERALL PERFORMANCE IN CURRENT POSITION							
<p>Tally into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, responsiveness, pertinent personal traits or habits and particular weaknesses or talents. Based on your knowledge of employee's overall performance during the rating period place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.</p>						RATING LETTER	
						S	

FORM 43N

CONFIDENTIAL

11 JAN 1976

CONFIDENTIAL

SECTION C

NARRATIVE COMMENTS

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

This is an end of tour report covering the fourteen months in which this Officer has been under my supervision. Managua Station has just submitted its first Statement of Accomplishment Goals under the newly-established MBO reporting system and schedule. Consequently, this report combines Subject's duties as specified in two previous LOI's which run from 1 June 1974 to 30 May 1975 and from 1 June 1975 through 31 July 1975. The duties listed are therefore broader than those to be reflected in the latest LOI now being formulated as a logical adjunct to the new MBO format and content.

(*) (On specific duties No. 5 and 6, there is so little content or substance associated with these duties as to make a Letter Rating meaningless. The Narcotics target in Nicaragua is practically non-existent and there is no current need for technical operations to support approved operational activities. The duties are listed only because they were included in the LOI.)

DUTY NO. 1

Responsible for the operational program against the communist and extremist target, this officer handles three agents and a contract agent in a highly proficient manner.

(See Attached Sheet)

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
14		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
7 August 1975	Chief of Station	
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
<p>The assessment given above of Mr. Piccolo's performance seems to be well-balanced and generally fair. His performance as described fits with my knowledge of it. It should be noted that it is very difficult to establish much of an operational record in Managua because of the lack of intelligence targets and the low level of community interest in developments in Nicaragua. It is to his credit that Mr. Piccolo was able to recruit in the only target available--the terrorist FSLN.</p> <p>Mr. Piccolo is poised and quiet in demeanor. He is a reliable, dependable officer of good judgment.</p> <p>I agree with the rater that Mr. Piccolo should be given the opportunity to do something different. A rotational tour to another DDO component would probably be very helpful to his overall development and motivation at this time. I concur in the overall assessment of his performance as "Strong."</p>		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
2 December 1975	Deputy Chief, LA Division	Raymond A. Carter

I certify that I have seen and entries in this report.

CONFIDENTIAL

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- 2 -

SECTION C NARRATIVE COMMENTS

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

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

Acting upon a lead from ERHATCHET-2, a former media asset, this Officer also contacted, assessed, developed and recruited a student who was formerly with the Revolutionary Students Front (FER-support arm of the FSLN terrorist organization.) This asset is being targetted against the FER and FSLN.

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

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

SECRET

S E C R E T

- 3 -

NARRATIVE COMMENTS (Continued)

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

DUTY NO. 2

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

DUTY NO. 3

Subject has done exceedingly well in the development and cultivation of ERLANK-1 for gradual recruitment as an agent of influence. PRQ Parts I and II have been submitted, and ERLANK-1 is responding to Subject's overtures of friendship. ERLANK-1 has agreed to a turn-over, and this was accomplished very recently.

