MACOG Reg 600-1

CERTIFICATE OF RELEASE

HEADING
(USE ONLY THE LOCAL DESIGNATION AND APO)

_____ _____
(Name) (ID#, date and place of issue)

The above named individual was employed by this organization from _____ to _____ as a _____ at a monthly salary of _____. He performed his duties in a satisfactory manner. His/her separation was due to _____

_____.

_____
(Signature)

_____
(Name and Grade)

_____
(Title)

APPENDIX 16

MACSOG Dir 690-2

LIST OF AUTHORIZED LOCAL HOLIDAYS FOR CIVILIAN EMPLOYEES

1969

DATE	HOLIDAY	HOLIDAY PAY HOURS
01 Jan 69 Wednesday	New Year's Day	8
16 Feb 69 Sunday	TET NGUYEN-DAN (VN New Year)	4
17 Feb 69 Monday	TET NGUYEN-DAN	8
18 Feb 69 Tuesday	TET NGUYEN-DAN	8
19 Feb 69 Wednesday	TET NGUYEN-DAN	8
26 Apr 69 Saturday	Anniversary of HUNG-VUONG	8
01 May 69 Thursday	Vietnamese Labor Day	8
23 May 69 Friday (Morning only)	Ascension	4
30 May 69 Friday	Buddha's Birthday	8
15 Aug 69 Friday (Morning only)	Assumption	4
01 Nov 69 Saturday	VN NATIONAL DAY	8
25 Dec 69	CHRISTMAS DAY	8

NOTE: Holidays falling on Sunday will be celebrated on Monday.
Holidays falling on Saturday will be celebrated on Friday.

APPENDIX 17

MONTHLY FAMILY ALLOWANCE RATE TABLE

RATES IN VIETNAMESE PIASTERS

Pay Level	Wife	Each child, 1st five children	Each additional child
All V Scales	270$VN	110$VN	55$VN
All H Scales	270$VN	110$VN	55$VN
All L Scales	270$VN	110$VN	55$VN
All Q Scales	540$VN	200$VN	100$VN
VGS 1 - 9	270$VN	110$VN	55$VN
VGS 10 - 13	540$VN	200$VN	100$VN
All SG Scales	400$VN	250$VN	250$VN

APPENDIX 18

DAILY PER DIEM RATE TABLE

RATES IN VIETNAMESE PIASTERS

WITHIN SOUTH VIETNAM	OUT OF SAIGON	IN SAIGON
Quarters and Messing not available	720	800
Mess Available, Quarters not available	610	680
Mess not Available, Quarters available	470	520
Mess and Quarters available	360	400

APPENDIX 19

SEPARATION ALLOWANCE COMPUTATION TABLE

AMOUNT OF SERVICE	BASE PAY	FAMILY ALLOWANCE	LANGUAGE DIFFERENTIAL	TET BONUS
(1) 6 months but less than 2 years	1/2 of 1 month's pay	1/2 of 1 month's pay	1/2 of 1 month's pay	Pro rata share of TET Bonus earned since the beginning of the calendar year to be computed in accordance with MACSOG Dir 37-2, para 35 c
(2) 2 full years but less than 3 years	1 month	1 month	1 month	
(3) 3 full years	2 months	2 months	2 months	
(4) Over 3 years	2 months plus 5 days for each additional 6 months of service	2 months plus 5 days for each additional 6 months service	2 months plus 5 days for each additional 6 months of service	

APPENDIX 20

ENTITLEMENTS UPON SEPARATION

	BASIC PAY DUE TO DATE	LANGUAGE DIFFERENTIAL*	FAMILY ALLOWANCE*	ACCRUED ANNUAL LEAVE	TET BONUS	NIGHT SHIFT DIFFERENTIAL	HOLIDAY PAY*	DEATH GRATUITY	FUNERAL GRATUITY	PAYMENT IN LIEU OF NOTICE	OVERTIME*	SEPARATION ALLOWANCE
1. SEPARATION FOR CAUSE	X	X	X	X		X	X				X	
2. INVOLUNTARY SEPARATION												
a. NOTICE GIVEN	X	X	X	X	X	X	X				X	X
b. NO NOTICE GIVEN	X	X	X	X	X	X	X			X	X	X
3. REDUCTION IN FORCE												
a. NOTICE GIVEN	X	X	X	X	X	X	X				X	X
b. NO NOTICE GIVEN	X	X	X	X	X	X	X			X	X	X
4. VOLUNTARY SEPARATION												
a. NOTICE GIVEN	X	X	X	X	X	X	X				X	X
b. NO NOTICE GIVEN	X	X	X	X	X	X	X				X	
5. DEATH	X	X	X	X	X	X	X	X	X		X	X

*To be paid only if the employee is normally authorized and drawing pay and/or allowances noted.

