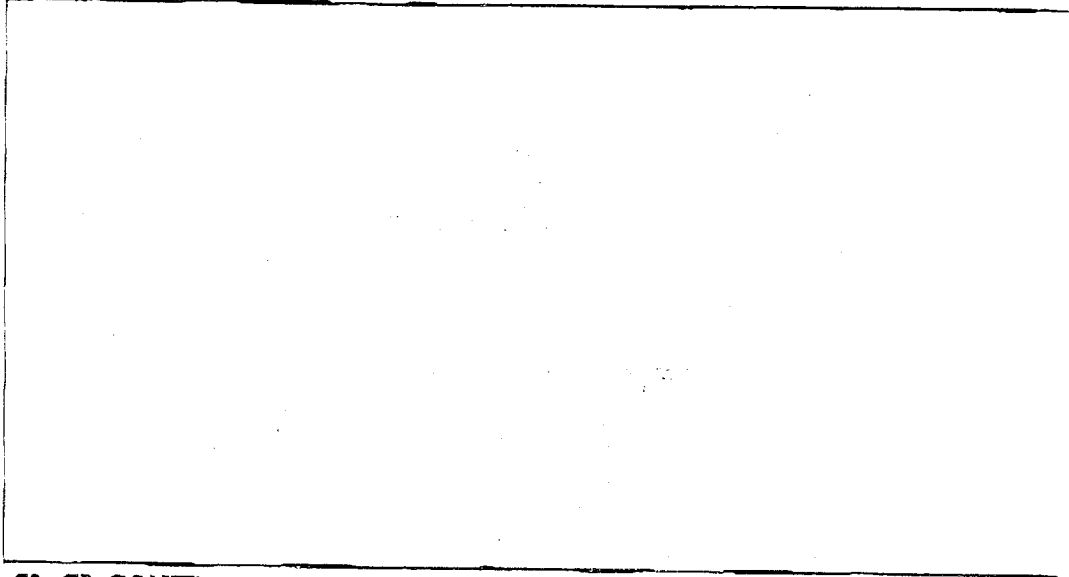


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Date: 02/19/2002 (Regulations may contain various dates)