DUTY NO. 4

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

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- 4 -

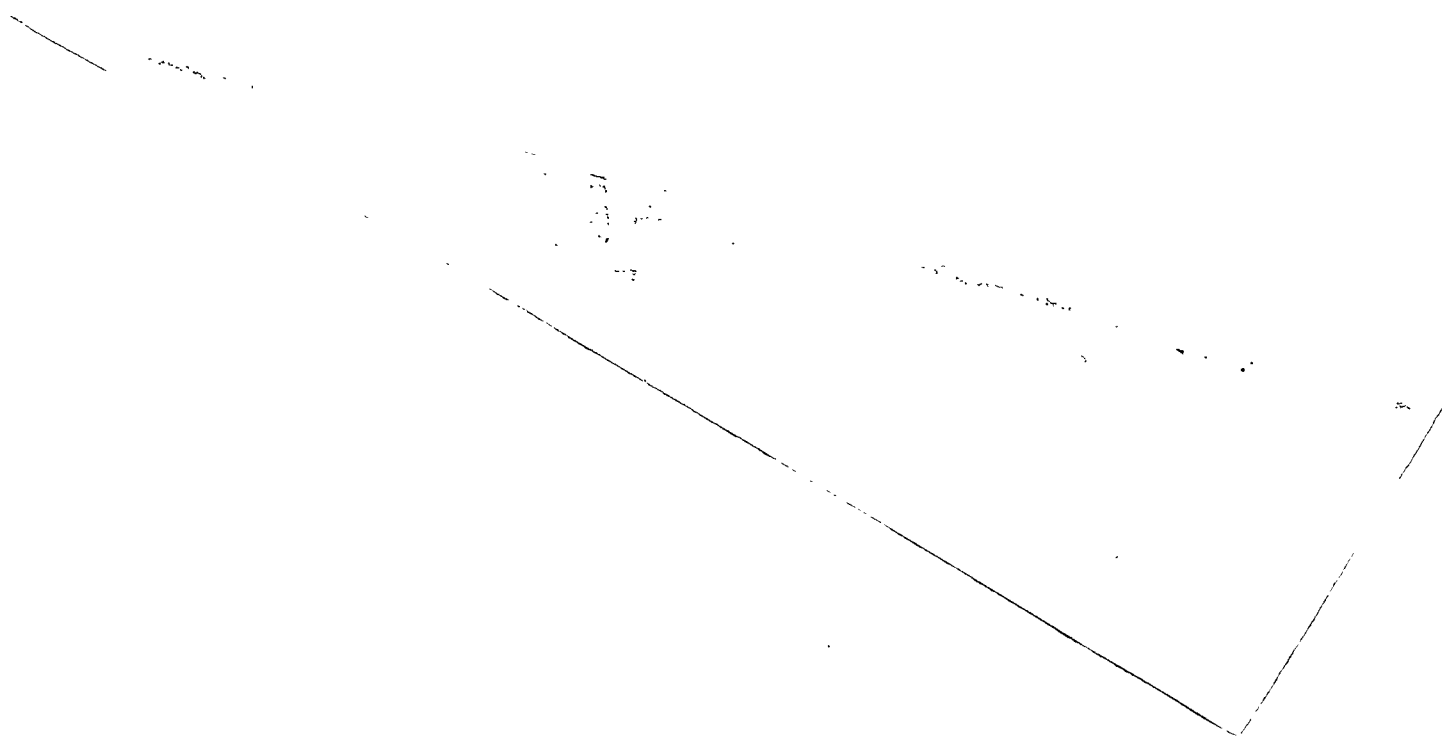
NARRATIVE COMMENTS (Continued)

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

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

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

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- 5 -

NARRATIVE COMMENTS (Continued)

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

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

SECRET

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CLASSIFICATION

FITNESS REPORT								
SECTION A GENERAL INFORMATION								
1. EMPLOYEE NUMBER 025658		2. NAME (Last, first, middle) Piccolo, Joseph S.			3. DATE OF BIRTH 1935	4. SEX M	5. GRADE 13	6. SD D
7. OFFICIAL POSITION TITLE Ops Officer -- DCOS			8. OFF. DIV./BR OF ASSIGNMENT DDO/LA/CAN		9. CURRENT STATION Managua		10. CODE (if one) HQS. <input checked="" type="checkbox"/> DP	
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spk)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL	
13. REPORTING PERIOD (from-to) 6 June 1974 - 30 September 1974					14. DATE REPORT DUE IN O.P. ASAP			
SECTION B QUALIFICATIONS UPDATE								
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.								
SECTION C PERFORMANCE EVALUATION								
<u>U-Unsatisfactory</u>		Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.						
<u>M-Marginal</u>		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.						
<u>P-Proficient</u>		Performance is satisfactory. Desired results are being produced in the manner expected.						
<u>S-Strong</u>		Performance is characterized by exceptional proficiency.						
<u>O-Outstanding</u>		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.						
SPECIFIC DUTIES								
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).								
SPECIFIC DUTY NO. 1							RATING LETTER	
See attached Cable in Lieu of Fitness Report.								
SPECIFIC DUTY NO. 2							RATING LETTER	
SPECIFIC DUTY NO. 3							RATING LETTER	
SPECIFIC DUTY NO. 4							RATING LETTER	
SPECIFIC DUTY NO. 5							RATING LETTER	
SPECIFIC DUTY NO. 6							RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION								
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, responsibility, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's current performance during the rating period place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							RATING LETTER	
							S	