APPENDIX 21

DISABILITY GRATUITY COMPUTATION TABLE

DISABILITY	GRATUITY
Loss of one limb (or loss of use)	50% of annual pay and allowances
Loss of two limbs (or loss of use)	100% of annual pay and allowances
Loss of sight in one eye	25% of annual pay and allowances
Loss of sight of both eyes	100% of annual pay and allowances
Loss of hearing in one ear	25% of annual pay and allowances
Total loss of hearing	100% of annual pay and allowances

APPENDIX 22

BASIC PAY RATE TABLE FOR "VGS" RATED EMPLOYEES

HOURLY RATES IN VIETNAMESE PIASTERS

Pay Level	1	2	3	4	5	6	7	Language Differential
VGS-1	28	29	30	31	32	33	34	3
VGS-2	38	39	41	43	45	47	49	4
VGS-3	49	51	53	55	57	59	61	6
VGS-4	59	61	63	66	69	72	75	7
VGS-5	70	73	76	79	82	85	88	8
VGS-6	82	85	88	91	95	99	103	9
VGS-7	91	95	99	103	107	111	115	10
VGS-8	102	106	110	114	119	124	129	11
VGS-9	119	124	129	134	139	145	151	13
VGS-10	135	140	146	152	158	164	171	15
VGS-11	151	157	163	170	177	184	191	17
VGS-12	168	175	182	189	197	205	213	19
VGS-13	185	192	200	208	216	225	234	21

Effective Date: 1 Jul 69

APPENDIX 23

MACSOG [illegible]

BASIC PAY RATE TABLE FOR "Q" RATED EMPLOYEES

HOURLY RATES IN VIETNAMESE PIASTERS

Pay Level	1	2	3	4	5	6	7	Language Differential
Q-1	71	74	77	80	83	86	89	8
Q-2	78	81	84	87	90	94	98	9
Q-3	85	88	91	95	99	103	107	10
Q-4	91	95	99	103	107	111	115	10
Q-5	98	102	106	110	114	119	124	11
Q-6	108	112	116	121	126	131	136	12
Q-7	114	119	124	129	134	139	145	13
Q-8	125	130	135	140	146	152	158	14

Effective Date: 1 Jul 69

APPENDIX 24

BASIC PAY RATE TABLE FOR "H" RATED EMPLOYEES

HOURLY RATES IN VIETNAMESE PIASTERS

Pay Level	1	2	3	4	5	6	7	Language Differential
H-1	41	43	45	47	49	51	53	5
H-2	46	48	50	52	54	56	58	5
H-3	52	54	56	58	60	62	64	6
H-4	58	60	62	64	67	70	73	6
H-5	61	63	66	69	72	75	78	7
H-6	67	70	73	76	79	82	85	8
H-7	73	76	79	82	85	88	92	8
H-8	80	83	86	89	93	97	101	9

Effective Date: 1 Jul 69

APPENDIX 25

BASIC PAY RATE TABLE FOR "L" RATED EMPLOYEES

HOURLY RATES IN VIETNAMESE PIASTERS

Pay Level	1	2	3	4	5	6	7	Language Differential
L-1	54	56	58	60	62	64	67	6
L-2	60	62	64	67	70	73	76	7
L-3	65	68	71	74	77	80	83	7
L-4	72	75	78	81	84	87	90	8
L-5	79	82	85	88	92	96	100	9
L-6	86	89	93	97	101	105	109	10
L-7	92	96	100	104	108	112	116	10
L-8	102	106	110	114	119	124	129	11

Effective Date: 1 Jul 69

APPENDIX 26

BASIC PAY RATE TABLE FOR "V" RATED EMPLOYEES

HOURLY RATES IN VIETNAMESE PIASTERS

Pay Level	1	2	3	4	5	6	7	Language Differential
V-1	23	24	25	26	27	28	29	3
V-2	28	29	30	31	32	33	34	3
V-3	33	34	35	36	37	38	40	4
V-4	37	38	40	42	44	46	48	4
V-5	41	43	45	47	49	51	53	5
V-6	46	48	50	52	54	56	58	5
V-7	51	53	55	57	59	61	63	6
V-8	56	58	60	62	64	67	70	6

