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24 September 1959

MEMORANDUM FOR: Chiefs of Support, DD/P Area Divisions and Staffs

SUBJECT: Retroactive Salary Increases to Contract Employees

REFERENCES: a. [redacted] dtd 2 May 1958  
b. Memo to COPS-DD/P fr SSA-DD/S, dtd 18 Sep 59, same subject.

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1. Reference a. stipulates that the retroactive portion of salary increases, granted to staff employees of the Agency in accordance with the provisions of the Federal Employees Salary Increase Act of 1958, not be extended as a matter of course to contract employees of the Agency. Some of the components of the Clandestine Services questioned this policy, pointing out that there was strong justification in certain cases for granting retroactive pay increases.

2. After studying this problem, it was concluded that recognition should be given to the Clandestine Services components' desire to grant some form of additional compensation, equivalent to the retroactive portion of the pay increase, to selected contract employees. It was determined, however, that it was not practical to make a general revision of [redacted] since such a revision would have the effect of extending retroactive benefits to categories of contract employees, such as dependents working on an hourly basis, to whom such payments were not considered justified.

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3. A memorandum (reference b.) on this subject, containing the following recommendations, was sent to COPS:

"It is recommended therefore that:

a. The Agency policy for granting pay increases to contract personnel, as expressed in [redacted] not be changed.

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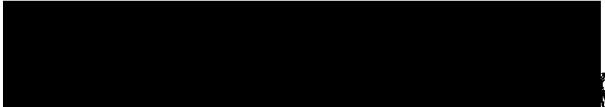
b. The Clandestine Services components be authorized to nominate selected contract employees performing staff-type duties and paid on a per annum basis, whose performance qualifies them for a bonus equivalent to the retroactive salary increase.

c. The bonus be paid by amendment to the employees' contracts."

COPS approved the above recommendations on 21 September 1959.

4. Those components who have contract employees who qualify for compensation equivalent to the retroactive salary increase should submit requests for appropriate contractual amendments to the Special Contracting Officer.

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