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PAY FOR PERSONNEL OF THE SOVIET GROUND FORCES
1957

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FOREWORD

This report, which presents estimates of the pay bill for the Soviet ground forces for the year 1957 together with the data and methodology on which these estimates are based, was undertaken as part of an overall study of Soviet military-economic expenditures. Although these estimates apply to 1957, they embody the factors which have been incorporated in estimates of such pay bills for other years. The estimates presented here differ somewhat from the estimates used to support CIA, NIE 11-4-58, Main Trends in Soviet Capabilities and Policies, 1958-1963, 23 December 1958, ~~TOP SECRET~~. In part, these differences result from additional information recently received and from refinements in the estimating procedure. Furthermore, the scope of this report differs from the scope of the earlier estimates. Ground forces personnel permanently assigned to the Air Defense (Protivovozdushnaya Oborona -- PVO) forces with aircraft warning as their primary duty have been excluded, and a tentative calculation of pay for a variety of special duties has been included.

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PAY FOR PERSONNEL OF THE SOVIET GROUND FORCES*
1957

Summary

The pay system of the Soviet ground forces** has passed through several phases, culminating in the adoption in 1946 of the complex structure now in use. Pay based on the position of the serviceman,*** rather than on his rank, has been the predominant feature of the Soviet pay system throughout its history, although there are other important elements. No significant changes in the pay system or rates of pay for the ground forces have been noted since 1946. The pay rates for enlisted men have been observed to undergo a series of minor changes, but such changes have not been sufficient to affect the general level of the payments of enlisted personnel.

* The estimates and conclusions in this report represent the best judgment of this Office as of 1 September 1959.

** The term ground forces as used in this report refers to all the ground components of the Soviet army, including airborne divisions and those elements in the higher echelons (military districts and the Ministry of Defense) not specifically parts of one of the other forces. Elements directly subordinated to the Naval, Air, or Air Defense (Protivovozdushnaya Oborona -- PVO) forces are not included.

*** There are three different categories of servicemen in the Soviet military: officers, re-enlistees (noncommissioned officers -- NCO's -- and privates), and conscripts (NCO's and privates). The general category of officers often is broken down in the USSR into the following groups: marshals, generals, admirals, and officers. In this report, however, the term officer is used in its broader sense to include all commissioned personnel. Soviet officers on normal active duty are career officers, although they may be moved into or out of the reserves at any time. The term re-enlistee refers to "voluntarily extended servicemen," enlisted men who have signed up voluntarily for additional service after having completed their normal tours of service as conscripts. They may be either NCO's or privates. Because available sources indicate that re-enlistees do not include a significant number of privates, all re-enlistees are treated as NCO's for purposes of computation of the pay bill. The term conscript refers to men who serve regular terms of service (2 to 5 years in actual elapsed time, depending on their arm of service) and then are released into reserve status. Any involuntary extension of their military duty does not affect their status as conscripts. In this report, conscript NCO's always are referred to as such where it is necessary to distinguish them from re-enlistees. When used without conscript or re-enlisted the term NCO includes NCO's of both categories. All privates referred to in this report are considered to be conscripts, and the term private includes privates first class.

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The regular pay* of the Soviet ground forces in 1957 is estimated to have totaled more than 11.8 billion rubles.** With the addition of allowances and special pay, the total pay bill is estimated to have been nearly 13 billion rubles,*** an average pay of 4,600 rubles per man.****

There is a great difference in the average pay of officers in the Soviet ground forces and that of enlisted men. It is estimated that nearly 80 percent of the total regular pay goes to officers, although they constitute less than 15 percent of the manpower. The number of times that a rifleman's pay must be multiplied to equal the regular pay of selected NCO's and commissioned officers in Soviet rifle units is shown in Figure 1.† As can be seen in Figure 1, the regular pay of a Soviet division commander is more than 150 times that of a rifleman. By contrast, a division commander (Major General) in the US Army receives a basic pay (including pay for length of service) that is about 16 times that of a private.

Differences in the estimated distribution of manpower and pay between the Soviet ground forces and the US Army are shown in Figure 2.† Although some of the indicated differences result from the Soviet practice of using junior officers where NCO's might be used in the US, the primary difference lies in personnel policy. The US, for example, attempts through pay and other benefits to keep a substantial representation of men in all categories of personnel in career status. The USSR, for its part, relies on conscription to supply most of the required manpower. Only the officers and a very small group of enlisted men in the USSR are treated as career men, and this policy is reflected in the pay scales.

* Regular pay is based partly on base pay. For example, the term officers' base pay as used in this report refers to the combination of pay for position and pay for rank received by Soviet officers. The term officers' regular pay refers to officers' base pay plus pay for length of service. The term officers' total pay and allowances refers to the sum of officers' regular pay plus special pay and allowances. Correspondingly, the term enlisted men's regular pay includes both pay for position and appropriate increases for length of service.

** Because little or no change since 1946 has been found in rates of pay for ground forces, ruble values given in this report may be regarded as representing both constant and current rubles. The estimate of 11.8 billion rubles does not include pay of ground forces personnel permanently assigned to PVO. If included, their regular pay would add approximately 1 billion rubles to the regular pay bill.

*** With the addition to pay of food, clothing, and miscellaneous expenses, direct costs for military personnel under the Ministry of Defense are estimated to have been more than 42 billion rubles. The announced budget of the Ministry of Defense of the USSR in 1957 was 96.7 billion rubles.

**** The comparable value for personnel in the US Army in 1959 is about \$3,100 per man.

† Following p. 2.

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Regular Pay for Position of Selected Personnel
of the Soviet Ground Forces, as Multiples
of a Rifleman's Pay, in 1957

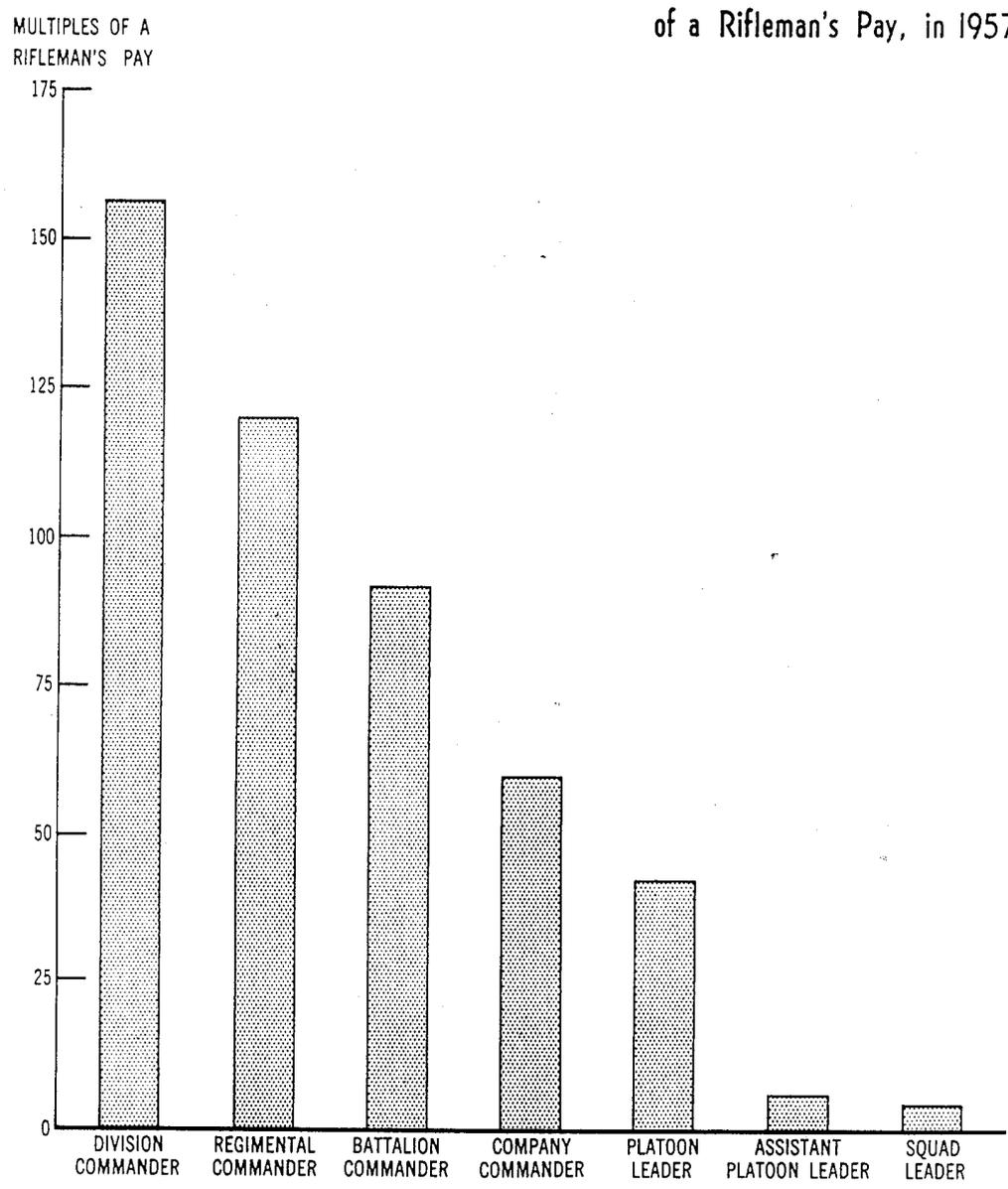
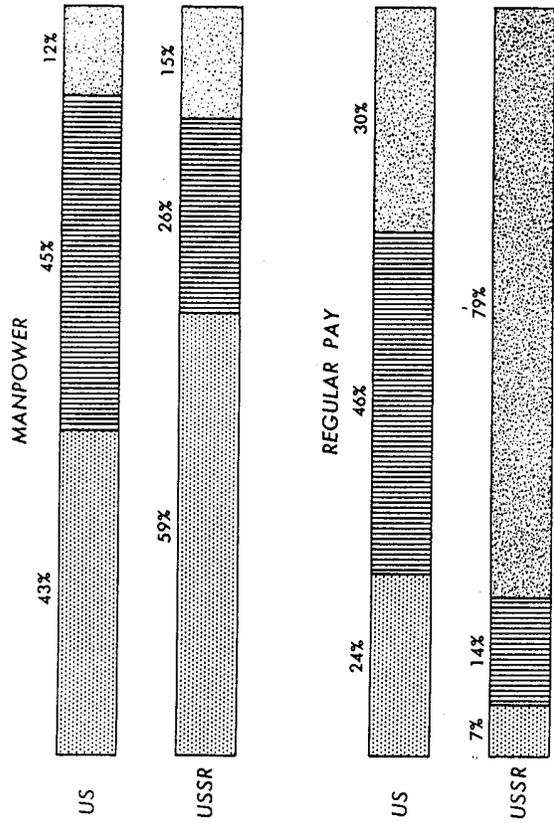
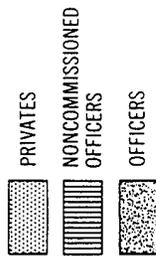


Figure 1



DISTRIBUTION OF MANPOWER,
BY CATEGORY OF PERSONNEL

DISTRIBUTION OF REGULAR PAY,
BY CATEGORY OF PERSONNEL



Comparison of Distribution of Manpower and Regular Pay of the US Army in 1958
and the Soviet Ground Forces in 1957

Figure 2

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A comparison of the pattern of basic pay scales in the US Army and the Soviet ground forces is shown in Figure 3.* For purposes of this comparison the dollar pay of a captain in the US Army and the ruble pay of a Soviet captain have been set equal to each other.** As is indicated in Figure 3, the relationship of the pay of officers other than captain in the two forces to the pay of captains in the respective forces is very similar in pattern. In the Soviet enlisted ranks, however, only re-enlistees (estimated to comprise less than 3 percent of the Soviet ground forces) have the relatively favorable position with regard to the pay of a Soviet captain that is the case of the relationship all US enlisted men have with regard to the pay of a US captain. The bulk of the Soviet forces (more than 80 percent) receives pay which is in no way comparable in relationship to the pay of other personnel of either force. These men, who are conscripts, fulfill a compulsory service obligation to the state, which in turn furnishes their food, clothing, shelter, and pay sufficient only to cover modest purchases at the military stores.

As indicated by the slope of the lines in Figure 3, Soviet career personnel have relative economic incentives to advance similar to those offered to personnel in the US Army. Soviet conscripts would seem to have relatively greater pay incentives, but the base from which the pay scale starts is very low.

It was possible to test the estimates of pay for Soviet ground forces contained in this report against the actual pay bills of two major types of military units.

When the computed averages for officers, re-enlistees, and conscripts were applied to the reported strength of these formations, by category of personnel, the result accounted for substantially all of the actual pay bill as reported. Although compensating errors undoubtedly were present, confidence in the estimates contained in this report was strengthened considerably by this test.

Because the pay of officers dominates the pay bill for the Soviet ground forces, the total amount is influenced strongly by the proportion of officers in the forces at any given time.

* Following p. 4.

** The captaincy was chosen as the most representative basis for comparison because captains are the most numerous of the comparable ranks among the personnel of the two forces who can be considered to be in a career status. This selection is not meant to imply real equality between the pay of a captain in the US Army and a captain in the Soviet ground forces. In terms of purchasing power, the captain in the US Army is very much better off than his Soviet counterpart. A comparison of the US and Soviet pay levels on the basis of enlisted pay would be distorted by the very low pay of Soviet conscripts.