Effective Date: 1 Jul 69

APPENDIX 27

BASIC PAY RATE TABLE FOR "SG" RATED EMPLOYEES

MONTHLY RATES IN VIETNAMESE PIASTERS

Pay Level	Basic	1	2	3	4	5	6	7	8	9	10
SG 1	2,425	2,670	2,910	3,155	3,395	3,640	3,885	4,125	4,370	4,615	4,855
SG 2	2,580	2,835	3,090	3,345	3,610	3,865	4,120	4,380	4,640	4,895	5,150
SG 3	2,725	3,000	3,275	3,545	3,820	4,090	4,365	4,635	4,910	5,175	5,450
SG 4	3,180	3,500	3,820	4,140	4,455	4,775	5,095	5,405	5,725	6,045	6,360
SG 5	3,790	4,170	4,550	4,930	5,310	5,690	6,065	6,450	6,830	7,205	7,590
SG 6	4,245	4,670	5,095	5,515	5,940	6,365	6,790	7,215	7,635	8,055	8,485
SG 7	5,005	5,505	6,000	6,495	7,005	7,505	8,005	8,505	9,005	9,510	10,010
SG 8	5,460	6,005	6,545	7,095	7,640	8,185	8,735	8,925	9,280	10,375	10,920
SG 9	6,520	7,175	7,820	8,475	9,125	9,780	10,430	11,085	11,740	12,390	13,040
SG 10	8,020	8,840	9,645	10,445	11,240	12,050	12,855	13,665	14,465	14,270	16,070
SG 11	10,080	11,040	11,995	12,945	13,900	14,860	15,815	16,770	17,720	18,680	19,635

Effective Date: 1 Mar 68

1 ALLOWANCES AND BONUSES - OPERATIONAL [illegible]ONNEL

RECONNAISSANCE TEAMS - VN CIVILIANS (ST)(ECC X 16)

Pay Level	Title	Base Pay	Step Increment for each 52 weeks Service	Family Allowance Wife	Family Allowance Each Child	Daily Per Diem Off 1-15 Days	Daily Per Diem NCO 1-15 Days	Daily Per Diem EM 1-15 Days	Daily Per Diem All Ods Over 15 Days	TET Bonus 1 or more Children	(1) P/P	(2) Daily Operational Mission Pay (CH/F)	I/A
RT 1	Team Member Trainee	3,250	325	455	325	-	-	-	-	250	500	150	-
RT 2	Team Leader Trainee	5,200	520	455	325	-	-	-	-	250	500	150	-
RT 3	Team Leader	5,850	585	455	325	-	-	-	-	250	500	150	9,000
RT 4	Team Leader	6,900	690	455	325	-	-	-	-	250	500	150	12,000

RECONNAISSANCE TEAMS - VN MILITARY (STM)(ECC X 16)

RTM 1	Team Mbr Trainee (all)	-	-	-	-	350	200	200	80	-	-	150	-
RTM 2	Team Ldr Trainee (Off)	-	-	-	-	350	200	200	80	-	-	150	-
RTM 3	Team Mbr (all grades)	-	-	-	-	350	200	200	80	-	-	150	-
RTM 4	Team Ldr (Off)	-	-	-	-	350	200	200	80	-	-	150	-

[illegible] OPERATING BASE PERSONNEL

[illegible]	[illegible] VN Military Operating Base Personnel (AMVN)					350	200	200	80	-	-	-	-

EXTRACTION FORCE (HAYMAKER, HAVOCK and HORNET FORCE) - VN Civilians

EF 1	Pvt or Pfc	5,100	200(3)	400	110	-	-	-	-	250	500	150	-
EF 2	Corporal	5,400	200(3)	400	110	-	-	-	-	250	500	150	-
EF 3	Corporal 1st Class	5,600	250(3)	400	110	-	-	-	-	250	500	150	-
EF 4	SSG	6,200	250(3)	400	110	-	-	-	-	250	500	150	-
EF 5	SSG 1st Class	6,400	250(3)	400	110	-	-	-	-	250	500	150	-
EF 6	Warrant Officer	7,400	300(3)	400	110	-	-	-	-	250	500	150	-
EF 7	W2 2nd Class	8,200	350(3)	400	110	-	-	-	-	250	500	150	-
EF 8	W2 1st Class	8,500	400(3)	400	110	-	-	-	-	250	500	150	-

NOTES: (1) CT personnel will be paid P/P only upon completion of qualification training and while assigned to an Abn tm. PF personnel receive P/P after completion of qualification training and while assigned to an Abn platoon or company (one Abn company is authorized per PF Bn)

(2) Authorized for EF and HF while on an operational mission for any part of a day.