FORM 43

CLASSIFICATION
CONFIDENTIAL

12. REPORT OF BY 0070348 J

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CLASSIFICATION

SECTION D**NARRATIVE COMMENTS**

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

See attached Cable in Lieu of Fitness Report

SECTION E**CERTIFICATION AND COMMENTS****1. BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

20 January 1975

Chief of Station

/s/ Raymond J. Swider

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

☒

HAVE NOT ATTACHED

20 January 1975

/s/ Joseph Piccolo

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

See Attached

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

05 February 75

DC/LA Division

/s/ Raymond A. Warren

4. BY EMPLOYEE

I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT

DATE

20 February 1975

SIGNATURE OF EMPLOYEE

/s/ Joseph S. Piccolo

CONFIDENTIAL
CLASSIFICATION

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PAGE 01

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MANA 11575

S E C R E T 211330Z JAN 75 STAFF

CITE MANAGUA 11575 SECTION 1 OF 2 *72*

TO: DIRECTOR,

ADMIN PERS

RYBAT

CABLE SEC SUGGESTS DISSEM TO: MCP
IF DESIRED, SEND FORM 1004 TO CABLE SEC.

REF: DIRECTOR 644201

1. FOLLOWING IS SUBMITTED PER REFERENCE. SECTION "B":
SPECIFIC DUTY NUMBER ONE: STATION OFFICER RESPONSIBLE
FOR OPERATIONAL PROGRAM DIRECTED AGAINST COMMUNIST,
TERRORISTS AND POLITICAL LEFT. RATING LETTER "S";
SPECIFIC DUTY NUMBER TWO: STATION LIAISON OFFICER,
RATING LETTER "S";
SPECIFIC DUTY NUMBER THREE: MANAGES UNILATERAL PENE-
TRATION OF SECURITY SERVICE. RATING LETTER "S";
SPECIFIC DUTY NUMBER FOUR: SUPERVISES CONTRACT AGENT
WHO HANDLES PENETRATION OF COMMUNIST PARTY AND SPOTTER/
ASSESSER OF POTENTIAL TERRORIST MOVEMENT PENETRATION
ASSETS. RATING LETTER "B";
SPECIFIC DUTY NUMBER FIVE: DCOS, SUPERVISING ONE
CLERICAL, ONE CONTRACT AND TWO COMMUNICATORS AND ACTING OFFICER

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Piccolo

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S E C R E T

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PAGE 03

IN 471163

TORI2114322 JAN 75

MANA 11575

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

(2) AS STATION LIAISON OFFICER, HE PERFORMS IN AN
EXTREMELY STRONG MANNER, USING HIS WINNING WAYS WITH
THE NICARAGUAN INTELLIGENCE OFFICERS TO EXTRACT, ON
CONTINUING BASIS, NET GAIN FOR OUR MISSION. THE CHIEF
OF THE SERVICE IS ESPECIALLY FOND OF THE OFFICER AND
BECAUSE OF THE FRIENDSHIP OCCASIONALLY VOLUNTEERS
TIDBITS OF INFORMATION WHICH ARE TECHNICALLY STILL
UNRELEASABLE STATE SECRETS. TRECKLER IS NOW IN THE
PROCESS OF ATTEMPTING TO REDIRECT LIAISON EFFORTS
TOWARDS BETTER AND INCREASED COVERAGE OF THE COMMUNIST
AND TERRORIST TARGETS. WHILE WALKING THAT TIGHTROPE
OF AVOIDING AGENCY COMMITMENT TO ANY NEW LARGE EXPEND-
ITURES OF RESOURCES. WITHIN THE LIAISON CONTEXT, HE HAN-
DLES THE UNILATERAL PENETRATION OF THE SECURITY SERVICE,
WHO COMPLEMENTS STATION COVERAGE OF THE LOCAL SUBVERSIVE