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I. Introduction

The Soviet military forces have a complex pay system which was adopted in 1946 and which has remained basically unchanged. Historically the structure of the system had been altered by the Soviet regime on several occasions to conform with changes in ideas concerning equality of personnel. Initially, all Soviet military personnel were considered to be equal in status and were granted no formal personal ranks, and each individual received pay based on his military position or job. Considering the wide differences in the responsibilities assigned and the skills required, this pay schedule had a comparatively narrow range.

In 1935 some ranks were introduced, and in 1940 the rank of general was authorized. In 1943 the use of the term "officer" was permitted, and officers' epaulets were authorized. The range of pay between the highest and the lowest categories of personnel was broadened gradually to accommodate this rising status of officers. Between 1934 and 1939, pay for officers was increased from 250 to 360 percent, the greatest increases occurring at the highest levels. 1/* By World War II the relative standard of living of the Soviet officers was thought to be at least as high as that of officers in Western armies, whereas the standard of living of Soviet privates was considerably below that of privates in the West. 2/

During World War II the pay structure was altered to provide additional individual incentives for combat troops. Members of units at the front received certain percentage increases in their pay, and members of units which were accorded the designation of "Guards" for exceptional performance had their pay doubled. Prizes for specific losses inflicted on the enemy were added. Many awards and medals earned by service personnel carried monetary bonuses.

The system adopted by the USSR in 1946 is based on the combination of payment for position, for rank, and for length of service, with additional special pay and various personal allowances. Pay for position is considered to be the fundamental pay of the military and is based exclusively on the position of the individual receiving it. Pay for rank is received only by officers. Pay for length of service may be made to personnel of any category, although methods of computation differ according to the status of the individual.

II. Pay System

The basic pay system of the Soviet ground forces was established by Order No. 060 of the Minister of Armed Forces on 1 October 1946, 3/ and no important structural changes in that system** have appeared in available source material.

** There does appear to have been some change in the level of enlisted men's pay. During the years 1946-53, increases were made in the pay received by a limited number of enlisted groups. There appear to have been some small reductions in the pay of enlisted men during 1954-58. None of these changes, however, appears to have had a significant effect on the total pay bill or on general levels of pay of enlisted men.

A. Regular Pay

1. Position

In the USSR, pay for position is the fundamental element in the military pay system -- the one type of pay received by all personnel. For an officer, pay for position is an increasingly important part of his total pay as he progresses into more responsible jobs. For most enlisted men, pay for position is the only pay received.

A schedule of pay for position for Soviet officers is attached to the table of organization (T/O) of each unit. The level of pay in this schedule reflects the command responsibility or technical competence required of the officers who fill the various positions. The pay for these positions does not vary with the ranks of the incumbents. A senior lieutenant who is a company commander receives the same pay for position as would a captain or a major in that position.

The T/O also carries the positions for Soviet enlisted men, but the schedules of pay for position for enlisted men are standardized to an extent which makes it unnecessary to list pay for each position separately on each T/O. With enlisted men as with officers, the pay for a position does not vary with the grade of the incumbent. A junior sergeant who is an assistant platoon leader receives the same pay as would a sergeant or senior sergeant holding the same position.

Pay for position in the Soviet ground forces is related to rank only to the extent that the positions listed in a T/O carry indicated ranks or grades which reflect, as does the pay for position, the level of proficiency required of the officer holding the position. Positions frequently are filled by men whose ranks differ from that called for in the T/O. Regulations require that an officer hold a position in the T/O of the next highest rank in order to be eligible for promotion to that rank. 4/ The convenience of personnel administration or the competence of the individual in question also may cause the rank of an incumbent to differ from that listed for the position in the T/O.

The range covered by pay for position of personnel of the Soviet ground forces is great, as can be seen in the examples shown in Table 1.* Actually, such pay is divided into three separate groups. The most important group, the officers, is paid at rates which compare favorably with the best paid professional people in the USSR. The middle group, the re-enlistees, is paid at rates comparable to those of industrial workers. The lowest paid group, the conscripts, are paid at rates which are intended to provide only enough cash to satisfy a few personal needs through purchases at military stores.

The methods of determining pay for position in the Soviet ground forces are much more complex than are those for other types of pay. Because of this complexity and also because of the relative importance of pay for position, the criteria on which pay for position

* Table 1 follows on p. 6.

Table 1

Monthly Pay for Position of Selected Personnel
in Rifle Units of the Soviet Ground Forces a/
1957

<u>Position</u>	<u>Usual Rank</u>	<u>Pay (Rubles)</u>
Army commander	Colonel general	3,400
Division commander	Major general	2,000
Regimental commander	Colonel	1,600
Battalion commander	Lieutenant colonel	1,200
Company commander	Captain	900
Platoon leader	Lieutenant	700
Assistant platoon leader	Senior sergeant	200
Squad leader	Sergeant	75
Rifleman	Private	30

a. For other schedules of pay for position, see Tables 9 and 10, appendix A, pp. 32 and 35, respectively, below.

is based are discussed in a separate section.* The number of positions in the ground forces for which specific rates of pay are available is not large relative to the great number of different positions found in the ground forces. The data which are available, however, cover a sufficient number of key positions that concern many personnel and thus permit the construction of estimated pay schedules for a number of units in the ground forces.

2. Rank

The present scale of pay for rank in the Soviet army was established for officers in 1946. An officer's pay for rank is personal and is unaffected by his position or arm of service. Such pay is changed only on specific action and is not related to the position held. Enlisted men do not receive pay for rank. The schedule of pay for rank is shown in Table 2.**

In 1955, new requirements concerning the lengths of service necessary for the promotion of Soviet officers were published. These new requirements increased the length of service to be spent in certain ranks for most officers to become eligible for promotion. A comparison of the new schedule with the old is shown in Table 3.***

* See III, A, p. 15, below.

** Table 2 follows on p. 7.

*** Table 3 follows on p. 7.

Table 2

Monthly Pay for Rank of Officers of the Soviet Army a/
1957

Rank	Pay (Rubles)
Marshal	3,000
General of the army	2,500
Colonel general	2,200
Lieutenant general	1,900
Major general	1,600
Colonel	1,300
Lieutenant colonel	1,100
Major	900
Captain	700
Senior lieutenant	600
Lieutenant	500
Junior lieutenant	400

a. 5/

Table 3

Length of Service Required for Promotion
of Officers of the Soviet Army
Pre-1955 and 1955

Rank	Length of Service (Years)	
	Old Schedule (Pre-1955)	New Schedule (1955)
Colonel to major general	10	No stated minimum
Lieutenant colonel to colonel	4	5
Major to lieutenant colonel	4	4
Captain to major	3	4
Senior lieutenant to captain	3	3
Lieutenant to senior lieutenant	2	3
Junior lieutenant to lieutenant	2	2

3. Length of Service

a. Officers

After serving 2 years, an officer in the Soviet ground forces begins to draw pay for length of service. (The factor for length of service is applied to an officer's base pay.) The schedule of pay increases for length of service, including both the length of service and the corresponding percentage increases in pay, is shown in Table 4.

Table 4

Percentage Increases in Pay for Length of Service
of Officers of the Soviet Army a/
1957

<u>Length of Service (Years)</u>	<u>Percentage Increase in Pay</u>
2	5
5	10
10	15
15	20
20	25
25	30
30	40

a. 6/

b. Re-enlistees

Although available sources conflict on the size of the percentage increase in the pay of Soviet re-enlisted men, it appears that this increase amounts to 20 percent for every 3 years of service but may not exceed 100 percent of the minimum for the grade. 7/ This figure of 20 percent is supported by the pay book of a re-enlisted junior sergeant which, in an entry made in October 1955, showed an increase of 20 percent in pay as he started his second term of 3 years as a re-enlistee. 8/

c. Conscripts

After 2 years' service, men conscripted into the Soviet ground forces are granted the following increases in pay per month 9/:

<u>Rank</u>	<u>Increases in Pay (Rubles)</u>
Sergeant major	150
Senior sergeant	100
Sergeant	75
Junior sergeant	60
Private first class	30
Private	20

Available information does not indicate clearly whether or not position as well as rank is considered in granting these increases. The problem arises because a significant number of conscripts hold positions carrying T/O ranks different from their own ranks, and the pay they receive is dependent on their positions. Some sources have intimated that increases for length of service are based on the time spent in a position, but until more definite evidence is obtained it is assumed that increases for length of service result simply from the time spent in service, regardless of rank or position. Because of the average term of 3 years, any other assumption would mean that very few conscripts ever would qualify for an increase for length of service, and such a situation appears unlikely in view of the rather liberal increases for length of service for other categories of personnel.

B. Special Pay

There are various forms of special pay for the Soviet ground forces. Forms for which information is available follow:

1. Temporary Assignment

A Soviet officer temporarily holding a position receives the pay of that position after serving 60 days.

2. Cipher Work

Soviet officers engaged in cryptographic work receive a special increase in their pay. 10/ this increase is calculated by using the following percentages of the sum of pay for rank, position, and length of service 11/:

<u>Length of Service (Years)</u>	<u>Percentage Increase in Pay</u>
0 to 5	10
5 to 10	15
10 to 15	20
15 or more	25

3. Service in Distant Localities

For service in distant localities, Soviet officers and re-enlistees receive twice their rate of pay for position (on Sakhalin, one and one-half times), whereas NCO's and privates who are conscripts receive four times their regular pay (on Sakhalin, twice the amount). ^{12/} In addition, all members of the ground forces receive preferential computation of length of service and rations of higher calorific content. Officers and re-enlistees also receive additional furlough benefits, and their families receive such benefits as relief from taxes and deliveries in kind while the head of the family is serving in the distant locality.

The general areas which qualify as "distant localities" are known, but, except for Sakhalin Island, the actual lines of delimitation are not available. The full increase is granted for service in that part of the Northern Military District which lies north of the Arctic Circle and in the area of the Kamchatka and Chukotsk Peninsulas, in the Far East Military District. ^{13/} Nothing definite is known about differentials granted in the north-central USSR. The degrees of isolation and hardship involved at a given location probably are more important than degrees of longitude and latitude.

4. Foreign Duty

Soviet officers may receive an addition to regular pay similar to the special pay for foreign duty of the military services of other countries, but available evidence of such pay is inconclusive. The method by which the total pay of Soviet officers serving in foreign countries is computed makes difficult the identification of a specific increment for foreign duty. While in a foreign country a Soviet officer receives part of his pay in rubles and part in the currency of the country in which he is stationed. There is little agreement among sources as to the amount which is converted into foreign currency or as to the exact exchange rate used at any given time. Only one source has provided a definite explanation of the method of computation of pay made in foreign currency. According to this source, special pay for foreign duty amounts to 10 percent of the regular pay, and 30 percent of the sum of regular pay and special pay for foreign duty is converted into the currency of the country in which the officer is stationed. * ^{14/} The rates of exchange at which this conversion has been made have varied. In all known situations, the rates have greatly favored the Soviet officers, although the trend has been toward a reduction in the amount of foreign currency per ruble.

Soviet NCO's are not known to receive special pay for foreign duty. In the past, while serving outside the USSR, an NCO has had about one-half of his pay converted into the currency of the country in which he was stationed. At least until 1957, conversion in East

* This method of computing pay for foreign duty has been used in Appendix B, although the problems noted above make the estimate tentative.

Germany was made at the rate of 1 ruble to 1 Deutsche Mark East (DME). * While serving abroad, both officers and NCO's are paid only the amount converted into foreign currency. The money remaining in rubles is credited to the individual's account in the USSR and is paid to him in a lump sum when he returns to the USSR.

A private receives his entire pay in cash in the currency of the country in which he is stationed. At least until 1957, conversion was made at rates similar to those cited for NCO's.

Recent information reveals a possible change in 1957 in the rates at which the pay of all Soviet servicemen is converted into foreign currency. 15/ The men may have had their payments in foreign currency reduced by as much as one-third, depending on their ranks and grades. For example, it was reported that a major who received 1,000 DME per month now receives 800 DME and that privates who received 30 DME per month now receive 20 DME. 16/

5. Hazardous Duty

Three types of personnel receiving pay for hazardous duty with the Soviet ground forces have been identified, as follows: (a) X-ray technicians receive an additional allowance equal to 15 percent of their pay for position. 17/ (b)

the handling of ethyl fluids was required, the chief of a fuel depot, his technical officers, and his manager receive an additional 5 percent for 1 year of duty, 10 percent for 2 years, and 15 percent for 3 years or more. 18/ Presumably the increase is based on pay for position. (c) Enlisted paratroopers receive additional pay amounting to 70 rubles per jump. 19/

6. Service as an Instructor

According to two sources, instructors in Soviet military schools receive extra pay. One source stated that instructors who are officers receive an additional 100 rubles a month. 20/ The second source stated that an NCO receives 10 rubles a month above his normal pay while serving as a driver instructor. 21/

7. Specialist Proficiency

Skilled drivers, mechanics, and radio and telegraph operators in the Soviet ground forces are known to receive increments to their pay for position. To receive pay for proficiency in a job, a man must pass specified tests to qualify for the designation of specialist and then periodically must pass tests to hold his rating. Officers as well as enlisted men may take the tests and receive the designation of specialist. In practice, it would appear that only enlisted men draw this additional pay because a specialist must be holding a job requiring his particular skill in order to draw pay for proficiency. Few officers are drivers, mechanics, or radio operators. A specialist receives a

* DME values are given in 1957 DME throughout this report.

