

DD/S
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6 June 1958

MEMORANDUM FOR: Deputy Director (Support)

SUBJECT : Salary Adjustments During Rotational Assignments of
Scientific and Engineering Personnel

1. This memorandum submits a recommendation for approval of the Deputy Director (Support). Such recommendation is contained in paragraph 5.

2. We have adopted the policy of paying scientific and engineering personnel at advanced salary rates, generally the top step provided by their G. grades, whenever such rates are authorized by the Civil Service Commission for their occupational classifications. This exception to customary Federal pay practices was enacted into law as a means of attracting and retaining in the Federal service personnel who are competent in such fields. Under the normal rules applying to these exceptional rates, individuals receiving their benefit do so only as long as they are employed in the specialization to which the higher rates apply.

3. As a matter of policy, scientific and engineering personnel in this Agency are afforded rotational assignments into general intelligence positions, usually overseas, to broaden their experience and to bring their specialized competence to bear on general intelligence activities. Because of the generalist nature of such positions, they ordinarily fall into classifications which do not receive the advanced pay raise applied to scientific and engineering positions. In order to facilitate the rotation of such employees, it is proposed that the following policies be adopted to protect their privileged pay status:

a. Employees rotated from scientific or engineering jobs to other professional positions will be so reassigned without reduction in pay and, if promoted while on rotational assignment, will continue to receive the advantage of the advanced rates authorized for scientific and engineering personnel.

b. As a means of controlling the application of this exception, the total number of employees in a Career Service who are receiving the advanced rates while on rotational assignment may not exceed 10% of the total scientific and engineering positions in that Career Service. Also, the rotational assignment of such employees could not exceed any single period of three years nor an aggregate of three years in a total of nine years.

c. In order to provide equitable treatment to scientific and engineering personnel who have been rotated prior to approval of this

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