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**Date:** 02/11/2002

**Category:** 20 - Human Resources      **OPR:** HR

**Title:** AR 20-49 (U) CASUALTY PLANNING FOR CERTAIN ACTIVITIES

**REVISION SUMMARY:** 11 February 2002 (0613)

This regulation supersedes AR 20-49, dated 16 April 1997.

AR 20-49 is revised to update organizational and officer titles. This revision reflects the Agency's organizational restructure that resulted from the DCI's decision, effective 4 June 2001, to abolish the Directorate of Administration and establish the Mission Support Offices (MSOs).

*Boldfaced text in this regulation indicates revision.*

*This regulation was written by the Policy Team, Human Resources Strategy & Planning Staff at HRM Policy@DA.*

**49. (U) CASUALTY PLANNING FOR CERTAIN ACTIVITIES**

**(U) SYNOPSIS.** This regulation states Agency policy on preparation of contingency casualty plans, assigns responsibilities for development and approval of the plans, and establishes standards for death and disability benefits for individuals who are ineligible for federal statutory programs. (See AR 230-8, Appendix C, for policy and approval authorities for benefit entitlements of proprietary hire employees.

- a. **(U) AUTHORITY.** The CIA Act of 1949, as amended.
- b. **(S) POLICY.** Agency components prepare contingency casualty plans when staff personnel, detailees, contract employees,  are or will be engaged in:

- (1) Hazardous undertakings, that is, activities that involve risking bodily harm, disability,

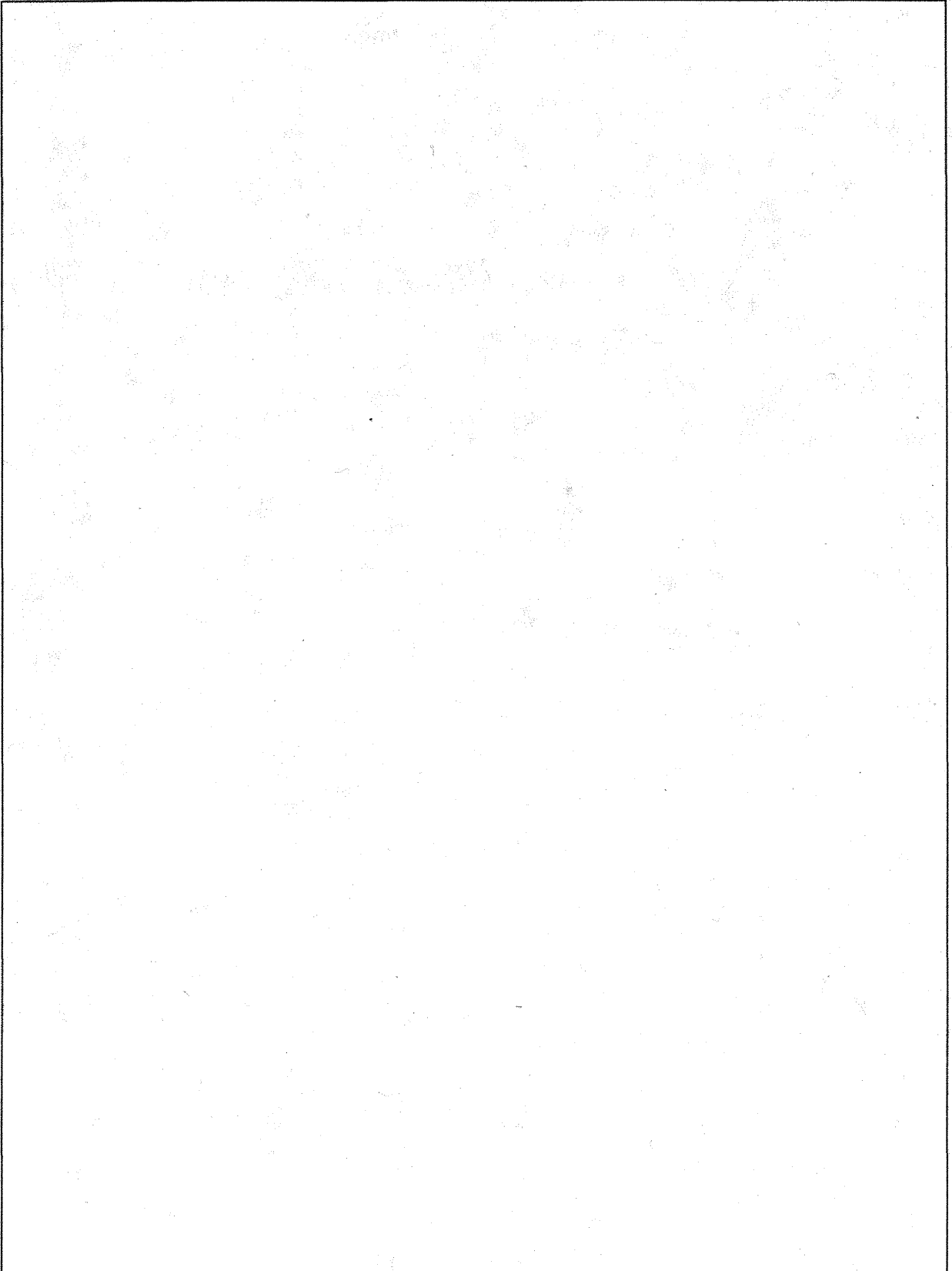
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death, capture, or imprisonment.