Category: Human Resources OPR: HR

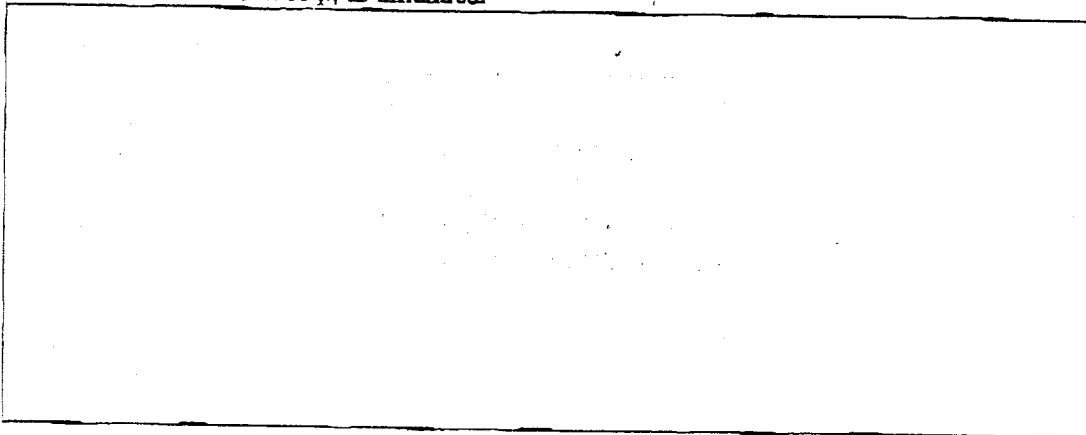
Title: CONTRACT EMPLOYEES



72. (U) CONTRACT EMPLOYEES

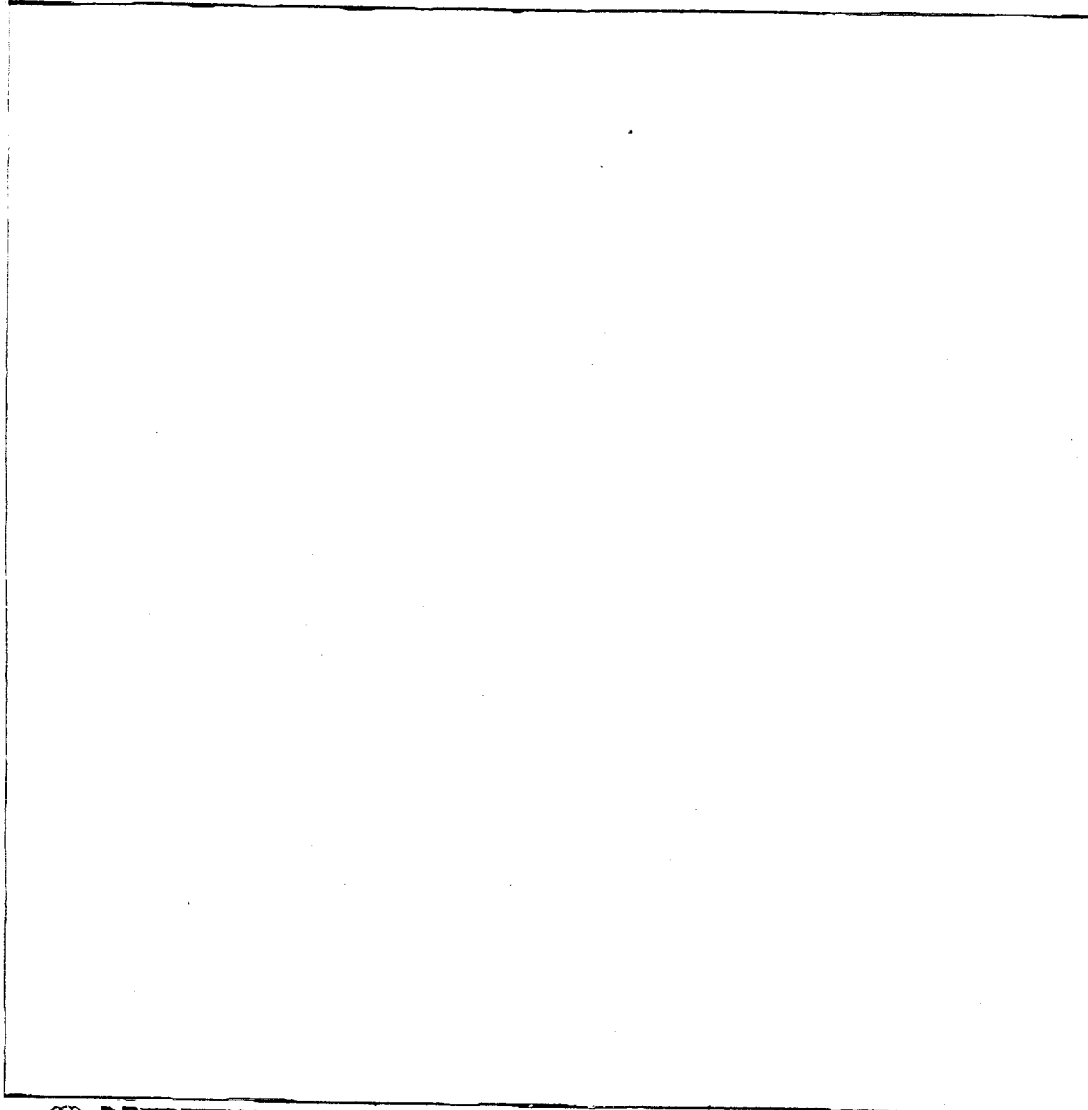
(U) **SYNOPSIS.** This regulation states policy, authorities, and responsibilities for managing contract employees. It does not apply to individuals engaged as independent contractors and consultants personnel employed by proprietary projects or to agents

a. (U) **AUTHORITY.** CIA Act of 1949, 50 U.S.C. 403, as amended; National Security Act of 1947, 50 U.S.C. 402 et seq., as amended; and the CIA Retirement Act of 1964, 50 U.S.C. 2001 et seq., as amended.



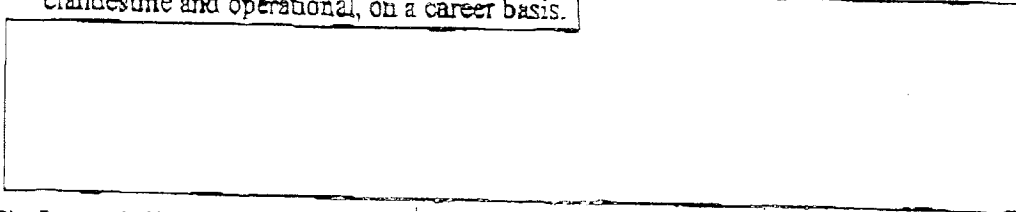
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c. (U) **DEFINITIONS.** Contract employees are appointed employees of the US Government and have the entitlements and responsibilities of government employment. Contract employees are required to take the oath of office by appointment affidavit. There are three categories of contract employees:

(1) Career Associate (Type C) contract employees perform duties, usually clandestine and operational, on a career basis.



