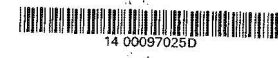


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~~(S)~~ NATIONAL RECONNAISSANCE OFFICE

WASHINGTON, D.C.



THE NRO STAFF

4 APR 1968

Dear General Carter:

The tour length of personnel from other agencies assigned to NSA or to the NRO Staff is of vital importance to the success of our programs. An exceptionally long tour is not desirable because of the possible loss of contact with the assignee's parent organization. Equally undesirable is a short tour which does not fully use the individual's developing expertise.

The normal tour for key Air Force personnel assigned to the NRO Staff is five years; for other Air Force personnel the tour is four years. Army and Navy personnel are assigned for three years with the provision for a possible extension to four. We have found that three years is about the minimum effective tour length with four to five years as optimum.

NSA personnel bring to the NRO Staff critical skills which are further developed during their assignment. Normally after about a year the individual becomes fully productive and is capable of assuming increased responsibility. Three to four years amortizing the one year training period provides effective utilization of the individual and assists him in gaining valuable in depth experience in his specific area.

I propose that you and I agree to three years as being the normal tour for NSA personnel assigned to the NRO Staff with the understanding that an extension of

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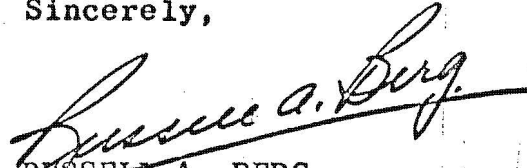
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one additional year may be considered at an appropriate time during the third year. The same agreement would apply to NRO personnel assigned to NSA.

I would greatly appreciate your agreeing to this policy thereby providing a basis for positive personnel management and planning.

Sincerely,



RUSSELL A. BERG
Brigadier General, USAF
Director

Lieutenant General Marshall S. Carter
Director
National Security Agency
Fort George G. Meade, Maryland 20755

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