3d-class rating when he graduates from his technical course and then works for 2d, 1st, and master ratings. An example of the effect of specialist pay is the following scale for tank driver/mechanics 22/:

<u>Rating</u>	<u>Specialist Monthly Pay (Rubles)</u>
Master	150
First class	80
Second class	50

8. Control of Classified Documents

Soviet officers and men who hold positions in "special" sections, where classified documents are processed, maintained, and stored receive additional pay of 10 percent.

* higher echelon staff officers, except chiefs of staff, also receive the additional 10 percent for handling classified documents. 23/ The addition is based, presumably, on pay for position.

9. Tank Crews

According to a limited number of sources, members of Soviet tank crews receive additional pay amounting to 25 rubles per month. 24/

C. Allowances

1. Duty Travel

Both officers and enlisted men in the Soviet ground forces receive per diem allowances to cover costs of food and lodging while on official travel. One source gives the per diem allowance of an officer as 2 percent of his pay for position, with a minimum of 12 rubles and a maximum of 35 rubles in towns and 26 rubles in rural areas. 25/

for sergeants and "soldiers" at 9 rubles per day for travel and rations. 26/ concerning the militia of Magadanskaya Oblast daily rates of 13 rubles and 32 kopecks for officers and 9 rubles and 50 kopecks for sergeants and other ranks. 27/

2. Quarters

Soviet officers and re-enlistees are entitled to lodging from the Ministry of Defense or from the general housing fund of the soviets. 28/ The following passage from a book published by the Soviet Military Publishing House states the rights of officers and re-enlistees to reduced rent for government-owned housing:

Rent is collected from commissioned officers who receive pay of more than 751 rubles a month on the basis of 80 kopecks per square meter of floor-space per month. The said servicemen pay for surplus lodging at the usual privileged rates.

Privates and sergeants of re-enlisted service who receive pay of more than 220 rubles a month pay rent on the basis of 25 kopecks per square meter of floorspace. 29/

Should such housing not be available, officers and re-enlistees may rent privately owned quarters. According to one source, officers are paid an allowance for quarters on a reimbursable basis within the following limits when renting private quarters 30/:

<u>Area</u>	<u>Daily Allowance (Rubles)</u>
Moscow, Leningrad, and Kiev	10
Oblasts and small towns	5
Rural areas	3

There is evidence that, especially in rural areas, servicemen frequently are forced to pay very high rents which greatly exceed allowances. 31/

3. Orderly Service

Certain Soviet officers receive 300 rubles a month with which to pay an orderly if they wish. Commanders of companies and battalions and commanders and senior officers of higher formations receive this allowance. 32/ One source named 5 positions for officers at regimental headquarters and 20 positions at division headquarters which rated an orderly allowance. 33/

4. Rations

Officers in the USSR receive an allowance for rations of 200 rubles per month. 34/ Re-enlistees may receive an allowance in lieu of rations. The amount of this allowance is set annually according to the norm for the ground forces by the Directorate of Food Supply, Ministry of Defense. 35/ In 1956 this allowance was 196 rubles per month. 36/ Some sources have stated that this allowance is not paid outside the USSR. 37/

5. Change of Station

Soviet officers receive an allowance for change of station, 38/ the amount depending on the distance moved and the position of the officer.

An amount equal to a month's pay for position is received for transfers of more than 100 kilometers (km) and one-half of a month's pay for position for transfers of 25 to 50 km. No payment is made for transfers of less than 25 km. A similar but reduced payment is made for each of an officer's dependents.

Additional nonmonetary benefits in the form of personal transportation and the movement of baggage and effects also are granted to Soviet officers for change of station. The type and amount of transportation furnished depend on rank. 39/ Arrangements for an express train to transfer the household effects of a colonel general have been noted 40/

D. Awards

Monetary awards received by personnel of the Soviet ground forces fall into two categories, both of which are given on a nonrecurring basis. The first category includes awards made for especially meritorious performance of duty, and the second category includes awards made for suggestions as to innovations in military methods or in the use or design of equipment. The criteria used in deciding the amount of these awards are not known. In general, the awards are small, usually a few hundred rubles.

Medals and military orders no longer carry the wartime provisions for monthly payments but do retain other benefits such as relief from income taxes and privileges involving transportation and rent. 41/

III. Calculation of Pay Bill

The pay bill of the Soviet ground forces is a significant element of Soviet military expenditures, if only by reason of the large size of the forces. The number of uniformed personnel of the ground forces was estimated to be in excess of 2.5 million men in 1957. The total pay bill of the ground forces is not available from Soviet sources. Like most other matters relating to the Soviet military establishment, the total pay bill is a state secret, and the disclosure of pertinent information bears severe minimum penalties. Therefore, the proportion of total military expenditures represented by the pay bill must be estimated through the synthesis of a mass of detailed information relating to military pay and to the pay system. The method of estimating must take into account every important complexity in the system, and the results must be submitted to tests of reliability.

As a practical matter, these conditions have been satisfied by building up as large a sample of the Soviet ground forces as possible by means of detailed estimates for each unit. This procedure makes maximum use of known data on pay for position and permits unknown rates of pay for position to be approximated by a process of interpolation which confines the possible errors within relatively narrow limits.

Such a procedure also makes it unnecessary to estimate or to assume a distribution of ranks in the Soviet forces or to estimate or to assume the average pay for position for each rank. Rather, dependence is placed on the extensive amount of valid information on the T/O's of various units. Moreover, consistency is maintained when units are organized into larger entities and finally added in order to approximate the complete roster of units in the ground force and the over-all personnel strength.

This procedure of building up the cost on a unit-by-unit basis has two further advantages. First, information that can serve as a benchmark to test the reliability of the estimate is available on a unit basis. Second, the procedure adds a degree of flexibility so that both changes in the composition of personnel -- for example, the ratio of officers to enlisted men -- and changes in the unit composition of forces can be traced for their possible monetary effects.

A. Position

Pay for position or appointment is the largest single element in the total pay of a Soviet serviceman and serves to give position preeminence over rank, a unique feature of the Soviet military structure. This element adds flexibility to the personnel structure and, for military people, provides an incentive which is independent of advancement by rank.

1. Officers

To determine the rate of pay of a Soviet officer in any given position requires simultaneous consideration of several factors. Within a given military organization the relative importance or prestige of a combat arm or support service conditions pay for position. Among units at the same echelon the same factor operates to determine the pay for position of the respective commanders. Because the commanders receive the highest pay in their respective units, their pay in turn affects the schedule of pay for the entire unit. Finally, the particular echelon in the command structure into which a position or a unit falls also influences the assigned rate of pay. In short, the best way to estimate the pay for a given position is to put it into its specific organizational context and to see how it relates to the pay of other positions within the unit and to the pay of related positions in other units and echelons of command.

One basis on which the USSR classifies military personnel is by the combat arm or support service in which they serve. An examination of the known rates of pay for positions has led to the general conclusion that line and political officers, technical and medical officers, and supply and administrative officers are graded in the above order for pay as well as for other purposes. Pay for position made to officers of the same rank serving at the same echelon is highest for officers in line positions and lowest for officers in administrative positions, with the pay for technically trained officers falling somewhere in between, depending on the specialty involved.

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The commander (or chief) of a unit of the Soviet ground forces, being the officer with the heaviest burden of responsibility, always receives the highest pay for position in the unit. The amount he receives depends on the combat arm or support service to which his unit belongs. A colonel commanding a rifle regiment receives pay for position of 1,600 rubles per month and his deputy for political affairs who is a lieutenant colonel receives 1,400 rubles. In agreement with the principles concerning different levels of pay for different combat arms or support services noted above, a chief of a veterinary hospital who is a colonel receives 1,200 rubles per month. Because he cannot receive more than the chief of the hospital, the deputy for political affairs receives 1,000 rubles, but the members of his professional group usually are better paid than are veterinarians.

Technical and supply officers in the Soviet ground forces, when holding positions which share in the command function in a line unit, however, receive pay comparable to that of line officers. The example which occurs most frequently is that of the deputy commander for rear services who is paid at a rate on a par with other deputy commanders.

The rate of pay for a position also is affected by the echelon in the chain of command in which the unit containing the position is located. Jobs, apparently identical in title and T/O rank, yield different pay for position at different echelons. For example, it was found that a military procurator's examining officer, a captain, receives 1,100 rubles a month at the division level, 1,250 rubles at corps level, and 1,300 rubles at the group of forces level.

These interrelationships can be seen perhaps more clearly in the system of designating personnel which was in use before the re-introduction of ranks. 42/ This system involved the use of series of letters and numbers. Each T/O slot had a three-part designator which described the function, the military occupational specialty, and the highest echelon of command for which the officer holding the position had to be qualified. The function was described by a letter: K (command), P (political), T (technical), A (administrative), and so on. The military occupational specialty was expressed in arabic numerals. The echelon of command for which the officer had to be qualified was expressed by a Roman numeral: I (platoon), III (company), IV (battalion), V (regiment), and so on.* For example, the slot of a commander of a horse-drawn artillery regiment was designated K-11-V -- the "K" indicating a function related to command, the "11" being one of a block of numbers indicating horse-drawn artillery, and the "V" indicating the regimental level. 43/ The chief of staff of the regiment was designated by K-18-IV -- the "K" indicating a function related to command, the "18" indicating artillery staff, and the "IV" indicating that the officer must be qualified for a battalion command in order to be a regimental chief of staff. 44/

* The kind of unit possibly designated by Roman numeral II is unknown.

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Although the USSR no longer uses these designations, it is clear that the principles involved still are followed. By recourse to these principles, it has been possible, through interpolation, to obtain accurate estimates of pay rates for the large number of positions for which there are no direct data. This process of interpolation has a limitation, in that the highest rate of pay known at this time is that of a colonel general, a field army commander. A certain amount of extrapolation is permitted by the few pay rates known for intermediate staff positions at military district level and by the consistency shown in the relationships between the rates of pay for similar positions at different echelons. Examples of the schedules derived from the known pay for positions and the process of interpolation and extrapolation as noted above are shown graphically in Figure 4.*

A detailed example of the procedure for estimating the pay for position of selected Soviet officers is shown in Table 9.** This example shows the effects of the factors discussed above and is intended to demonstrate the relationships in rates of pay among positions in a given unit and among certain positions at different echelons. As can be seen in Table 9, there is a certain amount of overlapping in the range of pay scales for line, political, technical, and administrative officers at every echelon. The averages of the pay for position of the different groups, however, indicate that the groups are graded in the order given. Although the rates of pay shown in Table 9 apply to officers of rifle units, the relationships between the rates of pay at various levels remain valid, with minor modification, for other units. The pay of commanders and that of officers immediately associated with command (such as chiefs of staff) appears to be influenced somewhat more by the type of unit involved than does the pay of the ordinary staff officers. The commander of a tank division, for example, is paid up to 400 rubles per month more than a commander of a rifle division, although the pay rates for the lower grade staff officers are the same as those for a rifle division.

2. Re-enlistees

Re-enlisted servicemen in the Soviet ground forces receive substantially better pay and other benefits than do other enlisted men. Re-enlistees do not receive pay for rank as such, although there appears to be minimum pay associated with the ranks called for by T/O slots. For example, all re-enlistee T/O slots calling for sergeants provide for a minimum pay of 500 rubles per month. Additions are made to the minimum depending, as for officers, on the command and technical ability required of the man holding the position. A re-enlistee must hold a T/O slot calling for his grade in order to receive commensurate pay. A re-enlistee who is a senior sergeant but is in a junior sergeant's slot receives a junior sergeant's pay. Usually there are a number of slots in a T/O which are set aside for re-enlistees, but the slots are not reserved exclusively for re-enlistees; they may be filled by conscripts if suitable re-enlistees are not available, although

* Following p. 18.

** Appendix A, p. 32, below.

the conscript does not receive the pay of a re-enlistee. This fact gives the higher pay received by re-enlistees the aspect of a bonus for re-enlistment -- a bonus which the army pays to keep experienced men in the more important jobs and to give added stability to a system which uses line units to perform much of the basic training of conscripts. A sample schedule of estimated pay for position of enlisted personnel, which illustrates these relationships, is shown in Table 10.*

Occasionally a re-enlisted NCO in the Soviet ground forces is found holding an officer's position. In that event the re-enlistee does not receive the officer's pay for position, but he does receive an increase to compensate for the additional responsibility.

Soviet re-enlistees sign up for periods of 2 or 3 years and probably account for 3 to 5 percent of the ground forces. In spite of the benefits received, however, the total number of re-enlistees appears to be on the decline. According to several sources, the number of men who re-enlist is small, and quotas are seldom filled. 45/

3. Conscripts

a. Noncommissioned Officers (NCO's)

The pay system for conscript NCO's in the Soviet ground forces is similar in structure to that of re-enlistees, although the level of pay is substantially lower, as shown in Table 10. Like the re-enlistees, conscript NCO's are paid according to the position they hold, the minimum pay being determined by the T/O slot and serving to introduce the element of rank. Increments may be added to the minimum, depending on command and technical requirements of the position.

b. Privates

The pay system for Soviet conscript privates and privates first class is similar to those of the other enlisted grades but, as indicated in Table 10, is much more restricted in scope. The minimum pay for position, 30 rubles for privates and 40 rubles for privates first class, is nearly universal for nonspecialists.

An added increment of 25 rubles per month for Soviet machine gunners has been identified, but such additions seem to be comparatively rare. A private usually increases his pay either by taking a technical course and receiving a specialist rating or by being assigned to an NCO's slot, in which he receives NCO's pay. In peacetime, privates often are found in NCO slots, such as assistant squad leader and gunner.

