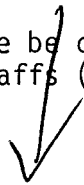


John,

A/ODA + ODA

29 JAN 1983

Should these be distributed to the
Offices and staffs (normal distribution)?



ba

*May we distribute to
O/D's + staffs?*

*John
EO - yes!*

DDA

ADMINISTRATIVE - INTERNAL USE ONLY

DD/A Registry
83-0328

EXCOM 004-83
28 January 1983

DD/A REGISTRY

FILE: 100-4-7

83-0328

MEMORANDUM FOR: Executive Committee Members
FROM: Deputy Director of Central Intelligence
SUBJECT: SIS Pay
REFERENCE: Minutes of 20 January 1983 Executive Committee Meeting: SIS Pay Options

After hearing your views on the SIS pay scale and reviewing the options presented, I believe we should approach both OMB and Congress on this issue. I have accordingly asked [redacted] and Jim Glerum to explain to OMB and Congress the inequities we perceive in our current SIS system and ask for their support for a solution like that suggested by the DDS&T (attached).

[redacted signature box]
John N. McMahon

Attachment:
DDS&T SIS Pay Recommendation

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DDS&T SIS PAY RECOMMENDATION

Problem:

- o Solve pay comparability resulting from differences in conversion policy (SIS vs SES) of GS-16, 17 with rest of government.
- o Solve problem of pay disparity for high step GS-15 vis-a-vis SIS 1-4
- o Solve present and long-term pay disparity problems.
- o Develop solution that follows Executive and Congressional policies.
- o Develop solution which can be implemented immediately.

Recommendation:

PAY SCALE	A	B	C	
SIS-6	\$67,200			
SIS-5	\$65,500			
SIS-4	\$63,800			
SIS-3	\$61,515	\$63,800		
SIS-2	\$59,230	\$61,515	\$63,800	
SIS-1	\$56,945	\$59,230	\$61,515	\$63,800

Pros:

- o Contains essential elements of equitable compensation system.
 - Classification of work.
 - Tenure.
 - Performance.
- o Uses only OPM/Congressionally approved pay rates.
- o Conforms to Civil Service Service Reform Act which allows one pay adjustment in 12-month period.
- o Yearly pay adjustment to Rates A, B, or C based on performance certification of appropriate senior official.
- o Corrects present and anticipated future pay problems.
- o Brings Agency in line on pay with OPM/DOD actions.
- o Maintains Agency hierarchical grade structure and promotion policies.
- o Permits manning of joint Agency, NSA, DOD or State positions at appropriate grade levels with ability to revert if necessary, without affecting pay.
- o Can be implemented immediately.
- o Promotions of GS-15 & SIS personnel would be to next higher SIS rank and rate. (Current SIS would convert to above scale based on GS grade/salary had SIS system not been initiated.)
- o Conforms to previous supergrade pay relationship.

Cons:

- o Different than rest of government.
- o Agency supergrades graded lower than government counterparts.