(3) One step increment will be added to the base pay of HF pers for each six months of satisfactory svc to MOG until a maximum of 10 step increments have been added. A pay increase is thus effected on each six month anniversary of the original contract until 10 increases are made.

Source: MACSOG Reconnaissance Team Techniques, 1 July 1969

Y, ALLOWANCES AND BONUS PERSONNEL ON OPERATIONAL STATUS (OP-34A) (CONT'D)

SSION BONUSES, MAROPS PERSONNEL

A mission bonus may be paid upon completion of a mission and upon receipt of a joint recommendation from NAD/CSS subject to proval by Chief, SOG. The following levels will be indicated to determine the amount of the bonus:

VEL	CREW/TEAM MEMBER	OTC/ACTION TEAM LEADER	BOAT COMMANDER
	500	600	550
	1000	1200	1100
	2000	2400	2200
	4000	4800	4400

An individual extraordinary performance recognition award (EPR/A) of up to 700$VN may be paid upon receipt of a joint commendation by NAD/CSS and final approval by Chief, SOG.

RACHUTE/DIVING PAY, MAROPS PERSONNEL

Parachute pay (P/P and/or diving pay (D/P of 500$VN each may be paid to those personnel who complete the required training, et SOG qualifications, and do not receive such pay from another source. See paragraph 1(8), Civilian Personnel Manual, Part II.

BUDGET FY 1970

TAB A PERSONNEL

1. The personnel expenses includes that required for operational and administrative personnel. Administrative personnel expenses consist of salaries plus TET bonus. Operational personnel expenses consist of salaries, TET bonuses, food expenses, death and funeral gratuities, POW and extraordinary performance bonuses and disability pay.

2. Each of the C & C Detachments is authorized 180 administrative personnel and the Liaison Bureau 13 administrative personnel. CCN and CCS are authorized 780 operational personnel, CCC 864 and the Liaison Bureau 48 operational personnel.

PERSONNEL:

CCN:

Admin (Incl 1)	$215,000	
Recon Company (Incl 2)	575,000	
EF Companies (Incl 3)	365,000	
Hq & Security Company (Incl 4)	297,000	
TOTAL		$1,452,000

CCC:

Admin (Incl 1)	215,000	
Recon Company (Incl 2)	575,000	
EF Companies (Incl 3)	365,000	
EF Platoons (2) (Incl 3)	94,000	
Hq & Security Company (Incl 4)	297,000	
TOTAL		1,546,000

CCS:

Admin (Incl 1)	215,000	
Recon Company (Incl 2)	575,000	
EF Companies (Incl 3)	365,000	
Hq & Security Company (Incl 4)	297,000	
TOTAL		1,452,000

LE:

Admin (Incl 6)	30,000	
Rifle Platoon (Incl 7)	30,000	
TOTAL		$60,000

NNP:

Misc Personnel Expenses	$3,000
TOTAL PERSONNEL EXPENSES	$4,513,000

INCL 2 (Con't)

TOTAL PIASTERS	68,928,090$VN
TOTAL DOLLARS	$575,661
TOTAL FOR 3 C&C DETACHMENTS	$1,727,000

OPERATIONAL PERSONNEL [SCU EXPLOITATION COMPANIES (2)] 264 Personnel Assigned

GRADE	BASE PAY STEP 2	FAMILY ALLOW W + 3	JUMP PAY	OM-P 5 da @150	TOTAL MTHLY PAY	TOTAL YEAR	TET BONUS	TOTAL YEAR	NO PERS AUTH	TOTAL PER PAY GRADE
EF-8	9,300	730	500	750	11,280	135,360	5,640	135,[illegible]	2	282,[illegible]
EF-6	8,000	730	500	750	9,980	119,760	4,990	124,750	2	249,[illegible]
EF-5	6,900	730	500	750	8,880	106,560	4,440	111,000	8	888,[illegible]
EF-4	6,700	730	500	750	8,680	104,160	4,340	108,500	6	651,[illegible]
EF-3	6,100	730	500	750	8,080	96,960	4,040	101,000	32	3,232,[illegible]
EF-2	5,800	730	500	750	7,780	93,360	3,890	97,250	74	7,196,[illegible]
EF-1	5,500	730	500	750	7,480	89,760	3,740	93,500	126	11,781,[illegible]
FT-4	22,150	1,430	500	750	24,830	297,960	12,415	310,375	2	620,750
FT-3	18,680	1,430	500	750	21,360	256,320	10,680	267,000	12	3,204,000
								TOTAL		28,104,7[illegible]