4. Differential Between Officers and Enlisted Men

The rates of the pay for position for Soviet army officers are far above those for enlisted personnel. The addition of pay for

* Appendix A, p. 35, below.

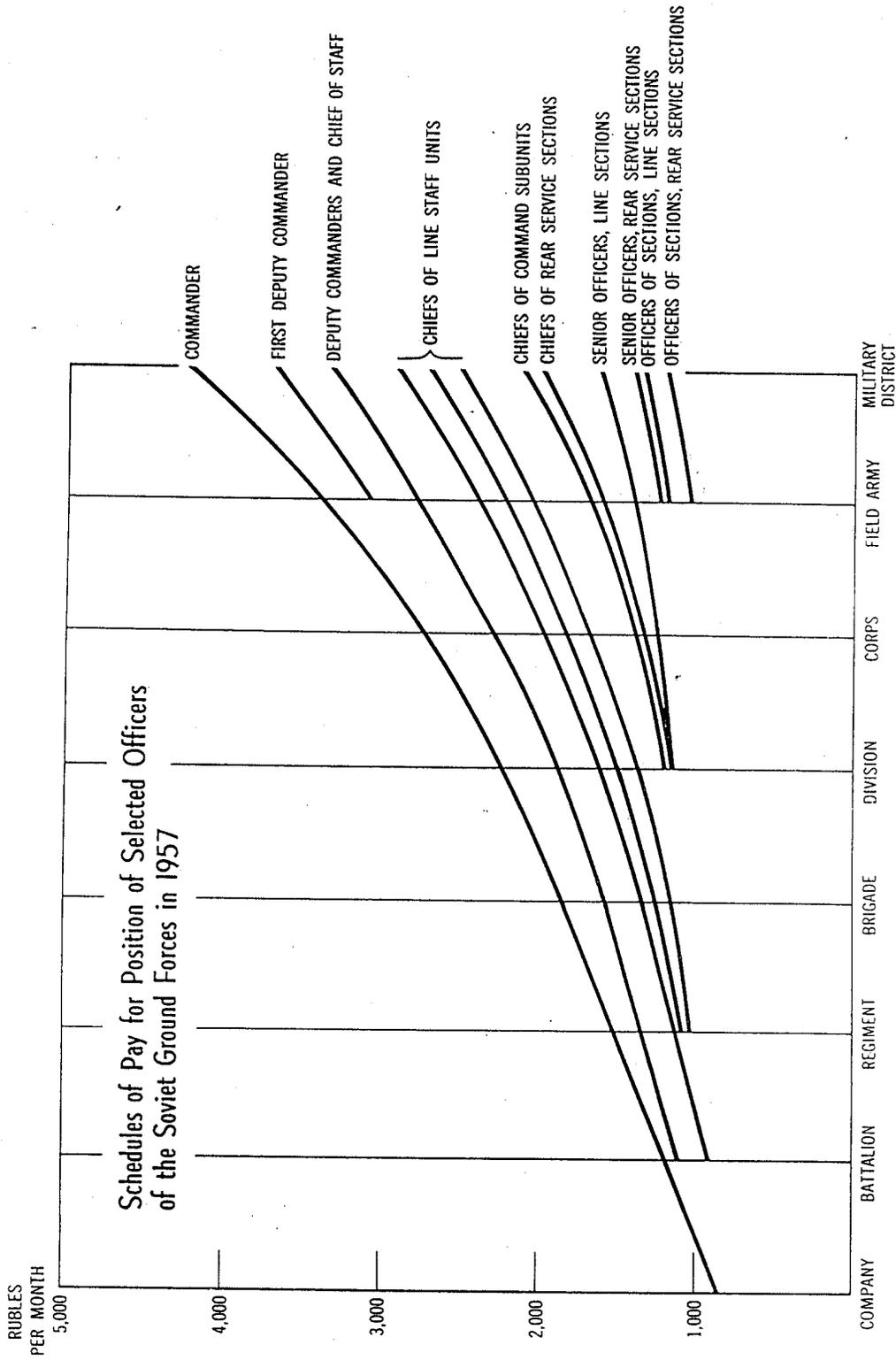


Figure 4

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rank to the pay for position of officers makes the differences in base pay even more striking. A newly commissioned junior lieutenant -- a rifle platoon leader -- receives 1,100 rubles per month as base pay, whereas the riflemen (privates) in his platoon receive 30 rubles per month during their first 2 years of service. The only pay of enlisted men in the ground forces approaching the pay of an officer is that of a re-enlisted regimental sergeant major after several terms of re-enlistment. These people, however, are few in number and have small effect on the average pay of enlisted men. For example, the average monthly base pay of officers in a rifle division is approximately 1,500 rubles, whereas that of enlisted men is 80 rubles.

B. Basic Estimating Procedure

To estimate the pay bill for the Soviet ground forces, the component parts of field armies, which account for a large proportion of the strength of the ground forces were selected as samples. The pay bill for each of these units was computed by making up a unit roster showing each position in the unit and by entering in this roster the number and ranks of men estimated to be in each position, together with their pay for rank and position. The entries for such a roster for a rifle battalion are shown in Table 11.* The pay for position was taken from comprehensive pay schedules determined by the procedures outlined above.** Thus, by providing appropriate columns in conjunction with each of these unit rosters, both the total pay bill for the unit and the pay for each major category (officers, re-enlisted NCO's, conscript NCO's, and conscript privates) were ascertained by summation.

To provide the basis for computing properly weighted pay for length of service, it was necessary to summarize the pay of Soviet officers by rank. This summarization was made for each of the various units at each echelon, as indicated by the summary of the monthly pay of a rifle division, which is shown in Tables 12, 13, 14, and 15.*** This procedure also permitted a comparison of the weighted average pay by echelon and by rank. As indicated by the data shown in Tables 16, 17, 18, and 19,**** successive summarizations were prepared to combine major components into larger units, such as that for a rifle army, and factors for length of service were applied.

To compute the pay for other units in the ground forces that are similar in composition to components of the field armies, such as artillery divisions and rifle brigades, the appropriate average rates of pay for the various categories of personnel in sample units were used. Ultimately the types of units covered included most of those to be found in the Soviet field army echelon and below, as well as two types of military district headquarters. This coverage was sufficient to account for 2.3 million men, or about 80 percent of the estimated manpower of the ground forces. The pay of the remaining

* Appendix A, p. 37, below.

** See A, p. 15, above.

*** Appendix A, pp. 43, 44, 45, and 46, respectively, below.

**** Appendix A, pp. 47, 48, 49, and 50, respectively, below.

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units, accounting for 20 percent of the manpower, was estimated at the average pay rates of those units which had been worked out in detail and which were most similar in size and function. Individual averages were applied for each of the categories (officers, re-enlisted NCO's, conscript NCO's, and conscript privates) to reflect any differences in their respective proportions.

When these unit pay rosters had been completed, it was possible to test the reliability of the method in the two instances in which data were available in order to estimate a pay bill for a particular force level and to trace the potential effects of change in the composition of these forces.* A résumé of the methodology employed to arrive at the costs of the various units cited above is given in Appendix C.

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D. Estimated Pay Bill in 1957

1. Regular Pay*

The regular pay bill for the Soviet ground forces in 1957 was estimated by an extension of the procedure described in B. ** Estimates of Soviet military manpower may be stated in terms of organizational units -- that is, in terms of line divisions and other units which compose the total ground force establishment -- a total of 53 different types of units. The estimates of manpower used in this report were summarized on this basis and are shown in Table 6. ***

By reference to the sample unit rosters, which are based on the estimated average peacetime strength of 24 different types of units, the regular pay bill for these types of units may be estimated both in total and by major category of personnel (officers, re-enlisted NCO's, conscript NCO's, and conscript privates).

Such estimates include about 80 percent of the manpower of the Soviet ground forces in 1957. The remaining 20 percent of the manpower of the Soviet ground forces in 1957, constitute field units for which detailed T/O's were not available, ancillary units of military districts, and the Ministry of Defense and its subordinate elements. These elements vary considerably in their composition. The field units, for example, include airborne and machine gun artillery divisions in which the ratios of officers, NCO's, and privates are estimated as being close to other line divisions. The group within the Military Districts includes, for example, technical repair units, for which the ratios of officers and NCO's are estimated tentatively as being high, and field bakery units, where the same ratios are low. The headquarters of the Ministry of Defense and certain of its subordinate elements, such as military schools and staffs for research and development, are estimated to consist primarily of all officers.

By reference, however, to the rosters of units which are similar in size and function and for which detailed estimates had been made, it was possible to select a reasonably realistic average pay rate for each category of personnel (officers, re-enlisted NCO's, conscript NCO's, and conscript privates) for each of these units and elements and to calculate the total bill for regular pay.

* The sum of pay for position, rank (to officers), and length of service.

** P. 19, above.

*** Table 6 follows on p. 25.

Table 6

Summary of Personnel and Annual Regular Pay of the Soviet Ground Forces a/
1957

Item	Officers			Re-enlisted NCO's b/			Conscript NCO's			Conscript Privates b/			Total Personnel	
	Number (Thousands)	Regular Pay (Billion Rubles)												
Major category of personnel														
Line divisions c/														
Rifle	88	1.75	19	0.19	171	0.27	519	0.25	796	2.46				
Airborne	7	0.14	1	0.02	13	0.02	38	0.02	60	0.20				
Mechanized	70	1.43	15	0.15	142	0.22	312	0.16	539	1.97				
Tank	24	0.49	5	0.05	51	0.08	98	0.05	178	0.63				
Total	188	3.82	41	0.41	378	0.59	967	0.48	1,574	5.30				
Other (through field army echelon) d/	114	2.36	23	0.23	217	0.31	545	0.25	898	3.15				
Military district echelon	40	1.05	6	0.06	39	0.06	106	0.04	192	1.22				
Ministry of Defense echelon	65	2.13	3	0.03	9	0.01	21	0.01	99	2.19				
Grand total	407	9.35	73	0.73	643	0.98	1,638	0.78	2,761 e/	11.84				

Equal average pay for each category of personnel 23,000 10,000 1,500 480 4,300

Distribution of personnel strength 15 79 3 23 59 100
Distribution of regular pay bill 6 6 7 7 100

a. Data for annual regular pay, which include pay for position, rank, and length of service, have been rounded to tens of millions of rubles. Totals, averages, and percentages were derived from unrounded data and may not agree with the sum of their rounded components.
b. Because re-enlisted personnel do not include a significant number of privates, all re-enlistees are treated as NCO's and all privates as conscripts for purposes of this report.
c. Consisting of 90 rifle divisions, 10 airborne divisions, 55 mechanized divisions, and 20 tank divisions.
d. Consisting of 26 field army headquarters; 20 artillery divisions; 157 independent antiaircraft artillery battalions; 69 antitank and artillery brigades; smaller armored, engineer, and signal units; and transport, repair, and depot supply units.
e. This total is a slightly modified version of the unrounded estimates of strength contributed by the Army. These estimates represent approximate rather than precise measures of actual strength.

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As shown in Table 6,* a final summation produced an estimate of more than 11.8 billion rubles for the regular pay bill of all the Soviet ground forces in 1957. For the particular composition of forces that year the estimated average annual pay rate was about 4,300 rubles. Whereas officers are estimated to compose about 15 percent of the force in terms of manpower, they receive about 80 percent of the regular pay, as shown in Table 6. By contrast, conscript privates, who account for about 60 percent of the manpower, are estimated to receive about 7 percent of the regular pay. The conscript NCO's, who compose about 23 percent of the force, receive about 8 percent of the regular pay. The re-enlisted NCO's, a relatively favored enlisted group, however, receive about 6 percent of the regular pay, although they constitute only about 3 percent of the force in terms of manpower.

It is notable that the average officer is paid at a rate 46 times that of the average private, more than 15 times that of the average conscript NCO, and almost 2.5 times that of the average re-enlisted NCO.

2. Special Pay and Allowances

The estimates advanced in the preceding section cover only regular pay of the Soviet ground forces. This section examines the question of the probable size of increases resulting from special pay and allowances. Where possible, tentative estimates have been made of the amounts expended for the various types of special pay and allowances. As indicated by the data shown in Table 7,** such additional pay and allowances may add close to 1 billion rubles to the regular pay bill. Because only limited information is available, no firm conclusions can be drawn on the basis of these calculations. It appears, however, that officers and re-enlisted NCO's receive the largest share of special pay and allowances. Nevertheless, the amount received by privates and conscript NCO's apparently accounts for a larger proportion of their total pay.

E. Influence of Composition of Personnel on the Total Pay Bill

Composition of personnel of a force -- that is, the mix of officers, NCO's and privates -- is one of the dominant factors affecting the size of the pay bill and the average pay per man. The proportion of officers is the most important factor. For example, as indicated in D,*** officers constituted 15 percent of total manpower in the Soviet ground forces in 1957. If this proportion were to increase by 1 percent and the proportion of other ranks were correspondingly decreased, the result would be to increase the average pay per man by 200 rubles per year and the total pay bill by more than 500 million rubles per year, or about 5 percent. In this calculation it is assumed that the distribution of ranks or grades within each group would be unchanged. If the distribution

* P. 25, above.

