

MS-1649

Bf-9878

SP

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21 January 1958

MEMORANDUM FOR: Director of Personnel

THROUGH : Director of Communications

SUBJECT : Annual Premium Pay Differential for [redacted] Firemen in Lieu of Overtime, Night Differential and Holiday Pay

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1. Approval is requested to convert method of paying [redacted] fire-fighters from base pay for 40-hour week, plus overtime, night differential and holiday pay to the 72-hour standby tour which authorizes payment of base pay plus 20% premium pay in lieu of overtime, night differential and holiday pay for the following reasons:

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a. Presently, there is fire equipment at [redacted]. The fire house at [redacted] is manned by five (5) fire-fighters, including a Chief and Ass't Chief on a 24-hour, 7 days a week basis. Each man works 8 hours a day, 40 hours per week, plus overtime when necessary and night differential and holiday pay, as applicable. This arrangement gives a one man coverage of the Station at all times. An additional man is required to permit making the necessary fire and safety inspections at the [redacted]

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b. The firehouse at [redacted] has not as yet been activated. To activate the fire protection activity at this Station under the same working arrangement described above, would require an additional five (5) men. The supervisory and inspection personnel requirements would not be affected by this additional activity.

c. By adopting the 72-hour week standby premium pay system (each man to work 48 hours a week with an additional 24 hours included as standby duty) both [redacted] could be activated requiring a total of only six (6) men, which will include personnel assigned to supervisory and inspection activities.

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2. a. To man a fire department at [redacted] under
the conditions outlined in 1a and 1b above would require a yearly
estimated expenditure of funds in the amount of \$47,015, computed
as follows:

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<u>No. of Personnel</u>	<u>Grade</u>	<u>Amount</u>
1	GS-7	\$ 5,335
1	GS-5	4,345
9	GS-4	31,670
	Base Pay	41,350
	Est. Overtime	2,398
	Est. Night Differential	2,200
	Est. Holiday Pay	1,067
	Total Estimated Cost	\$47,015

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b. To man a fire department at [redacted] under the
proposed plan as outlined in 1c above, would require a yearly esti-
mated expenditure of funds in the amount of \$29,130, computed as
follows:

<u>No. of Personnel</u>	<u>Grade</u>	<u>Amount</u>
1	GS-7	\$ 5,335
1	GS-5	4,345
4	GS-4	14,595
	Base Pay	24,275
	20% Premium Pay	4,855
	Total Estimated Cost	\$29,130

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c. For comparison purposes there is shown below the cost
of operating [redacted] Fire Department for the calendar year 1957
on a 40-hour work week basis:

<u>No. of Personnel</u>	<u>Grade</u>	<u>Amount</u>
1	GS-7	\$ 5,210
1	GS-5	4,288
3	GS-4	11,402
	Base Pay	20,900
	Overtime	1,090
	Night Differential	800
	Holiday Pay	487
	Total Cost	\$23,277

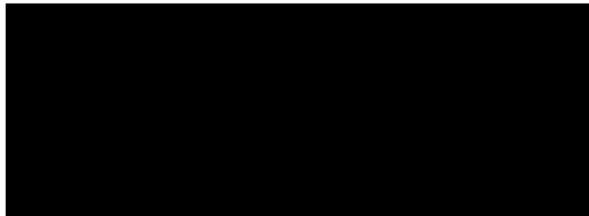
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3. Approval to adopt the 72-hour standby tour of duty with premium pay in accordance with Federal Employees Pay Act, as amended, for the reasons mentioned above at your earliest convenience will be appreciated.



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Distribution:

- Orig & 1 - D/P ✓
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