(2) Internal (Type I) contract employees are hired for a specific term and normally work inside Agency installations.

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[Redacted]

- (3) External (Type E) contract employees are hired for a specific term and normally work outside Agency installations. [Redacted]

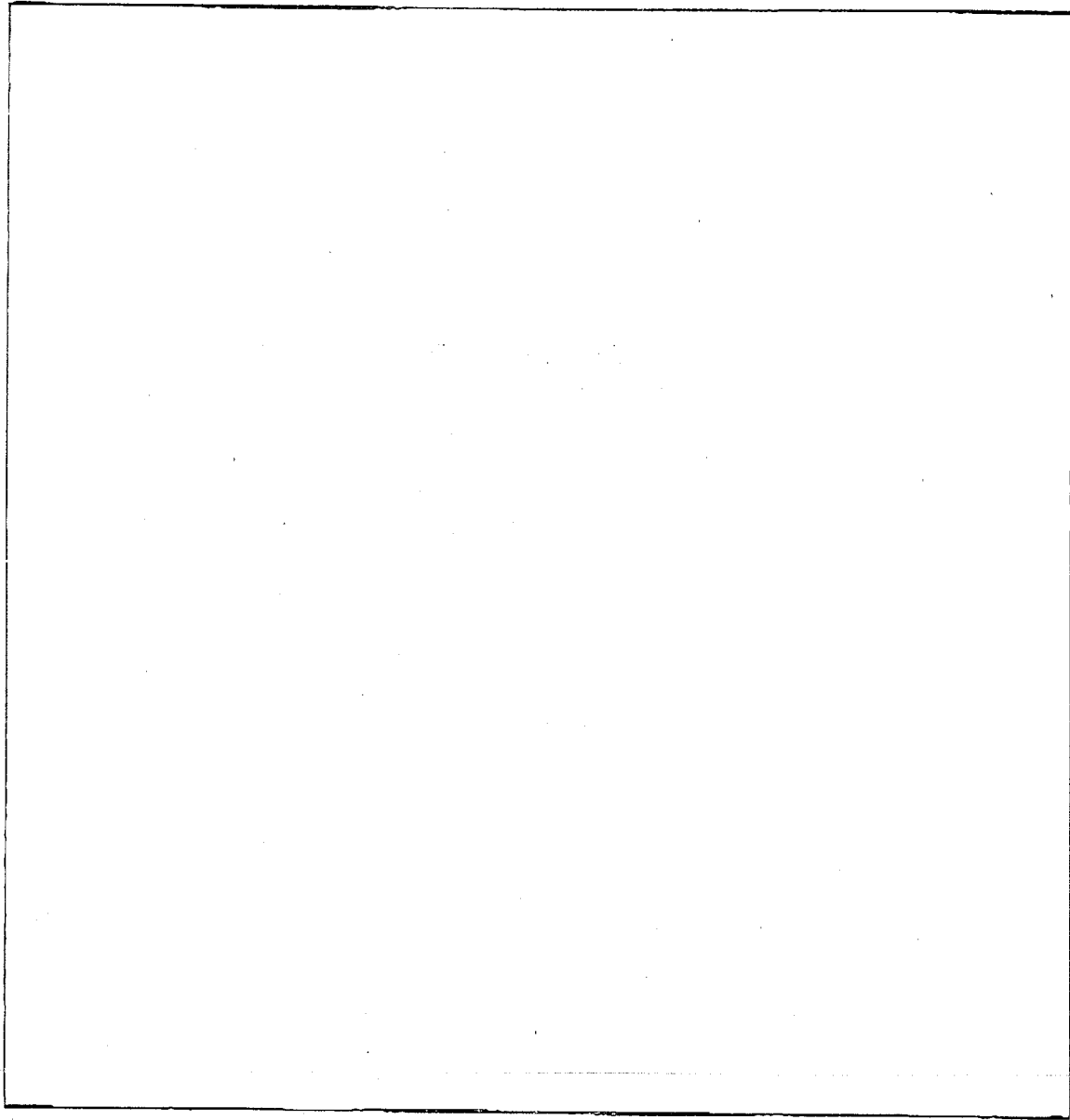
[Redacted]

- d. (U) **ELIGIBILITY FOR BENEFITS.** The eligibility of contract employees for various benefits, such as retirement, insurance, leave, and overseas entitlements, is the same as that for staff employees. The type of benefits depends on whether the employee is a US citizen or a permanent resident alien, and whether employment is temporary or term, as well as full-time, part-time, or intermittent (when actually employed). The component HR office will provide specific eligibility information on a case-by-case basis.

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