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PAGE 04

IN 471163

TOR12114322 JAN 75

MANA 11575

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

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

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

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

S E C R E T

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 TOR:211432Z JAN 75 MANA 11575

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

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PAGE 06-06

IN 471163

TOR12114322 JAN 75

MANA 11575

AT THIRTY NINE YEARS OF AGE, HE STANDS IN MY OPINION,
 HEAD AND SHOULDERS ABOVE HIS GRADE PEERS IN EXPERIENCE,
 MATURITY, RELIABILITY, DEPENDABILITY AND UNFAILINGLY
 GOOD COMMON SENSE, HIS 17 YEARS OF SERVICE IN THE
 ORGANIZATION, 12 OF THEM ABROAD, HAVE RESULTED IN HIS
 FORMATION AS JA UNUSUALLY VERSATILE, HIGHLY KNOWLEDGE-
 ABLE AND COMPLETELY PROFESSIONAL OPERATIONS OFFICER.
 HIS OPERATIONAL EXPERIENCE OVER THE YEARS HAS RUN THE
 GAMUT FROM RUNNING ACCESS AGENTS, THIRD COUNTRY DENIED
 AREA OPERATIONS, DOUBLE AGENT OPERATIONS, C.P. PENETRATION

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S E C R E T 211330Z JAN 75 STAFF

CITE MANAGUA 11575 FINAL SECTION OF 2

TO: DIRECTOR,

ADMIN PERS

RYBAT

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

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

3, SUBJECT WAS SEEN AND SIGNED ABOVE ON 20 JANUARY
1979, E2, IMPDET.

..

S E C R E T

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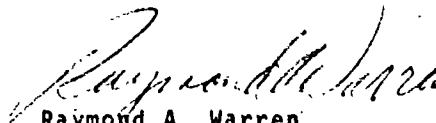
S E C R E T

5 February 1975

COMMENTS OF REVIEWING OFFICIAL:

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

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


Raymond A. Warren
Deputy Chief
Latin America Division

E2 IMPDET
CL BY 009560

S E C R E T

CONFIDENTIAL

FITNESS REPORT				NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
SECTION A. GENERAL INFORMATION							
1. EMPLOYEE NUMBER 025658		2. NAME (last, first, middle) Piccolo, Joseph S.			3. DATE OF BIRTH 1935		4. SEX M
		5. GRADE GS-13		6. SD D			
7. OFFICIAL POSITION TITLE Ops Officer-DCOS				8. OFF/DIV/BR OF ASSIGNMENT DDO/WH/2		9. CURRENT STATION Managua	
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> CAREER PROVISIONAL	<input type="checkbox"/> RESERVE	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> 21-MONTH	<input type="checkbox"/> 30-MONTH	<input checked="" type="checkbox"/> Of Supervisor REASSIGNMENT	
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> TEMPORARY	12. REPORTING PERIOD (From-to) 20 Sept 1973-5 June 1974			13. DATE REPORT DUE IN O.P. N/A	
SECTION B. PERFORMANCE EVALUATION							
<p>U—Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M—Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S—Strong Performance is characterized by exceptional proficiency.</p> <p>O—Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1 Acting COS Duties. Supervises tw clerical, one HOC officer and tw communicators						RATING LETTER S	
SPECIFIC DUTY NO. 2 Station operations officer with direct agent handling responsibilities for Communist Party and related targets						RATING LETTER S	
SPECIFIC DUTY NO. 3 Liaison Officer						RATING LETTER S	
SPECIFIC DUTY NO. 4 Station operations officer for operations directed against the Narcotics target						RATING LETTER P	
SPECIFIC DUTY NO. 5 Operations Officer handling a sensitive liaison penetration operation						RATING LETTER P	
SPECIFIC DUTY NO. 6						RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER S	

