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PPB, SAIGON, [redacted] OF 2

~~SECRET~~ 250108Z JAN 68 CITE [redacted]

PRIORITY VIENTIANE, SAIGON [redacted] INFO DIRECTOR

SECTION ONE OF TWO

25 JAN 68

~~520~~

[redacted] SENDS

5.21

REF: VIENTIANE [redacted] CIN [redacted]

1. ASSUMING VIENTIANE AND SAIGON APPROVAL OF PARA ONE
HEREOF PROPOSALS (HEADQUARTERS ALREADY HAS APPROVED THE SUB-
STANCE) AND UPON VIENTIANE AND SAIGON SIGNIFYING APPROVAL,
WE REQUEST THE FOLLOWING MESSAGE BE RELAYED TO [redacted]
BASE MANAGERS AT VIENTIANE, UDORN AND SAIGON BY THE RES-
PECTIVE STATIONS:

"A. CERTAIN ADJUSTMENTS IN PROJECT (I.E. EXTRA
HAZARDOUS) PAY HAVE BEEN DECIDED UPON AND WHILE THEY ARE RE-
LATIVELY MINOR ONES, IT IS PREFERABLE THAT THEY BE ANNOUNCED
SIMULTANEOUSLY AND CONSISTENTLY AT EACH [redacted] BASE PRI-
MARILY CONCERNED IN ORDER TO PRECLUDE RUMORS AND ERRONEOUS
ACM CROSSTALK BETWEEN BASES WHICH OFTEN GIVE RISE TO MIS-
UNDERSTANDINGS AND CONFUSION. [redacted] ANNOUNCEMENT AT
EACH BASE SHOULD INCLUDE THE INFORMATION THAT A SIMILAR ANN-
OUNCEMENT IS BEING MADE SIMULTANEOUSLY AT EACH CONCERNED BASE.

APPROVED FOR RELEASE DATE: 21-Oct-2009

(See [redacted])
Project Flight Pay
Revision #2

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WE CHOOSE THIS MEANS OF COMMUNICATING THIS INSTRUCTION REGARDING ACM PAY BECAUSE THE CUSTOMER IS DIRECTLY CONCERNED AND THUS HIS PRIOR APPROVAL IS REQUIRED AND BECAUSE WE WISH TO AVOID LEAKAGE BEFORE THE SIMULTANEOUS ANNOUNCEMENT. WE PROPOSE THAT BASE MANAGERS TOGETHER WITH THEIR MANAGERS OF FLYING CALL THEIR ACM SUPERVISORS TOGETHER AT A PRESELECTED HOUR AND DAY AT THE AIRFIELD OFFICES AND ADVISE THEM OF THE FOLLOWING ADJUSTMENTS (REVISION 2) BEING MADE IN POLICY "A" PROJECT FLIGHT PAY AUTHORIZATION 001R1 EFFECTIVE 1 DECEMBER 1967;

1) APPLICABLE TO SOUTH VIETNAM AND LAOS AND TO BE ANNOUNCED AT SAIGON, UDORN AND VIENTIANE; THE 70 PERCENT CEILING ON PROJECT PAY SPECIED 1 DECEMBER 1967.

2) APPLICABLE TO LAOS ONLY AND TO BE ANNOUNCED ONLY AT VIENTIANE (ALTHOUGH THERE IS NO OBJECTION TO CITING THIS ADJUSTMENT ALSO SHOULD ANYONE RAISE THE QUESTION AT UDORN OR SAIGON);

A PROJECT PAY OF US\$5.00 FOR THE PIC AND US\$2.50 FOR THE FIRST OFFICER PER FLYING HOUR WILL BE PAID FOR

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[] HOURS FLOWN OVER THE AREAS OF LAOS DEFINED IN ACCORDANCE WITH POLICY "A" ABOVE AS NON-PERMISSIVE AREAS, WITHOUT ANY ALTITUDE LIMITATIONS BUT SUBJECT TO THE REVISED 80 PERCENT CEILING OF POLICY "A". EFFECTIVENESS OF THIS AERIAL SURVEY PROJECT PAY POLICY IS 1 DECEMBER 1967.

3) APPLICABLE TO SOUTH VIETNAM AND LAOS AND TO BE ANNOUNCED AT SAIGON, UDORN AND LAOS; PAY FOR THESE RETROACTIVE ADJUSTMENTS PROBABLY WILL NOT BE REFLECTED IN JANUARY PAY AS THE ADMISTRATIVE DETAILS LIKELY WILL NOT BE COMPLETED IN TIME TO MAKE PAYROLL DEADLINES. HOWEVER, FEBRUARY PAY SHOULD INCLUDE THE ADJUSTMENTS.

