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Posted on: December 20, 2004

(U) DIRgram-387: "Interactions with Contractors"

Distribution: Director's Message to the Work Force

POC: Michael V. Hayden 

(U//~~FOUO~~) I recently participated in the annual ethics training that is mandatory for all seniors. This year's topic is "Interactions with Contractors." The training session reminded me of both the important contributions that contractors make to the NSA/CSS mission, and the need to remember that although contractor employees provide valuable support to the cryptologic enterprise, they are not Federal employees.

 (b) (3) - P.L. 86-36

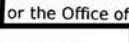

(U//~~FOUO~~) The difference is significant for many reasons. For example, only Federal employees are permitted to perform inherently governmental activities; contractor employees may not. Rules regarding standards of conduct and personal conflicts of interest that restrict the actions of Federal employees do not apply to employees of our industry partners. The responsibilities of Federal employees are dictated by the positions they occupy and their supervisors' directions, while the duties of contractor employees are prescribed by their employing companies and the terms and conditions of the applicable contracts. In addition, several authorities that enable NSA to spend funds for training and the recognition of outstanding performance are applicable only to Federal employees.

(U//~~FOUO~~) Because of these differences, Federal employees must maintain proper relationships with the contractor employees who support us. Agency contracting officers are responsible for the proper administration of contracts and need to be regularly engaged by Agency program personnel who are the beneficiaries of such contracts.

(U//~~FOUO~~) Federal employees and contractor employees each make important contributions to the cryptologic enterprise, and our collective efforts enable us to achieve our mission objectives. Nevertheless, Congress has enacted different sets of rules for Federal and non-Federal employees. While we want to continue to reap the benefits of working closely together, it is our duty to be mindful of and observe these rules.

(U//~~FOUO~~) Information about interactions with contractors is available at the following URLs:



Also, you may contact the Office of Associate General Counsel  or the Office of Associate General Counsel  if you have any questions about this subject.

MICHAEL V. HAYDEN
Lieutenant General, USAF
Director

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Approved for Release by NSA on 01-27-2025, FOIA Case # [63749]

