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Executive Region
RF-7699

1 JUL 1981

MEMORANDUM FOR: Deputy Director of Central Intelligence
FROM : James N. Glerum
Director of Personnel
SUBJECT : A CIA Compensation Plan

1. Action Requested. None. This memorandum is for your information.

2. Background. The Personnel Management Advisory Board (PMAB) in discussing ways to acknowledge the unique nature of the work performed by CIA employees suggested that I develop a concept paper for a CIA compensation plan. I agree with its rationale that separating CIA employees from the General Schedule (GS) might provide a recruiting advantage and solve some pay inequities inherent in the GS system.

3. Staff Position. The attached paper outlines the approach I plan to take in developing a compensation plan. I will be convening the PMAB shortly to discuss the concept. If you wish, I will advise you periodically of our progress in developing a formal proposal for your consideration.

yes

[Redacted Signature Box]

James N. Glerum

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Attachment