FOOD ALLOWANCE: 270 DAYS PER YEAR @ 100$VN 264 PER @ 100$VN PER DAY = 2,640$VN 264 PERSONNEL PER 270 7,128,000

DEATH GRATUITY: ESTIMATED 20 PERSONNEL KIA (1 YR PAY AND ALLOWANCES)

(10)	EF-1	93,500 X 10	935,000
(5)	EF-2	97,250 X 5	486,250
(2)	EF 3	101,000 X 2	202,000
(1)	EF-4	108,500 X 1	108,500
(1)	EF-5	111,000 X 1	111,000
(1)	EF-6	124,750 X 1	124,750

INCL 3 (Con't)

	TOTAL	1,967,500
FUNERAL GRATUITY: ESTIMATED 20 PERSONNEL @ 8,000$VN		160,000
EXTRA ORDINARY PERFORMANCE BONUS (700$VN PER MAN) 20 PAYMENTS (30 MEN X 700 = 21,000)		420,000
POW BONUS (2000$VN PER MAN) 10 POW X (30 MEN X 2000$VN = 60,000$VN)		600,000
DISABILITY PAY 15 PAYMENTS 50% DISABILITY FOR EF-5 (111,000) 15 PAYMENTS X 55,000		825,000
	TOTAL PIASTERS	39,205,250$VN
	TOTAL DOLLARS	$332,247
	PLUS 10%	33,224
	TOTAL FOR 1 C&C DET	$365,471
	TOTAL FOR 3 C&C DETACHMENTS	$1,095,000

PAY, ALLOWANCES AND BONUSES OPERATIONAL PERSONNEL - OP 34A

AIR CREWS - VN Air Force (CONTRACTUAL SERVICES PERSONNEL - ECC X 42)

	DAILY PER DIEM	HAP/P	DAILY HAO/P	DAILY HF/P
All Pay Levels	650 (1)	3,000	-	-

(1) Rates prescribed by ANNEX I do not apply. Rate of 500$VN per day established by contract between the SOG and the VN Air Force.

STS CASE OFFICERS (ECC XII)

All Pay Levels	See ANNEX I	3,000	150	100

INCL 4 BUDGET FY 1970

OPERATIONAL PERSONNEL (SCU HEADQUARTERS & SECURITY COMPANY) 239 Personnel

PAYGRADE	BASE PAY STEP 2	FAMILY ALLOW W + 3	JUMP PAY	OM-P S da 9150	TOTAL MTHLY PAY	TOTAL YEAR	TET BONUS	TOTAL YEAR	NO PERS AUTH	TOTAL PER PAY GRADE
EF-8	9,300	730	0	750	10,780	129,360	5,390	134,750	1	134,750
EF-7	8,920	730	0	750	10,380	124,560	5,190	129,750	1	129,750
EF-6	8,000	730	0	750	9,480	113,760	4,740	118,500	1	118,500
EF-5	6,900	730	0	750	8,380	100,560	4,190	104,750	6	628,500
EF-4	6,700	730	0	750	8,180	98,160	4,090	102,250	5	511,250
EF-3	6,100	730	0	750	7,580	90,960	3,790	94,750	31	2,937,250
EF-2	5,600	730	0	750	7,280	87,360	3,640	91,000	47	4,277,000
EF-1	5,500	730	0	750	6,980	83,760	3,490	87,250	136	11,866,000
IT-4	21,150	1,430	0	750	24,330	291,960	12,165	304,125	1	304,125
IT-3	18,580	1,430	0	750	20,860	250,320	10,430	260,750	10	2,607,500
								TOTAL		23,514,625

FOOD ALLOWANCE: 270 DAY PER YEAR 100$VN 239 PER @ 100$VN PER DAY = 23,900$VN 239 PERSONNEL FOR 270 DAYS 6,453,000

DEATH GRATUITY: ESTIMATED 10 PERSONNEL KIA (1 Yr PAY AND ALLOWANCES)