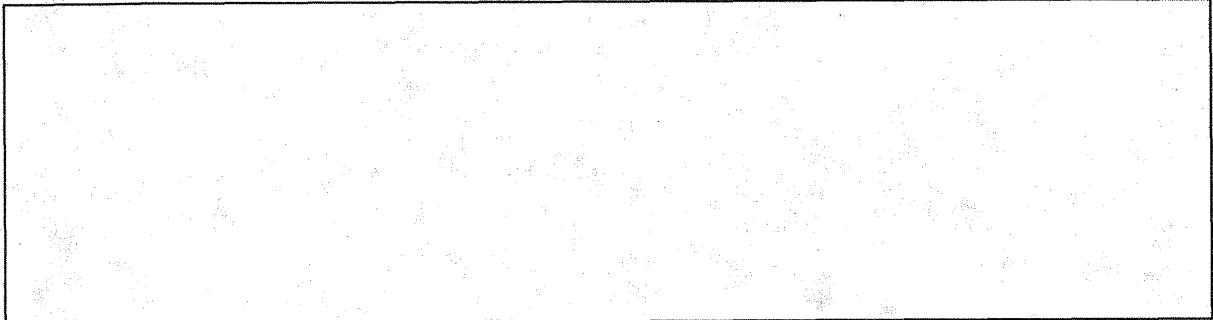
- (2) Activities where it reasonably may be assumed a casualty incident involving participating personnel would result in a compromise of Agency security, cover, or operations by disclosing Agency interest in the individual [REDACTED]. Independent contractors are excluded from the provisions of this regulation and are governed by the provisions of their contracts.
- c. (C) **OBJECTIVES.** Contingency casualty plans must cover the possibility of death, disability, disappearance, capture, or imprisonment of participating personnel.
- (1) Contingency casualty plans will include the following:
- (a) Description of the activity, including how casualties might occur.
  - (b) List of insurance and other benefits available or recommended to participating personnel or their survivors or dependents.
  - (c) Statement affirming that an evaluation of the impact casualties may have on Agency security and operations has been made and by whom. This statement will include specific operational considerations, such as initial contact with emergency designees.
  - (d) Arrangements approved by the appropriate Operating Official for handling casualties, [REDACTED] specific responsibilities for implementing these arrangements must be assigned.
  - (e) An outline of alternative methods for settling death and disability benefits when security [REDACTED] problems are involved.
  - (f) Information about the employee(s), including Agency and personal biographic information and the employee's legal and administrative instructions.
- (2) Approved casualty plans must be kept current. Operating Officials or Heads of Independent Offices advise the **Chief Human Resources Officer** or designee of any changes in the data, including names of participating personnel, changes in beneficiaries or dependents, or changes in personal insurance coverage.
- d. (S) **BENEFITS**
- (1) Staff personnel, contract employees, and civilian detailees normally are entitled to Federal Employees' Compensation Act benefits for injury, illness, or death sustained in the performance of duty. Military detailees receive death and disability benefits through their parent service.
  - (2) The following benefits normally apply to employees who are ineligible for Federal statutory programs:
    - (a) Death or Disability Benefits

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e. **(C) RESPONSIBILITIES AND APPROVAL AUTHORITIES**

- (1) Operating Officials who have hazardous activities under their jurisdiction must develop contingency plans and forward them through the appropriate Deputy Director or **Chief, Mission Support Office (C/MSO)** to the **Chief Human Resources Officer** or designee for approval before assigning personnel to such activities. Heads of Independent Offices submit these plans directly to the **Chief Human Resources Officer** or designee. Operating Officials and Heads of Independent Offices must ensure insurance coverage or other benefit commitments stated in the contingency plans are approved by the **Chief Human Resources Officer** or designee prior to implementation.
- (2) The **Chief Human Resources Officer** or designee approves casualty plans and ensures proper implementation. The **Chief Human Resources Officer** or designee ensures that contingency casualty planning is complete, plans have been coordinated with  and all other concerned components, and arrangements have been made for implementing the plans.
- (3) The **Chief Human Resources Officer** or designee authorizes payment of the benefits specified in paragraph d(2) above and may, with the appropriate Deputy Director's or **C/MSO's** recommendation, deviate from the normal standards by granting more or less coverage.

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