B. IN ANNOUNCING THE [] PAY POLICY, [] VIETIANE SHOULD EXPLAIN THAT, AS PROMISED, OUR CUSTOMER HAS MADE A SPECIAL REVIEW OF ALL INTELLIGENCE AVAILABLE FROM ALL SOURCES AND HAS BEEN UNABLE TO IDENTIFY ANY ACTUAL OR LIKELY PRESENCE OF ENEMY EQUIPMENT CAPABLE OF SUBJECTING [] AIRCRAFT TO HAZARDS QUALIFYING [] FLYING FOR (EXTRA HAZARDOUS) PROJECT PAY AND THEY CONSIDER FLYING IN THE SOUTH ORBIT PARTICULARLY REMOTE FROM PROSPECTIVE HAZARDS. THEY ATTRIBUTE ACTIVITY REPORTED BY []

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ACMS IN NOVEMBER 1967 TO KNOWN OPTICAL ILLUSIONS OF PHENOMENA SUCH AS BURSTS AT LOWER ALTITUDES AND TO DIFFICULTIES INHERENT IN ACCURATE OPTICAL ESTABLISHMENT OF AIRBURST LEVELS. HOWEVER, THE MATTER CONTINUES TO RECEIVE ATTENTION AND MEANWHILE IN CONSIDERATION OF THE RIGORS OF REGULAR FLYING THE PROJECT PAY HEREWITH ANNOUNCED HAS BEEN AUTHORIZED (FOR VIENTIANE: PLEASE ALTER THE FINDINGS ATTRIBUTED TO YOU IF YOU DESIRE DIFFERENT WORDS THAN THOSE PROPOSED)

C. THE DATE AND TIME OF ANNOUNCEMENT IS PROPOSED AS 27 JANUARY AT 0700L. IF NOT COORDINATED AMONGST AND) BASE MANAGERS BY NOON 26 JANUARY THE ANNOUNCEMENT SHOULD SLIP 24 HOURS. ANY WHO HAVE REASONS THEY CAN NOT MAKE EITHER THE FIRST OR SLIP DATE PLEASE MAKE IT KNOWN IN TIME.

D. THE USUAL REVISED POLICY "A" WILL BE PUBLISHED UPON RECEIPT OF COORDINATION FROM CUSTOMERS AND MANAGERS CONCERNED AND SHOULD REACH BASES IN ABOUT 10 DAYS."

2. FOR VIENTIANE: WE ASSUME YOU WILL IN DUE COURSE

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PROMPT USAIDL CONTRACTING OFFICER MR. SULTAN TO ISSUE A FOLLOWON LETTER TO HIS 30 NOVEMBER 1967 LETTER "IMPLEMENTATION OF REVISION TO HAZARD PAY".

3. FOR VIENTIANE, AND BASE MANAGERS VIENTIANE AND DURON; WE ASSUME IT IS DESIRABLE THAT ALSO MAKE SIMILAR CEILING PERCENTAGE ANNOUNCEMENTS SIMULTANEOUSLY WITH AND THEREFORE PLANS SHOULD BE FULLY COORDINATED WITH THEM, ADMONISHING AGAINST PRIOR LEAKAGE.

4. FOR VIENTIANE, AND BASE MANAGERS VIENTIANE AND UDORN: THE REVISED PROJECT (OR EH) PAY PROGRAM IMPLEMENTED FOR LAOS ON 1 DECEMBER 1967 CONTEMPLATED REVIEW OF EXTRA HAZARDOUS AREA DEFINITIONS EITHER PERIODICALLY OR AS UNUSUAL DEVELOPMENTS INDICATE. WE THINK IT WOULD BE BENEFICIAL FROM THE VIEWPOINT OF IMPROVING ACMS ATTITUDES IF THEY FELT ASSURED THAT APPROPRIATE ATTENTION ACTUALLY WERE BEING GIVEN, BUT ON THE OTHER HAND WE SHOULD NOT KEEP THE SUBJECT ACTIVE IN THEIR MINDS BY TOO FREQUENT REFERENCES TO REVIEW OR STIMULATE THEIR EXPECTATIONS OF FREQUENT REVIEW. ACCORDINGLY, WE PROPOSE THAT PERIODIC REVIEW

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BE SCHEDULED AT CALENDAR QUARTERS, ALTERNATIVELY HALVES.