** Table 7 follows on p. 27. For detailed calculations, see Appendix G.

*** P. 24, above.

Table 7

Summary of Estimated Annual Special Pay and Allowances
of Personnel of the Soviet Ground Forces a/
1957

Reason for Pay or Allowances	Officers	Re-enlisted NCO's <u>b/</u>	Conscript NGO's	Conscript Privates <u>b/</u>	Total
Service in distant locality	160	34	120	94	410
Service as instructors	22				22
Foreign duty	140				140
Hazardous duty <u>c/</u>		Negligible	5	13	18
Control of classified documents	110				110
Allowances for orderly	290				290
Allowances for quarters	93				93
Total	<u>820</u>	<u>34</u>	<u>130</u>	<u>110</u>	<u>1,100</u>
Average Annual Increase (Rubles)					
	2,000	470	200	70	400
Proportion of Regular Pay (Percent)					
	9	5	13	14	9

a. Figures are rounded to two places which do not necessarily represent significant figures.

b. Because re-enlisted personnel do not include a significant number of privates, all re-enlistees are treated as NCO's and all privates as conscripts for purposes of this report.

c. Parachute jumps.

should remain unchanged, it would be possible to increase total strength of the ground forces by more than 150,000 officers and men for the same additional expenditure.

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Table 8* has been prepared to illustrate some of the effects of changes in these proportions both when the size of the total force is held constant and when it varies. The hypothetical range of total strength was established at 1.5 million to 4.0 million men. The hypotheses as to the proportion of officers were intended to cover a range of possible real situations. [

] As can be seen in Table 8, if officers composed 10 percent of a force of 2.5 million men, the total annual bill for regular pay would be 12.7 billion rubles, or 5,100 rubles per man. Should officers account for 22 percent of the force, the total pay bill would be 14.8 billion rubles and the average pay 5,900 rubles per man.

A situation in which the size of the total force increases but the proportion of officers decreases may be conjectured on the basis of recent intelligence publications. ^{60/} As indicated in Table 8, an increase in the size of the forces to 4.0 million men accompanied by a decrease in the proportion of officers to 13 percent would result in a regular pay bill of 15.8 billion rubles per year and an average of 3,900 rubles per man.

Variations in the distribution of ranks or grades within the groups also are possible. Minister of Defense Malinovskiy recently estimated that the number of engineer and technical cadres in the Soviet land forces has nearly doubled since World War II. ^{61/} Assuming that the statement is true and that mechanization eventually reduces the requirements for manpower but increases the requirements for skilled technicians, such a trend might result in a force of about 2 million men, in which 17 percent would be officers but in which the average officer might receive regular pay of 24,000 rubles per year rather than the 23,000 rubles estimated for 1957. Similarly, the average enlisted man might receive 1,200 rubles rather than 1,100. As a result the regular pay bill might be 10.2 billion rubles rather than the 9.7 billion indicated in Table 8 on the basis of the estimated composition in 1957, and the resulting average pay might be 5,100 rubles rather than 4,800.

* Table 8 follows on p. 29.

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Table 8

Effects of Varying the Proportion of Officers and the Total Number of Personnel on the Annual Regular Pay Bill and on the Pay per Man of the Soviet Ground Forces a/

Proportion of Officers (Percent)	Total Regular Pay Bill (Billion Rubles)						Average Pay per Man (Rubles)
	1.5 Million Personnel	2.0 Million Personnel	2.5 Million Personnel	3.0 Million Personnel	3.5 Million Personnel	4.0 Million Personnel	
13	5.9	7.9	9.8	11.8	13.8	15.8	3,900
14	6.2	8.3	10.4	12.5	14.6	16.7	4,200
15	6.6	8.8	11.0	13.2	15.4	17.6	4,400
16	6.9	9.2	11.5	13.8	16.2	18.5	4,600
17	7.3	9.7	12.1	14.5	16.9	19.4	4,800
18	7.6	10.1	12.7	15.2	17.7	20.3	5,100
19	7.9	10.6	13.2	15.9	18.5	21.2	5,300
20	8.3	11.0	13.8	16.6	19.2	22.1	5,500

a. For purposes of this table the composition, and thus the average pay, of the separate categories of personnel are assumed to remain constant at the averages estimated for 1957. The percentage of re-enlisted noncommissioned officers (NCO's) and conscript NCO's has been held constant at the level estimated for 1957. A change in the percentage of officers, therefore, implies a corresponding change in the percentage of privates.

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As has been assumed in the examples above, it appears in fact that the proportion of officers tends to increase as the size of the ground forces is reduced and to decrease as the number of personnel is increased. The net effect, therefore, of fluctuations in the total pay bill can be expected to have a narrower range* than fluctuations in the size of the forces.

* Fluctuation in other costs for personnel, such as food and clothing, would be more likely to be roughly proportional to changes in the size of the forces.

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APPENDIX A

STATISTICAL TABLES

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Sample Schedule of Estimated Monthly Pay for a Division of Selected Officers
in Rifle Units of the Soviet Ground Forces 3/1957

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Position	Field Army		Corps		Division		Brigade		Regiment		Battalion		Company	
	Rank	Pay	Rank	Pay										
Commander	Colonel general	3,400 b/	Lieutenant general	2,700	Major general	2,000 g/	Colonel	1,800	Colonel	1,600 d/	Lieutenant colonel	1,200 d/	Captain	900 d/
Deputy commander (line)	Major	2,800	Major general	2,250	Colonel	1,800 c/	Colonel	1,650	Lieutenant colonel	1,400 g/	Major	1,000 d/		
Member of the military council	Major	2,800	Major	2,250	Colonel	1,800 g/	Lieutenant colonel	1,650	Lieutenant colonel	1,400 d/	Major	1,000 d/		
Chief of staff	Major general	2,800	Major general	2,250	Colonel	1,800 g/	Lieutenant colonel	1,650	Lieutenant colonel	1,400 d/	Major	1,000 d/		
Deputy chief of staff	Colonel	2,300	Lieutenant colonel	2,000	Lieutenant colonel	1,700	Major	1,500	Major	1,200 d/				
First assistant	Lieutenant colonel	1,700												
Second assistant	Major	1,600												
Chief of operations	Colonel	2,150	Colonel	1,600	Colonel	1,600 g/	Lieutenant colonel	1,400	Major	1,100	Captain	950		
Chief of intelligence	Colonel	1,950	Colonel	1,600	Lieutenant colonel	1,500 e/	Major	1,200	Major	1,000 d/				
Chief of signals	Colonel	2,150	Colonel	1,750	Colonel	1,500	Lieutenant colonel	1,200	Major	1,000 d/				
Chief, organization-mobilization	Colonel	1,950												
Chief of topography	Lieutenant colonel	1,600												
Chief of cipher	Lieutenant colonel	1,600	Major	1,100 f/	Captain	1,050 f/	Captain	950	Senior lieutenant	850 f/				
Chief of cadres	Colonel	1,950	Lieutenant colonel	1,500	Lieutenant colonel	1,400 e/	Major	1,150	Major	1,000 d/				
Chief of combat training	Major general	2,150												
Physical training officer	Lieutenant colonel	1,500	Major	1,375	Major	1,100 g/	Captain	1,000 h/	Senior lieutenant	725				
Military prosecutor	Colonel	1,850	Lieutenant colonel	1,700	Lieutenant colonel	1,600								

* Footnotes for Table 9 follow on p. 34.

Sample Schedule of Estimated Monthly Pay for Position of Selected Officers
in Rifle Units of the Soviet Ground Forces a/
1957

(Continued)

Position	Field Army		Corps		Division		Brigade		Regiment		Battalion		Company	
	Rank	Pay	Rank	Pay	Rank	Pay	Rank	Pay	Rank	Pay	Rank	Pay	Rank	Pay
Deputy commander for political affairs	Major general	2,800	Major general	2,250	Colonel	1,800	Lieutenant colonel	1,650	Lieutenant colonel	1,400 d/	Major	1,000 g/	Senior Lieutenant	800 f/
Chief, propaganda and agitation	Colonel Lieutenant colonel	1,800	Major	1,300	Major	1,100 l/	Captain	925	Captain	850 j/				
Chief, unit club	Colonel Lieutenant colonel	1,500	Major	1,300	Major	1,100 l/	Captain	925	Captain	850 j/				
Chief, air defense	Colonel	1,850	Colonel Major	1,700	Lieutenant colonel	1,250 e/	Lieutenant colonel	1,400	Lieutenant colonel	1,100 d/				
Deputy commander for artillery	Major general	2,500	Major general	2,150	Colonel	1,700	Lieutenant colonel	1,400	Lieutenant colonel	1,100 d/				
Deputy chief and chief of staff	Colonel	1,950	Colonel	1,850	Lieutenant colonel	1,600	Lieutenant colonel	1,400	Major	1,000				
Chief, antiaircraft artillery	Colonel	1,700	Lieutenant colonel	1,400	Major	1,200	Major	1,100						
Chief, artillery equipment and supply	Colonel	1,600	Lieutenant colonel	1,400	Lieutenant colonel	1,250	Major	1,150	Captain	950 d/				
Chief, armored troops	Major general	2,500	Colonel	2,000	Colonel	1,700	Colonel	1,500						
Deputy chief and chief of staff	Colonel	1,950	Lieutenant colonel	1,600	Lieutenant colonel	1,300	Lieutenant colonel	1,100						
Chief, tank armament and equipment	Colonel	1,600	Colonel	1,400	Colonel	1,200	Major	1,100						
Chief of engineers	Major general	2,150	Colonel	1,800	Colonel, Lieutenant colonel	1,600 e/	Major	1,200	Major	1,100 d/				
Chief of chemical service	Colonel Major	2,050	Colonel	1,650	Colonel	1,400 e/	Major	1,100	Major	1,100 d/				
Deputy commander for rear services	Major general	2,500	Colonel	2,250	Colonel	1,800	Lieutenant colonel	1,650	Lieutenant colonel	1,300 k/	Major	1,000		
Chief, intendance	Colonel	1,550	Lieutenant colonel	1,350	Colonel	1,150	Major	1,000	Captain	950 d/	Senior Lieutenant	650		
Chief, clothing and equipment	Lieutenant colonel	1,300	Lieutenant colonel	1,100	Major	1,150 l/	Major	1,000	Captain	950 d/	Senior Lieutenant	650		
Chief, food and forage	Lieutenant colonel	1,300	Lieutenant colonel	1,100	Major	1,150 l/	Major	1,000	Captain	950 d/	Senior Lieutenant	650		

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Table 9

Sample Schedule of Estimated Monthly Pay for Position of Selected Officers
in Rifle Units of the Soviet Ground Forces a/
1957
(Continued)

Position	Echelon													
	Field Army		Corps		Division		Brigade		Regiment		Battalion		Company	
	Rank	Pay	Rank	Pay	Rank	Pay	Rank	Pay	Rank	Pay	Rank	Pay		Rank
Chief, medical service	Colonel	1,650	Colonel	1,500	Colonel	1,400 e/	Major	1,100	Major	1,050	Major	1,000 e/		
Chief, finance	Colonel	1,550	Lieutenant colonel	1,350	Lieutenant colonel	1,250 e/	Captain	1,050	Lieutenant Senior	950 n/	Lieutenant Senior	725		
Chief, motor transport	Colonel	1,650	Lieutenant colonel	1,500	Lieutenant colonel	1,400	Major	1,100	Major	1,000	Lieutenant	750		
Chief, fuel supply	Colonel	1,500	Major	1,350	Major	1,150	Captain	1,000	Captain	950 d/	Lieutenant			
Chief, construction and quartering	Lieutenant colonel	1,500	Major	1,300	Major	1,150					Captain	900		

a. Data not accompanied by a source reference are estimates. The appearance of pay for a position at any given echelon does not necessarily indicate that the position is filled in peacetime.

- b. 52/
- c. 53/
- d. 61/
- e. 67/
- f. 68/
- g. 71/
- h. 80/
- i. 89/
- j. 70/
- k. 71/
- l. 72/
- m. 73/
- n. 74/

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Table 10
Sample Schedule of Estimated Monthly Pay for Position of Enlisted Men of the Soviet Ground Forces a/ *
1957

Combat Arm and Position	Typical Rank	Service Category	Length of Service (Years)	Pay (Rubles)
Rifle				
Regimental sergeant major	Master sergeant	Re-enlistee	More than 6	1,280
Battalion sergeant major	Master sergeant	Re-enlistee	More than 3	1,040 b/
Company first sergeant	Senior sergeant	Conscript	More than 2	300 c/
Assistant platoon leader	Master sergeant	Re-enlistee	More than 3	840 d/
Squad leader	Senior sergeant	Conscript	More than 2	200 e/
	Sergeant	Conscript	{ 2 or less	75 f/
			{ More than 2	150 g/
Assistant squad leader	Junior sergeant	Conscript	{ 2 or less	60 h/
			{ More than 2	120 i/
Section leader	Private, 1st class	Conscript	{ 2 or less	40 j/
			{ More than 2	70 k/
Rifleman	Private	Conscript	{ 2 or less	30 l/
			{ More than 2	50 m/
Artillery				
Assistant platoon leader	Senior sergeant	Conscript	More than 2	250
Gun commander	Sergeant	Conscript	More than 2	175
Gunner or senior observer	Junior sergeant	Conscript	{ 2 or less	75
			{ More than 2	135
Fuse setter or observer	Private, 1st class	Conscript	{ 2 or less	30
			{ More than 2	50
Loader or ammunition bearer	Private	Conscript	{ 2 or less	30
			{ More than 2	50

* Footnotes for Table 10 follow on p. 36.

