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30 July 1965

MEMORANDUM FOR THE RECORD

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SUBJECT: Meeting with [REDACTED] CPD

1. I met with [REDACTED] to obtain some background information on contracting procedures which might be applied in arranging for the preparation of various historical papers in the Clandestine Services.

2. Officers of the Contract Personnel Division had checked the contracts of three persons presently being used in somewhat similar capacities to those which I had described. They also had checked with the Civil Service Commission in order to find out the normal pay for historians. One person is presently being paid \$4,400 for six months of effort on a historical papers; another man is being paid \$8,000 for a six months effort; another man is being paid \$12,000 for an annual contract which is renewable. This indicates that there is a wide variation in what we are paying officers for similar types of work. For the benefit of negotiations in the future it would be advisable according to CPD to have as a basic figure for discussions approximately \$1,000 per month.

3. The above figure could be adjusted upward or downward depending on the individuals income from his retirement annuity, whether or not he had to return to the Washington area from a distant location where he might have already established his home after retirement and other factors. The following points were provided for my future guidance.

a. Pay should be given for what the man does and not pay based upon what he was paid for another job.

b. Payment for a package or the preparation of a paper is considered ideal but once a monthly or annual salary could be set the individual could be paid on an hourly basis if this was preferred.

c. If possible the product should be carefully defined and a fair price determined for the product.

d. Consideration should be given for the complexity of the subject with some increase in pay given for the more complicated papers.

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GROUP 1
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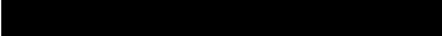
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e. We should consider raising or lowering the \$1,000 figure depending upon the availability of material and the degree of difficulty imposed thereby upon the researcher.

4. Historians in the U.S. Government are paid between GS-10 and GS-12 salaries, usually between \$10,000 and \$13,500. CPD considers that \$12,000 therefore should probably be considered as a maximum payment with reductions dependent upon the above figures and the amount of the retirement annuity the individual is receiving.

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