CONFIDENTIAL

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify, or explain rulings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p> <p>(The following is directly keyed to Subject's "Letter of Instructions")</p> <p>As ACOS he has demonstrated a thorough understanding of Agency policies and regulations. He works well with those he supervises and has exhibited unusual patience while diligently instructing and correcting employees. During my absences, he has worked well with Senior members of the Embassy and has been accepted by Embassy and Station personnel alike as a mature, sensible and experienced officer.</p> <p>As Liaison Officer for the Station, he has done an excellent job of improving the effectiveness of the "Special Unit" by offering his expertise, improving their physical working conditions and convincing them to expand their horizons. The unit appears to be responding well to his leadership and should prove more productive in the future.</p> <p>His handling of a sensitive unilateral contact in Liaison has resulted in obtaining what information the contact is willing to disclose. Although categorized as a penetration, the operation is more that of a contact who is willing to provide inside information to clarify certain situations and events rather than an aggressive penetration seeking all that lies behind the scenes. This is a principal liaison contact with whom a good working relationship must be maintained and such a relationship does exist.</p> <p>He has made very little progress in operations against the Narcotics target. Subject inherited very little in sources and has not developed any new prospects. (Continued)</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
4 June 1974	/s/ Joseph Piccolo		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
8			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
4 June 1974	COS	/s/ George Fill	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>This seems to be a fair report which rates Subject about the same way that I would, based on my understanding of his performance. Subject is a mature and competent officer who does a fine job of handling existing operations and administrative tasks but has not been very aggressive in developmental work. The sleepy tropical atmosphere of Managua may not be very inspiring operationally, but new business is needed and Subject is believed to be capable of turning in a stronger performance in that area. He has the potential for further career advancement.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
3 July 1974	Deputy Chief, WH Division	James A. Warren	

CONFIDENTIAL

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

EMPLOYEE NUMBER: 25658

Section C - Narrative Comments (Continued)

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

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

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

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

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

CONFIDENTIAL

FITNESS REPORT				NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.			
SECTION A. GENERAL INFORMATION							
1. EMPLOYEE NUMBER		2. NAME (last, first, middle)		3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
025658		Piccolo, Joseph S.		8 Dec 35	M	GS-13	D
7. OFFICIAL POSITION TITLE				8. OFF/DIV/BR OF ASSIGNMENT		9. CURRENT STATION	
Ops Officer				DDO/wh/5		Rio de Janeiro	
10. TYPE OF APPOINTMENT				11. TYPE OF REPORT			
CAREER	CAREER PROVISIONAL	RESERVE	ANNUAL	21-MONTH	30-MONTH	REASSIGNMENT	<input checked="" type="checkbox"/> SPECIAL
CONTRACT	SPECIAL	TEMPORARY	12. REPORTING PERIOD (From-to)		13. DATE REPORT DUE IN O.P.		
			1 Aug 72 - 12 July 73				
SECTION B. PERFORMANCE EVALUATION							
<p>U- Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M- Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P- Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S- Strong Performance is characterized by exceptional proficiency.</p> <p>O- Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
As Deputy Chief of Base, sharing in supervision of the whole Base (including direct supervision of two NOC's) and serving as acting Base Chief during the COB's absence.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Serving as senior FI/CI case officer for the Base and as consultant on ALSOBER/ALPALOOKA matters for other Bases and Station.						O	
SPECIFIC DUTY NO. 3						RATING LETTER	
Providing informal guidance to the case officers concerning operational and other related problems.						O	
SPECIFIC DUTY NO. 4						RATING LETTER	
Development of new operations: spotting, selection, development and recruitment of new assets.						P	
SPECIFIC DUTY NO. 5						RATING LETTER	
Operational and intelligence reporting and correspondence.						S	
SPECIFIC DUTY NO. 6						RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, range of views, personal growth or habits, and particular strengths or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						S	