Table 10
 Sample Schedule of Estimated Monthly Pay for Position of Enlisted Men of the Soviet Ground Forces a/
 1957
 (Continued)

Combat Arm and Position	Typical Rank	Service Category	Length of Service (years)	Pay (Rubles)
Tank				
Assistant platoon leader	Senior sergeant	Conscript	More than 2	310
Tank commander	Sergeant	Conscript	More than 2	250
Driver	Junior sergeant	Conscript	{ 2 or less	125
			{ More than 2	200
Gunner	Junior sergeant	Conscript	{ 2 or less	85
			{ More than 2	145
Machine gunner/radioman	Private, 1st class	Conscript	{ 2 or less	65
			{ More than 2	95
Gun loader	Private	Conscript	{ 2 or less	55
			{ More than 2	75

a. Rates of pay not directly attributable to a specific source are from a general schedule of pay for position of enlisted men consisting of basic pay plus increases based on the arm of service and the degree of responsibility and technical training involved.

b. 75/
 c. 76/
 d. 77/
 e. 78/
 f. 79/
 g. 80/
 h. 81/
 i. 82/
 j. 83/
 k. 84/
 l. 85/
 m. 86/

Table 11
Estimated Monthly Base Pay of Personnel in a Rifle Battalion of a Rifle Regiment
of the Soviet Ground Forces a/*
1957

Unit and Position	Rank	Number of Personnel	Individual Base Pay			Total Base Pay		
			For Rank	For Position	Total	Officers	Re-enlisted NCO's D/ NCO's	Conscript Privates E/ Total
Headquarters								
Battalion commander	Lieutenant colonel	1	1,100	1,200	2,300	2,300		2,300
Deputy commander (line)	Major	1	900	1,000	1,900	1,900		1,900
Chief of staff	Major	1	900	1,000	1,900	1,900		1,900
Assistant chief of staff (line)	Captain	1	700	950	1,650	1,650		1,650
Assistant chief of staff (technical)	Captain	1	700	850	1,550	1,550		1,550
Battalion sergeant major	Master sergeant	1 c/			1,040	1,040		1,040
Senior clerk	Junior sergeant	1			70	70		70
Clerk	Private, 1st class	1			40	40		40
Chemical NCO	Senior sergeant	1			250	250		250
Driver, 3d class	Private	2			40	40		80
Air observation (VMS) section leader observer	Junior sergeant	1			60	60		60
Signal platoon	Private	3			30	30		90
Platoon leader	Lieutenant	1	500	700	1,200	1,200		1,200
Assistant platoon leader	Senior sergeant	1			210	210		210
Radio section leader	Sergeant	1			90	90		90
Operator, 2d class	Private, 1st class	1			75	75		75
Operator, 3d class	Private	5			55	55		275

* Footnotes for Table 11 follow on p. 42.

Table 11
 Estimated Monthly Base Pay of Personnel in a Rifle Battalion of a Rifle Regiment
 of the Soviet Ground Forces a/
 1957
 (Continued)

Unit and Position	Rank	Number of Personnel	Individual Base Pay			TOTAL BASE PAY		
			For Rank	For Position	Total	Officers	Re-enlisted NCO's	Conservative NCO's
Telephone section leader	Sergeant	1			90		90	90
Telephone operator	Private	4			30		120	120
Wire section leader	Private, 1st class	2			75		150	150
Wireman	Private	6			30		180	180
Driver, 3d class	Private	1			40		40	40
Medical aid point								
Medical specialist (fel'dsher)	Lieutenant	1	500	700	1,200	1,200		1,200
Medical assistant	Sergeant	2			95		170	170
Driver, 3d class	Private	1			40		40	40
Service section								
Chief of maintenance	Senior sergeant	1			225		225	225
Senior mechanic	Sergeant	1			165		165	165
Mechanic	Private, 1st class	2			55		110	110
Welder	Private	1			30		30	30
Blacksmith	Private	1			30		30	30
Armorer	Junior sergeant	1			70		70	70
Driver, 3d class	Private	1			40		40	40
Chief of supply	Sergeant	1			90		90	90
Supply man	Private	2			30		60	60
Driver, 3d class	Private	3			40		120	120

Table 11
Estimated Monthly Base Pay of Personnel in a Rifle Battalion of a Rifle Regiment
of the Soviet Ground Forces a/
1957
(Continued)

Unit and Position	Rank	Number of Personnel	Individual Base Pay			Total Base Pay			Total
			For Rank	For Position	Total	Officers	Re-enlisted NCO's b/	Conscript NCO's	
Rifle companies (3)									
Company commander	Captain	3	700	900	1,600	4,800			4,800
Deputy commander (political affairs)	Senior lieutenant	3	600	800	1,400	4,200			4,200
First sergeant	Sergeant c/	3			840		2,520		2,520
Clerk-typist	Private	3			30			90	90
Aid man	Junior sergeant	3			65		195		195
Radioman, 3d class	Private	3			55			165	165
Rifle platoons (9)									
Platoon leader	Junior lieutenant	9	400	700	1,100	9,900			9,900
Assistant platoon leader	Senior sergeant	9			200			1,800	1,800
Radioman, 3d class	Private	9			55			495	495
Runner	Private	9			30			270	270
Squad leader	Junior sergeant	27			75			2,025	2,025
Assistant squad leader	Private, 1st class	27			60			1,620	1,620
Rifleman	Private	108			30			3,240	3,240
Antitank weapon man	Private	27			30			810	810
Light machine gunner	Private	27			45			1,215	1,215
Machine gun platoons (3)									
Platoon leader	Lieutenant	3	500	700	1,200	3,600			3,600
Assistant platoon leader	Senior sergeant	3			215			645	645
Runner	Private	3			30			90	90
Squad leader	Sergeant	9			90			810	810
Gunner	Private, 1st class	9			45			405	405
Ammunition bearer	Private	21			30			630	630

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Estimated Monthly Base Pay of Personnel in a Rifle Battalion of a Rifle Regiment
of the Soviet Ground Forces a/
1957
(Continued)

Table

Unit and Position	Rank	Number of Personnel	Individual Base Pay			Total Base Pay		
			For Rank	For Position	Total	Officers	Re-enlisted NCO's b/	Conscript Privates b/
Machine gun company								
Company commander	Captain	1	700	900	1,600	1,600		1,600
Deputy commander (political affairs)	Senior lieutenant	1	600	800	1,400	1,400		1,400
First sergeant	Senior sergeant c/	1			840	840		840
Clerk	Private	1			30		30	30
Runner	Private	1			30		30	30
Aid man	Junior sergeant	1			65		65	65
Platoon commander								
Platoon commander	Lieutenant	3	500	700	1,200	3,600		3,600
Assistant platoon commander	Senior sergeant	3			215		645	645
Driver, 3d class	Private	6			40		240	240
Squad leader	Sergeant	9			165		1,485	1,485
Assistant squad leader	Private, 1st class	9			75		675	675
Gunner	Private	9			65		585	585
Ammunition bearer	Private	12			30		360	360
Mortar company								
Company commander	Captain	1	700	900	1,600	1,600		1,600
Deputy commander (political affairs)	Senior lieutenant	1	600	800	1,400	1,400		1,400
First sergeant	Senior sergeant	1	600	800	300	300	300	300
Clerk	Private	1			30		30	30
Radioman, 3d class	Private	2			55		110	110
Driver, 3d class	Private	1			40		40	40
Observer	Private	3			30		90	90

Table 11
 Estimated Monthly Base Pay of Personnel in a Rifle Battalion of a Rifle Regiment
 of the Soviet Ground Forces a/
 1957
 (Continued)

Unit and Position	Rank	Number of Personnel	Individual Base Pay			Total Base Pay			Total
			For Rank	For Position	Total	Officers	Non-Officers	Conscript NCO's	
Platoon leader	Lieutenant	2	500	700	1,200	2			2,400
Assistant platoon leader	Senior sergeant	2			200			400	400
Squad leader	Sergeant	6			75			450	450
Gunner	Private, 1st class	6			60				360
Loader	Private	6			30				180
Ammunition bearer	Private	12			30				360
Driver, 3d class	Private	6			40				240
Artillery battery									
Battery commander	Captain	1	700	900	1,600	1,600			1,600
Deputy commander (political affairs)	Senior lieutenant	1	600	800	1,400	1,400			1,400
First sergeant	Master sergeant c/	1			840		840		840
Clerk	Private	1			30				30
Radioman, 3d class	Private	1			55				55
Driver, 3d class	Private	1			40				40
57-millimeter gun platoon									
Platoon leader	Lieutenant	1	500	700	1,200	1,200			1,200
Assistant platoon leader	Senior sergeant	1			250			250	250
Squad leader	Sergeant	3			100			300	300
Gunner	Private, 1st class	3			75				225
Loader	Private	3			50				150
Ammunition bearer	Private	12			30				360
Driver, 3d class	Private	3			40				120

Table II
Estimated Monthly Base Pay of Personnel in a Rifle Battalion of a Rifle Regiment
of the Soviet Ground Forces a/
1957
(Continued)

Unit and Position	Rank	Number of Personnel	Individual Base Pay			Total Base Pay			Conscript Privates b/	Total
			For Rank	For Position	Total	Officers	Re-enlisted NCO's b/	Conscript NCO's		
SFC-82 antitank platoon										
Platoon leader	Lieutenant	1	500	700	1,200	1,200			1,200	
Assistant platoon leader	Senior sergeant	1			250		250		250	
Squad leader	Junior sergeant	3			100		300		300	
Gunner	Private, 1st class	6			75			450	450	
Loader	Private	6			30			180	180	
Ammunition bearer	Private	12			30			360	360	
Driver, 3d class	Private	3			40			120	120	
Antiaircraft machine gun battery										
Battery commander	Captain	1	700	900	1,600	1,600			1,600	
Deputy commander (political affairs)	Lieutenant	1	500	800	1,300	1,300			1,300	
First sergeant	Master sergeant c/	1			840	840	840		1,300	
Clerk	Private	1			30	30		30	30	
Platoon leader	Lieutenant	2	500	700	1,200	2,400			2,400	
Assistant platoon leader	Senior sergeant	2			215		430		430	
Squad leader	Sergeant	6			90		540		540	
Gunner	Private, 1st class	6			55			330	330	
Loader	Private	6			30			180	180	
Ammunition bearer	Private	6			30			180	180	
Driver, 3d class	Private	6			40			240	240	
Observer	Private	4			30			120	120	
Total battalion		587			56,900	6,080	12,380	17,010	92,370	

a. At average peacetime strength.
b. Because re-enlisted personnel do not include a significant number of privates, all re-enlistees are treated as noncommissioned officers (NCO's) and all privates as conscripts for purposes of this report.
c. Re-enlisted.

Table 12
 Summary of Estimated Monthly Base Pay of Officers of Field Grade and Above
 in a Rifle Division of the Soviet Ground Forces a/
 1957

Unit	Major General		Colonels		Lieutenant Colonels		Majors	
	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)
Division headquarters and headquarters elements	1	3,600	8	24,500	10	24,850	15	31,075
Reconnaissance battalion					1	2,300	3	5,800
Rifle regiments (3)			3	8,700	24	58,200	30	58,050
Tank and assault gun regiment				2,500	5	12,200	9	17,800
Antiaircraft artillery regiment				2,900	4	9,800	2	3,925
Antitank battalion			1	2,900	1	2,300	3	5,750
Sapper battalion					1	2,300	3	5,800
Signal battalion					1	2,300	3	5,800
Artillery headquarters			1	3,200	2	4,700	3	6,175
Artillery regiment			1	2,900	8	18,800	14	27,325
Drivers' school							1	2,000
Medical battalion					1	2,400	2	3,900
Total	1	3,600	15	45,100	58	140,150	88	173,400
Average per month b/								
Without length of service		3,600		3,010		2,420		1,970
With length of service		4,680		3,760		2,900		2,270
Average per year c/								
Without length of service		43,200		36,100		29,000		23,600
With length of service		56,200		45,100		34,800		27,200

a. At average peacetime strength.

b. Data for average per month have been rounded to the nearest 10 rubles.

c. Data for average per year have been rounded to the nearest 100 rubles.

Table 13
Summary of Estimated Monthly Base Pay of Officers of Company Grade
in a Rifle Division of the Soviet Ground Forces a/
1957

Unit	Captains		Senior Lieutenants		Lieutenants		Junior Lieutenants	
	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)
Division headquarters and headquarters elements	21	35,650	10	13,700	5	6,025	3	2,975
Division services			2	2,800	3	3,700	5	5,425
Reconnaissance battalion	6	9,550	7	9,500	10	12,200		
Rifle regiments (3)	105	167,775	84	116,925	147	177,000	60	66,000
Tank and assault gun regiment	16	26,300	31	41,525	6	7,275	2	2,125
Antiaircraft artillery regiment	9	14,425	11	14,950	10	12,075	3	3,150
Antitank battalion	4	6,450	9	12,600	3	3,750		
Sapper battalion	5	7,900	5	6,700	12	14,700	4	4,225
Signal battalion	5	8,000	8	10,800	6	7,100	2	2,100
Artillery headquarters	2	3,050	2	2,700	1	1,350		
Artillery regiment	43	66,775	30	42,250	45	54,725	18	19,625
Drivers' school	6	9,550	2	2,800	9	11,150		
Chemical defense company	1	1,600	1	1,400	3	3,600		
Tank repair shop	1	1,850			4	4,700		
Motor transport shop	1	1,650			3	3,525		
Medical battalion	2	3,075	2	2,750	6	6,800	2	2,050
Motor transport company	1	1,600	2	2,700	2	2,425		
Artillery repair shop	1	1,850			2	2,350		
Total	229	367,950	206	284,100	277	334,450	92	107,675
Average per month b/								
Without length of service		1,600		1,380		1,210		1,090
With length of service		1,840		1,520		1,270		1,090
Average per year c/								
Without length of service		19,200		16,600		14,500		13,100
With length of service		22,100		18,200		15,200		13,100

a. At average peacetime strength.
b. Data for average per month have been rounded to the nearest 10 rubles.
c. Data for average per year have been rounded to the nearest 100 rubles.

