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Central Intelligence Agency



Washington, D.C. 20505

OLL 84-2039/2
12 June 1984

Mr. James M. Frey
Assistant Director for Legislative Reference
Office of Management and Budget
Washington, D.C. 20503

Dear Mr. Frey:

This is in response to your request for the views of the Central Intelligence Agency (CIA) on an Office of Personnel Management (OPM) draft bill to amend the authority to establish special rates of pay for certain Federal employees. The Central Intelligence Agency supports the purpose of this draft bill.

The OPM bill would amend 5 U.S.C. §5303 to expand the current special pay rate authority to permit the use of this authority when staffing problems are attributable not only to higher private sector pay but also to the undesirable geographic location and/or working conditions of a job. The OPM amendment would also increase the permissible range of special pay rates to a maximum of 60 percent of the regular rate range.

Although the CIA is not covered by the special pay authority amended by the OPM draft bill and, in fact, has its own authority to establish special pay scales, the CIA supports the purpose of this bill. This bill recognizes that undesirable geographic location or working conditions of a job can hinder the recruitment and retention of personnel. Indeed, CIA believes that these, and related, factors play an even more significant role in recruitment and retention of the young, highly motivated, top-quality personnel needed at the CIA. While this legislation does not affect CIA, it is gratifying, nonetheless, to see legislation of this type.

We appreciate the opportunity to comment upon this draft legislation.

Sincerely,

[Redacted Signature]

Deputy Director, Office of Legislative Liaison

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