FORM 43N

CONFIDENTIAL

U.S. GOVERNMENT PRINTING OFFICE

CONFIDENTIAL

SECTION C

NARRATIVE COMMENTS

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

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

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

SECTION D

CERTIFICATION AND COMMENTS

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

CONFIDENTIAL

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

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

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

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

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

C O N F I D E N T I A L**FITNESS REPORT CONTINUATION SHEET****Section D - 3****Comments by Reviewing Official**

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

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

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				025658			
SECTION A GENERAL							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
Piccolo, Joseph S.			8 Dec 35	M	GS-12	D	
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION		
Operations Officer			DDP/WH/5		Rio de Janeiro		
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY				<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)				<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
SPECIAL (Specify):				SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - To)			
				1 August 1971 - 31 July 1972			
SECTION B PERFORMANCE EVALUATION							
<u>U-Unsatisfactory</u>		Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.					
<u>M-Marginal</u>		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.					
<u>P-Proficient</u>		Performance is satisfactory. Desired results are being produced in the manner expected.					
<u>S-Strong</u>		Performance is characterized by exceptional proficiency.					
<u>O-Outstanding</u>		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Senior FI officer with supervisory responsibilities over two outside case officers.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Station CP officer with coordinating responsibilities over Station and Base activities and direct agent handling functions against CP and related targets.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Case officer for several sensitive, complex, high level penetrations of various high priority targets.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
<div style="text-align: right;">23 AUG 1972</div>							
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						S	

SECRET

SECTION C

NARRATIVE COMMENTS

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

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

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

(CONTINUED)

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

2 Aug 1972

SIGNATURE OF EMPLOYEE

/s/ Joseph S. Piccolo

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

13

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

DATE

2 Aug 1972

OFFICIAL TITLE OF SUPERVISOR

Chief of Base

TYPED OR PRINTED NAME AND SIGNATURE

/s/ David B. McGrath

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

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

DATE

2 Aug 1972

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

/s/ W. D. Koplowitz

SECRET

S E C R E T

SECTION C - NARRATIVE COMMENTS CONTINUED

no serious doubts that he will do this.

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

S E C R E T

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				025658	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) Piccolo, Joseph S.			2. DATE OF BIRTH 8 Dec 35	3. SEX M	4. GRADE GS-12
5. OFFICIAL POSITION TITLE Operations Officer			6. OFF/DIV/BR OF ASSIGNMENT DDP/WH/5	7. CURRENT STATION Rio de Janeiro	
8. CHECK (X) TYPE OF APPOINTMENT			9. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYER		
10. SPECIAL (Specify):			11. SPECIAL (Specify): Promotion		
12. DATE REPORT DUE IN O.P.			13. REPORTING PERIOD (From - to) 1 January 1971 - 3 November 1971		
SECTION B PERFORMANCE EVALUATION					
U-Unsatisfactory		Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.			
M-Marginal		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.			
P-Proficient		Performance is satisfactory. Desired results are being produced in the manner expected.			
S-Strong		Performance is characterized by exceptional proficiency.			
O-Outstanding		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.			
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Senior FI officer with supervisory responsibilities over one junior officer and one career agent.					RATING LETTER S
SPECIFIC DUTY NO. 2 Station CP officer with coordinating responsibilities over Station and Base activities and direct agent handling functions against CP and related targets.					RATING LETTER S
SPECIFIC DUTY NO. 3 Case officer for several sensitive, complex, high level penetrations of various high priority targets.					RATING LETTER S
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

Nov 24 9 03 AM '77

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

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

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

3 Nov 1971

SIGNATURE OF EMPLOYEE

/s/ Joseph S. Piccolo

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

DATE

3 Nov 1971

OFFICIAL TITLE OF SUPERVISOR

Chief of Base

TYPED OR PRINTED NAME AND SIGNATURE

/s/ David McGrath

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

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

DATE

3 Nov 1971

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

/s/ David A. Phillips

SECRET