Table 14
Summary of Estimated Monthly Base Pay of Enlisted Men
in a Rifle Division of the Soviet Ground Forces a/
1957

Unit	Re-enlisted NCO's b/		Conscript NCO's		Conscript Privates b/	
	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)
Division headquarters and headquarters elements	8	6,220	46	4,185	50	2,155
Division services	8	6,120	42	3,270	40	1,630
Reconnaissance battalion	7	5,850	69	9,340	162	7,970
Rifle regiments (3)	114	94,545	876	110,280	3,636	141,840
Tank and assault gun regiment	17	14,925	134	27,295	478	27,830
Antiaircraft artillery regiment	9	7,720	115	14,940	239	5,920
Antitank battalion	4	3,560	33	5,950	121	3,720
Sapper battalion	4	3,560	60	6,155	294	3,720
Signal battalion	5	4,160	70	7,140	100	10,275
Artillery headquarters	2	1,640	10	1,200	34	1,555
Artillery regiment	24	21,560	354	38,540	525	19,435
Drivers' school	3	2,720	39	6,565	25	910
Chemical defense company	1	840	9	1,095	16	640
Tank repair shop	1	840	9	1,425	18	720
Motor transport shop	1	840	7	1,125	25	900
Medical battalion	1	820	19	1,615	35	1,430
Motor transport company	3	2,520	6	850	12	470
Artillery repair shop	3	2,480	7	535		
Total	215	180,920	1,907	241,445	5,170	234,670
Average per month with length of service c/		840		130		40
Average per year with length of service d/		10,100		1,600		500

a. At average peacetime strength.
 b. Because re-enlisted personnel do not include a significant number of privates, all re-enlistees are treated as noncommissioned officers (NCO's) and all privates as conscripts for purposes of this report.
 c. Data for average per month have been rounded to the nearest 10 rubles.
 d. Data for average per year have been rounded to the nearest 100 rubles.

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Table 15

Summary of Estimated Monthly Base Pay of All Personnel
in a Rifle Division of the Soviet Ground Forces a/
1957

Unit	Officers		All Personnel	
	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)
Division headquarters and headquarters elements	73	142,375	179	154,935
Division services	10	11,925	100	23,005
Reconnaissance battalion	27	39,350	265	62,510
Rifle regiments (3)	453	652,650	5,079	999,255
Tank and assault gun regiment	70	110,125	699	180,175
Antiaircraft artillery regiment	40	61,225	403	92,805
Antitank battalion	20	30,850	178	44,080
Sapper battalion	30	41,625	348	61,615
Signal battalion	25	36,100	200	51,610
Artillery headquarters	11	21,175	57	25,570
Artillery regiment	159	232,400	1,062	311,935
Drivers' school	18	25,500	60	34,785
Chemical defense company	5	6,600	40	9,445
Tank repair shop	5	6,550	31	9,455
Motor transport shop	4	5,175	30	7,860
Medical battalion	15	20,975	60	24,310
Motor transport company	5	6,725	49	11,525
Artillery repair shop	3	4,200	25	7,685
Total	973	1,455,525	8,865	2,112,560

Average per month b/

Without length of service	1,500	
With length of service	1,670	260

Average per year

Without length of service	18,000	
With length of service	20,000	3,100

- a. At average peacetime strength.
b. Data for average per month have been rounded to the nearest 10 rubles.
c. Data for average per year have been rounded to the nearest 100 rubles.

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Table 16
Summary of Estimated Monthly Base Pay of Officers of Field Grade and Above
in a Typical Rifle Army of the Soviet Ground Forces a/
1957

Unit	Colonel General		Lieutenant General		Major General		Colonels		Lieutenant Colonels		Majors	
	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)
Army headquarters	1	5,600	1	4,700	8	32,100	27	83,850	51	129,450	71	151,050
Rifle divisions (2)					2	7,200	30	90,200	116	280,300	176	346,800
Mechanized divisions (2)					2	7,800	34	102,400	140	337,100	314	617,600
Artillery gun brigade					1	3,600	8	24,000	20	49,450	26	52,750
Mixed artillery brigade							4	11,850	16	39,350	30	66,600
Antitank brigade							10	29,500	42	102,500	74	143,700
Rocket launcher regiment							3	8,950	14	34,350	29	55,550
Signal regiment							1	2,900	8	19,100	13	25,450
Engineer regiment							1	2,900	7	16,700	11	21,250
Motor transport battalion							1	2,900	7	16,800	17	32,850
Headquarters supporting elements							1		1	2,300	3	5,700
Repair base									3	7,400	1	2,100
Repair shop									2	4,800	5	9,900
Depot									9	17,600	2	4,000
Total	1	5,600	1	4,700	13	50,700	119	359,450	427	1,039,600	781	1,554,900
Average per month b/												
Without length of service		5,600		4,700		3,900		3,020		2,430		1,990
With length of service		7,840		6,110		5,070		3,780		2,920		2,290
Average per year c/												
Without length of service		67,200		56,400		46,800		36,200		29,200		23,900
With length of service		94,100		73,300		60,800		45,400		35,000		27,500

a. At average peacetime strength.

b. Data for average per month have been rounded to the nearest 10 rubles.

c. Data for average per year have been rounded to the nearest 100 rubles.

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Summary of Estimated Monthly Base Pay of Officers of Company Grade
in a Typical Rifle Army of the Soviet Ground Forces a/
1957

Unit	Captains		Senior Lieutenants		Lieutenants		Junior Lieutenants	
	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)
Army headquarters	54	92,450	17	26,225	34	43,375	8	8,650
Rifle divisions (2)	458	734,100	412	568,200	554	668,900	198	215,350
Mechanized divisions (2)	608	976,750	534	734,650	686	821,250	206	222,200
Antiaircraft artillery division	51	82,450	48	67,025	75	90,200	21	22,350
Artillery gun brigade	59	92,975	36	50,950	73	89,350	6	6,375
Mixed artillery brigade	160	251,900	98	138,750	198	245,250	14	14,800
Antitank brigade	59	92,475	38	53,525	68	80,925	14	15,250
Rocket launcher regiment	21	34,100	4	5,500	38	46,450		
Signal regiment	13	20,950	23	32,250	35	43,125	1	1,075
Engineer regiment	28	44,400	25	34,925	42	50,250	5	5,375
Motor transport battalion	7	11,100	4	5,525	19	23,325	1	1,075
Headquarters supporting elements	8	13,000	4	5,750	19	22,650	5	5,400
Repair base	14	22,500	14	19,200	29	37,050	5	5,150
Repair shop	8	12,850	8	11,025	26	30,725	1	1,025
Depot	16	25,150	18	23,225	55	63,825	13	14,050
Total	1,254	2,507,150	1,283	1,776,925	1,921	2,354,650	498	538,125
Average per month b/								
Without length of service		1,600		1,380		1,210		1,080
With length of service		1,840		1,520		1,270		1,080
Average per year c/								
Without length of service		19,200		16,600		14,500		13,000
With length of service		22,100		18,200		15,200		13,000

a. At average peacetime strength.
b. Data for average per month have been rounded to the nearest 10 rubles.
c. Data for average per year have been rounded to the nearest 100 rubles.

Table 18
 Summary of Estimated Monthly Base Pay of Enlisted Men
 in a Typical Rifle Army of the Soviet Ground Forces a/
 1957

Unit	Re-enlisted NCO's b/		Conscript NCO's		Conscript Privates b/	
	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)
Army headquarters	9	6,870	77	9,440	173	6,150
Rifle divisions (2)	430	361,840	3,814	482,890	11,540	469,340
Mechanized divisions (2)	558	470,640	5,166	656,920	11,208	479,290
Antiaircraft artillery division	59	50,310	641	78,830	1,479	56,720
Artillery gun brigade	43	36,020	459	52,920	1,063	40,550
Mixed artillery brigade	108	91,800	1,192	140,910	2,900	109,610
Antitank brigade	44	36,820	425	52,445	766	31,565
Rocket launcher regiment	25	21,850	217	21,955	498	18,565
Signal regiment	13	11,900	241	29,620	368	15,940
Engineer regiment	20	19,050	260	26,090	795	29,105
Motor transport battalion	4	3,560	141	18,055	305	11,330
Headquarters supporting elements	18	12,800	66	6,760	343	11,750
Repair base	35	27,150	171	23,395	352	14,060
Repair shop	20	15,460	122	18,990	178	7,710
Depot	23	18,650	201	20,720	678	22,025
Total	1,409	1,184,720	13,193	1,639,940	32,646	1,323,710
Average per month with length of service c/		840		120		40
Average per year with length of service d/		10,100		1,400		500

- a. At average peacetime strength.
 b. Because re-enlisted personnel do not include a significant number of privates, all re-enlistees are treated as non-commissioned officers (NCO's) and all privates as conscripts for purposes of this report.
 c. Data for average per month have been rounded to the nearest 10 rubles.
 d. Data for average per year have been rounded to the nearest 100 rubles.

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Table 19

Summary of Estimated Monthly Base Pay of All Personnel
in a Typical Rifle Army of the Soviet Ground Forces a/
1957

Unit	Officers		All Personnel	
	Number	Base Pay (Rubles)	Number	Base Pay (Rubles)
Army headquarters	272	577,450	531	599,910
Rifle divisions (2)	1,946	2,911,050	17,730	4,225,120
Mechanized divisions (2)	2,524	3,819,950	19,456	5,426,800
Antiaircraft artillery division	250	391,825	2,429	577,685
Artillery gun brigade	224	351,450	1,789	480,940
Mixed artillery brigade	596	931,400	4,796	1,273,720
Antitank brigade	225	344,025	1,460	464,855
Rocket launcher regiment	85	133,500	825	195,870
Signal regiment	91	138,250	713	195,710
Engineer regiment	125	187,500	1,200	261,745
Motor transport battalion	35	49,025	485	81,970
Headquarters supporting elements	37	48,900	464	80,210
Repair base	70	99,200	628	163,805
Repair shop	45	59,625	365	101,785
Depot	113	148,650	1,015	210,045
Total	<u>6,368</u>	<u>10,191,800</u>	<u>53,886</u>	<u>14,340,170</u>
Average per month <u>b/</u>				
Without length of service		1,540		
With length of service		1,720		290
Average per year <u>c/</u>				
Without length of service		18,500		
With length of service		20,600		3,500

a. At average peacetime strength.

b. Data for average per month have been rounded to the nearest 10 rubles.

c. Data for average per year have been rounded to the nearest 100 rubles.

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APPENDIX B

CALCULATION OF ESTIMATES
FOR SPECIAL PAY AND ALLOWANCES
OF THE SOVIET GROUND FORCES

A lack of data precludes estimates for all of the different types of special pay and other allowances known to exist in the Soviet ground forces. In a sense, therefore, the total of the figures itemized below represents a minimum, although little claim to accuracy can be made for any of the components.*

1. Special Pay

a. Service in Distant Localities

Because of uncertainty as to what constitutes a "distant locality," the units considered are limited to a division in the area of Murmansk and to the units on Sakhalin and the Kuril Islands and the Kamchatka and Chukotsk Peninsulas. The computation shown in Table 9,** which is based on the data shown in Table 22,*** used with the average unit strengths given in source 87/ and with the personnel structure and average pay for field armies, indicates an addition of about 410 million rubles per year to the pay bill.

b. Foreign Duty

Use of intelligence estimates for forces stationed outside of the USSR 88/ combined with use of the proportions and average pay of officers in forces of similar size gives a pay bill for officers of the Soviet ground forces stationed outside the USSR (exclusive of attachés and military missions) of about 1.4 billion rubles. Special pay for foreign duty, which is equal to 10 percent of base pay, thus may represent an addition of 140 million rubles per year to total pay for officers.**** The details of this computation are shown in Table 23. †

c. Jumps Made by Paratroopers

Assuming that one-half of the airborne troops are paratroopers (as distinguished from airborne troops who are landed) and that the 26,000 enlisted paratroopers in this force make 10 jumps per year at 70 rubles per jump, the additional pay for enlisted men would amount to 18 million rubles per year.

* For a discussion of the various types of compensation, see II, B, p. 9, above.

** P. 32, above.

*** Table 22 follows on p. 56.

**** See II, B, 4, p. 10, above.

† Table 23 follows on p. 57. (Text continued on p. 58.)