AT THOSE INTERVALS VIENTIANE WOULD REVIEW THE SITUATION WITH [] BASE MANAGERS AND MANAGERS OF FLYING FROM VIENTINE AND UDORN (PLUS ANY [] FIC PERSONS WHOSE PRESENCE MIGHT BE DESIRABLE) AND [] REPRESENTATIVES. AS STANDARD PROCEDURE ALL PARTICIPANTS IN THESE REVIEWS WOULD BE PROHIBITED FROM MAKING ANY STATEMENTS OR COMMENTS AS TO THE NATURE, THE TREND OR RESULT OF ANY MEETING. THE INITIAL RESULTS OF THESE MEETINGS TO BE MADE KNOWN ONLY BY [] VIA [] CHANNEL TO DIRECTOR AND [] IN EVENT OF ANY CHANGES IN HAZARD PAY GUIDELINES [] DESIRES OPPORTUNITY TO: A) CONSIDER THE IMPACT OF THE CHANGE ON THE ENTIRE [] COMPLEX. B) DETERMINE THE TIME AND ACTIONS NECESSARY TO IMPLEMENT CHANGES FROM THE ADMINISTRATIVE STANDPOINT INCLUDING EXCOM APPROVAL IN EVENT OF A DRASTIC CHANGE. C) PROVIDE GUIDANCE PLAN FOR [] SUPERVISORY PERSONNEL WHO WILL IMPLEMENT CHANGES INCLUDING THE PROPOGANDA AND PERSONNEL RELATIONS ASPECTS TO AVOID MISUNDERSTANDINGS, AND HOPEFULLY PRECLUDE DISCONTENT, PETITIONS, ULTIMATIONS AND WORK STOPPAGES AFTER REVIEW OF PROPSD CHANGES BY [] AND DIRECTOR,

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VIENTIANE WOULD PROMPT USAIDL CONTRACTING OFFICER TO ISSUE FOLLOW ON LETTER TO HIS LAST ONE SETTING FORTH THE ALREADY AGREED CHANGES. SHOULD THE PROPOSED CHANGES BE OF SUCH MAGNITUDE THEY ARE ANTICIPATED TO CAUSE PROBLEMS WE WOULD PROPOSE THAT ANNOUNCEMENT OF THE CHANGE BE HANDLED LIKE THIS CURRENT CHANGE. SHOULD THE CHANGE BE MINOR, PARTICULARLY AFTER ACMS GET MORE ACCUSTOMED TO CHANGES WE WOULD PROPOSE THAT PROMULGATION BE OVERT AND ROUTINE. ANTICIPATES THAT IN SOME CASES THE PERIODIC REVIEW WILL NOT BRING NEED TO CHANGE DEFINITIONS OF PERMISSIVE/NON-PERMISSIVE AREAS AND IN THAT CASE A SIMPLE FOLLOW ON LETTER BY USAIDL SIMPLY STATING THAT CUSTOMERS AND CONTRACTORS HAVE REVIEWED THE SITUATION AND NO REDIFINITIONS WERE FOUND JUSTIFIED COULD BE ISSUED AND AND COULD ROUTINELY ANNOUNCE SIMILARLY. AS A MATTER OF POLICY EACH REVIEW MEETING SHOULD BE DESIGNATED SENSITIVE AND CLASSIFIED. THE ^ETNOR OF ANY MEETING, PERSONAL OPINIONS OR PERSONAL STANDS TAKEN ARE NOT TO BE DISCUSSED OR DISCLOSED. THE ANNOUNCED RESULTS AS PRESENTED BY TO ARE TO BE THE ONLY FACTORS DISCLOSED FROM ANY MEETING AND THESE RESULTS TO RECEIVE 100 PERCENT SUPPORT AT

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ALL TIMES FROM ALL INVOLVED PERSONNEL. VIENTIANE'S (AND HQS) APPROVAL OF PROPOSALS OR VIEWS OTHERWISE ARE SOLICITED AT SOME JUNCTURE, HOPEFULLY, THE SVN SITUATION WILL IMPROVE TO A POINT JUSTIFYING DEFINITION OF PERMISSIVE AREAS (OTHER THAN AS DEFINED BY ALTITUDE) AND AT THAT POINT WE WOULD PROPOSE SIMILAR HANDLING AT SAIGON.

5. ADVISE.

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