Table 22
 Estimated Annual Special Pay for Personnel in Selected Distant Localities
 of the Soviet Ground Forces a/
 1957

Location of Unit	Category of Personnel	Distribution of Personnel b/ (Percent)	Number of Personnel (Thousands)	Average Pay for Position (Rubles)	Average Pay for Distant Localities		Average Pay for Length of Service d/	Total Pay for Distant Localities (Million Rubles)
					Percent c/	Rubles		
Far North and Far East e/	Officers	12	12.0	10,490	100	10,490	1,260	141
	Re-enlisted NCO's f/	3	3.0	10,000	100	10,000		30
	Conscript NCO's	25	25.0	1,500	300	4,500		112
	Conscript privates	60	60.0	480	300	1,440		86
	Total	100	100.0					369
Sakhalin Island g/	Officers	12	3.4	10,490	50	5,245	630	20
	Re-enlisted NCO's	3	0.8	10,000	50	5,000		4
	Conscript NCO's	25	7.0	1,500	100	1,500		10
	Conscript privates	60	16.8	480	100	480		8
	Total	100	28.0					42
	Grand total							411

- a. Based on the estimated averages for a field army with the percentage of officers reduced from 13 percent to 12 percent to reflect the structure of the chains of command believed to prevail in these areas.
- b. These data apply to pay for position. For discussion, see II, B, 3, p. 10, above.
- c. This average pay for length of service is calculated on the increase in pay for service in distant localities.
- d. Eligible for full-scale pay for service in distant localities.
- e. Because re-enlisted personnel do not include a significant number of privates, all re-enlistees are treated as noncommissioned officers (NCO's) and all privates as conscripts for purposes of this report.
- f. Eligible for pay for service in distant localities on a reduced scale.

Table 23
 Computation of Estimated Annual Additional Pay
 for Foreign Duty of Officers of the Soviet Ground Forces
 1957

Force	Total Personnel (Thousands)	Proportion of Officers (Percent)	Number of Officers (Thousands)	Average Annual Pay (Rubles)	Total Annual Pay (Million Rubles)
Group of Soviet Forces, Germany	350	14	49.0	21,100	1,034
Northern Group of Forces, Poland	35	13	4.5	20,700	93
Southern Group of Forces, Hungary	70	13	9.1	20,700	188
Separate Mechanized Army, Rumania	35	13	4.5	20,700	93
Total regular pay bill					<u>1,408</u>
Additional pay for foreign duty (10 percent of regular pay)					141

d. Service as an Instructor

Source material does not define clearly "instructor" or make clear what groups of instructors receive additional pay. For these reasons, only those 18,000 officers estimated to be in the staffs of military schools or military instructors in civilian schools are considered in this report. If the average additional pay is 1,200 rubles per year, the total bill for the additional pay of these officers would be about 22 million rubles. If all instructors in training units receive this additional pay, there would be a further substantial increase in the pay bill. For example, for the instructors in training units for drivers and tank crews in line divisions alone, such additional pay would amount to about 6 million rubles per year.

e. Control of Secret Documents

Assuming that about 50,000 officers, or approximately 12 percent of all the officers in the Soviet ground forces, receive an increase in pay of 10 percent for handling secret documents, 110 million rubles per year would be added to the pay bill.

2. Allowances

a. Quarters

On the basis of available information, it appears that about 25 percent of the officers in the Soviet ground forces are eligible to receive an allowance for quarters, 15 percent of which is in government housing and 10 percent in private housing. At 32 square meters for each officer and his family, allowances to officers in government housing would amount to about 18 million rubles annually. For private housing, officers drawing allowances at an average of 5 rubles per day would receive about 74 million rubles annually.

b. Orderly Service

It would seem reasonable to assume that about 20 percent of all officers in the Soviet ground forces, or 81,000 officers, receive an allowance for orderly service. This assumption is based on the percentage of field grade officers in a field army. The fact that a number of field grade officers do not receive this allowance is probably more than counterbalanced by the fact that captains who are company commanders rate this privilege. At 300 rubles per month, the resulting addition to the pay bill for officers is estimated at about 290 million rubles per year.

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APPENDIX C

METHODOLOGY

The estimate of the pay bill for the Soviet ground forces is based on the detailed calculations of the cost of sample units. To get a representative sample, a number of different types of units were chosen. In addition to the line divisions (rifle, mechanized, and tank) all the other units which are included in a field army, as observed in the Group of Soviet Forces in Germany, were costed. These units include the army headquarters, the AAA division, several types of artillery brigades, the signal regiment, the engineer regiment, the motor transport battalion, and the various rear service units. Two types of military district headquarters were calculated in order to gauge the effect of including large numbers of high-ranking officers. The larger of these headquarters was intended to represent the headquarters of border military districts and groups of forces; the smaller headquarters the interior military districts.

Certain subunits, such as antiaircraft gun crews or rifle platoons, presented few problems because a large amount of information agreeing in all of the important respects is available. The roster for other units, such as the intelligence directorate at military district headquarters or the field tank repair shop of an army, had to be constructed by reference to functions or equipment of the unit. It often was possible to use information concerning positions in units of the same echelon with similar functions. In other instances, it was possible to use information relating to a European Satellite unit which uses Soviet equipment, such as the East German independent signal regiment. 91/

Wherever possible, T/O's were used in assigning ranks to the positions. Defector reports, open source material, and intelligence publications indicate that in peacetime the ranks of the incumbents in officer positions are close to those called for by the T/O. Deviations both above and below the strength provided by the T/O were noted, but not in significant numbers in either direction. Where T/O's or other guiding information could not be found, ranks were filled in principally by interpolations, on the basis of information regarding analogous Soviet and US units.

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Averages of the actual strength of units that were used in this report, except for major command headquarters, were those furnished by the US Army.

The proportion of officers to enlisted men was based essentially on the detailed breakdown of the key types of divisions (rifle, mechanized, and tank) furnished by the US Army. Other units were assigned ratios approximating those found in similar subunits of these divisions. For example, independent antiaircraft units were given the same proportion of officers as the proportion appearing in the divisional antiaircraft units. Ultimately, this procedure yielded the following percentages at the various echelons:

<u>Type of Echelon</u>	<u>Officers (Percent)</u>
Weighted average/key divisions	12.0
All units of army subordination	13.0
All units of military district subordination	14.0
Total Ministry of Defense	15.0

The number of NCO's was assumed to be 26 percent of the entire ground force. Ten percent of the NCO's, or 2.6 percent of the total ground forces, were considered to be re-enlistees. Defector reports seem to substantiate these percentages in peacetime. The remainder of enlisted personnel were taken to be privates unless defector information warranted assigning the rating of private first class to specific positions.

The pay entered for each position in the selected units was derived from comprehensive pay schedules constructed for both officers and enlisted men. A sample schedule of officers' pay for position is shown in Table 9.* Entries for this schedule were taken from a pattern of curves (see Figure 4**) which reflect the influences described in III, A,*** as determining the level and relationships of pay for position for officers. The curves were constructed by plotting the known pay for position within echelons up through military district. The pattern was filled in by interpolation and extrapolation to include all similar jobs at all the echelons. Available information on pay for position, coupled with the constancy of the relationships between the pay for different positions, permits considerable confidence in the general validity of the resulting estimates.

The pay schedules for enlisted men in the Soviet ground forces were constructed basically by adding increments to the minimum pay for each rank, depending on the amount of technical and leadership proficiency

* Appendix A, p. 32, above.

** Following p. 18, above.

*** P. 15, above.

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required by the level of the position. Different increments were developed for different groups of positions, such as line infantrymen, tank crews, artillerymen, mechanics, clerks, and warehousemen. A sample pay schedule for enlisted men is presented in Table 10.* The existence of some conflicting and incomplete information and of possible adjustments in pay for some categories of positions in 1952-57 permits less confidence in the pay schedules for enlisted men than in those for officers. The spread between the highest and the lowest pay rates of the most numerous group, the conscripts, is small, making improbable any important contribution to error on this account.

Pay for length of service to Soviet officers was derived by making reasonable assumptions as to the length of service of the average officer in each rank and assigning the appropriate percentage increases, as shown in Table 24.

Table 24

Assumed Relationship Between Length of Service
and Percentage Increases in Pay of Officers
of the Soviet Ground Forces
1957

Rank	Length of Service (Years)	Percentage Increase in Pay
Marshal	More than 30	40
General of the army	More than 30	40
Colonel general	More than 30	40
Lieutenant general	25 to 30	30
Major general	25 to 30	30
Colonel	20 to 25	25
Lieutenant colonel	15 to 20	20
Major	10 to 15	15
Captain	10 to 15	15
Senior lieutenant	5 to 10	10
Lieutenant	2 to 5	5
Junior lieutenant	0 to 2	0

These percentages were applied to total base pay of officers of each rank. In order to do so, it was necessary to summarize, by rank, all of the officers in the various units. Combining these units into elements of command by echelon -- for example, by battalion, regiment, and division -- yielded a weighted percentage increase for length of service, by echelon, up through field army. Weighted percentage increases for length of service for headquarters elements was available only through the military district level. For personnel in the headquarters of the Ministry of Defense the weighted percentage increase for length of service was estimated by a simple extrapolation. The following data are examples of the increases for length of service which resulted from this procedure:

* Appendix A, p. 35, above.

Type of Unit	Weighted Factor for Length of Service (Percent)
Ministry of Defense headquarters	20
Military district headquarters	19
Field army headquarters	18
Field army	12
Division	12
Regiment	11
Battalion	9

The over-all weighted increase for length of service for the officers of the ground forces is 14 percent of the average base pay.

To estimate pay for length of service of Soviet enlisted men, approximately 20 percent of the conscripts were assigned pay at scales which incorporated the appropriate increases for 2 years' service.* Re-enlistees were considered to be serving re-enlistment terms proportional to their rank: junior sergeants and sergeants, their first term; senior sergeants, their second term; and sergeant majors, their third term. The appropriate percentage increases then were applied.**

The units for which estimates were computed in complete detail, together with the units made up from parts which had been computed in detail, accounted for 2.3 million men, or about 80 percent of the estimated manpower strength of the ground forces. The units, containing the remaining 20 percent of the manpower, could be divided into two groups. The first group includes those units which are similar in size and function to units costed in detail and which probably have quite similar rates of average pay. These units, comprising about 10 percent of the total manpower, include the airborne and machinegun artillery divisions, AAA battalions, and separate tank battalions. The second group, containing the remaining 10 percent of the manpower, included, for the most part, elements ancillary to the Ministry of Defense and military district commands. Typical of these elements are the military instructors in military and civilian schools, personnel of military commissariats, factory inspectors, and the repair and supply units of the major commands.

In assigning average rates of pay to the units and elements composing these two groups, consideration was given to estimated T/O's and equipment, to information on rank structures, and to the nature of the tasks performed by the units. It was found that a judicious

* See II, A, 3, p. 8, above. It is possible that 20 percent is conservative and that as many as 30 percent of conscripts could be receiving pay for length of service. If so, the conscripts added would have to be all privates and would add some 55 million rubles, or less than one-tenth of 1 percent to the regular pay bill.

** See II, 3, b, p. 8, above.

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selection of the average rates of pay of appropriate units, costed in detail, could be made in most cases for units in the first group mentioned above. Some minor modifications were made to account for differences in types and quantities of equipment. Information relating to units and elements of the second group was more sparse and much less helpful. Estimates of what appeared to be the most logical distribution of personnel were made, based on the mission of the unit or element and the positions and ranks of its assigned personnel. The average rates of pay were based on the weighted average rates for units or for parts of units which had been estimated in detail and which most resembled the unit or element in question. The average rates of pay by rank of officer and by category of enlisted man and the weighted average pay by unit and by echelon, which were derived in connection with the computation of pay for length of service described above, were most useful in estimating pay for units and elements of the second group. In addition, the patterns of average pay both by rank and by echelon served as a guide in determining whether or not the estimated rates of pay seemed to be within reason.

A final summarization, including all the units and elements estimated to be within the ground forces as herein defined, yielded the pay bill for 1957 and the average annual pay per man for each category of personnel.

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APPENDIX D

GAPS IN INTELLIGENCE

The structure of the pay system for the Soviet ground forces is such that complete data are not absolutely necessary in order to estimate the pay bill. There is, however, a need for confirmatory information on officers' pay for position, particularly at the higher echelons, especially for officers at the headquarters of the Ministry of Defense, at headquarters of military districts, and in technical, supply, and administrative positions at the various field army echelons.

Additional information concerning the methods of determination of pay rates for Soviet enlisted men is needed, as is more information on the current pay rates for enlisted men serving within the USSR. Very little is known about the actual effect of recent changes in the pay of enlisted men stationed in the USSR. Most of the available information is on pay of forces stationed in the European Satellites and is colored by manipulation of currency exchange rates.

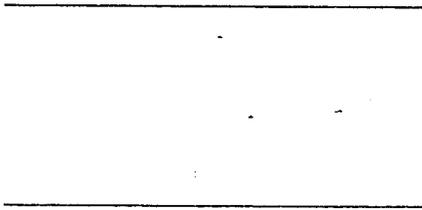
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APPENDIX E

SOURCE REFERENCES

All known sources pertaining to pay and allowances and the personnel structure of the Soviet ground forces were exploited. The references to sources cited in the report are only representative of the hundreds of sources which contributed information used in the report. When equally reliable sources were in conflict, that information was used which seemed more consistent with known information or which appeared to fit more logically the general Soviet military pattern.



Evaluations, following the classification entry and designated "Eval.," have the following significance.

<u>Source of Information</u>	<u>Information</u>
Doc. - Documentary	1 - Confirmed by other sources
A - Completely reliable	2 - Probably true
B - Usually reliable	3 - Possibly true
C - Fairly reliable	4 - Doubtful
D - Not usually reliable	5 - Probably false
E - Not reliable	6 - Cannot be judged
F - Cannot be judged	

Evaluations not otherwise designated are those appearing on the cited document; those designated "RR" are by the author of this report. No "RR" evaluation is given when the author agrees with the evaluation on the cited document.



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