(5) EF-1	87,250 X 5	436,250
(2) EF-2	91,000 X 2	182,000
(1) EF-3	94,750 X 1	94,750
(1) EF-4	102,250 X 1	102,250

NCL 4 (Con't)

	TOTAL	920,000
FUNERAL GRATUITY: ESTIMATED 10 PERSONNEL @ 8000$VN		80,000
EXTRA ORDINARY PERFORMANCE BONUS: (700$VN PER MAN 10 PAYMENTS (20 MEN X 700 = 14,000$VN)		140,000
POW BONUS: (2,000$VN PER MAN) 5 POW X (20 MEN X 2000$VN = 40,000$VN)		200,000
DISABILITY PAYMENT 10 PAYMENTS 50% DISABILITY FOR EF-5 (118,000) 10 X 55,000$VN		550,000
	TOTAL PIASTERS	31,857,625$VN
	TOTAL DOLLARS	269,979
	PLUS 10%	26,997
TOTAL FOR 1 C&C DET		$296,976
TOTAL FOR 3 C&C DETACHMENTS		890,928

INCL 5

BUDGET FY 1970

CCC: 2 SEPARATE PLATOONS (EF) 84 Personnel

PAYGRADE	BASE PAY STEP 2	FAMILY ALLOW W + 3	JUMP PAY	OM-P 5 da @150	TOTAL MTHLY PAY	TOTAL YEAR	TET BONUS	TOTAL YEAR	NO PERS AUTH	TOTAL PER PAY GRADE
EF-5	6,900	730	500	750	8,800	106,560	4,440	110,000	2	220,000
EF-4	6,700	730	500	750	8,680	104,160	4,340	108,500	2	216,000
EF-3	6,100	730	500	750	8,080	96,960	4,040	101,000	10	1,010,000
EF-2	5,800	730	500	750	7,780	93,360	3,890	97,250	24	2,334,000
EF-1	5,500	730	500	750	7,480	89,760	3,740	93,500	42	3,927,000
IT-3	18,680	1,430	500	750	21,360	256,320	10,680	267,000	4	1,068,000
								TOTAL		8,775,000

FOOD ALLOWANCE: 270 DAYS PER YEAR @ 100$VN 84 PER @ 100$VN PER DAY 84 PER FOR 270 DAYS 2,268,000

* DEATH GRATUITY, FUNERAL, BONUS INCLUDED IN EF COMPANIES

TOTAL PIASTERS 11,043,000$VN

TOTAL FOR 2 SEPARATE PLATOONS (DOLLARS) $93,584

BUDGET FY 1970

TAB D

CONTRACTED SERVICES

1. Contracted services consist of expenses for the China Airlines (EM-2 and EM-3), ECC workers and the VNAF pilots.

2. China Airlines (Monthly cost $30,000)

   a. Monthly cost:

CCN	25%	$7,500
CCC	10%	3,000
CCS	15%	4,500
All C & C Dets	50%	$15,000

   b. Yearly cost:

CCN	$90,000
CCC	36,000
CCS	24,000

3. ECC workers ($800 per each per month)

   a. Monthly cost:

CCN	6 wkrs @ $800 = $4,800 + 450 overtime = $5,250
CCC	5 wkrs @ $800 = $4,000 + 400 overtime = $4,400
CCS	6 wkrs @ $800 = $4,800 + 450 overtime = $5,250

   b. Yearly cost:

CCN	$63,000 + 10% = $69,300
CCC	$52,800 + 10% = $57,000
CCS	$63,000 + 10% = $69,300

4. VNAF Aircraft (H-34, U-17, C-47, C-119)

   a. Monthly cost:

CCN	$30,000
CCC	0
CCS	$1,500

   b. Yearly cost:

CCN	$360,000 + 10% = $396,000
CCC	0
CCS	$18,000 + 10% = $19,800

TAB D (Con't)

2. Recapitulation of contracted services:

CCH:

China Airlines	$ 90,000
ECC Workers	69,300
VNAF Pilots	396,000
TOTAL	$555,300

CCC:

China Airlines	$ 36,000
ECC Workers	57,000
VNAF Pilots	00,000
TOTAL	$ 93,000

CCS:

China Airlines	$ 54,000
ECC Workers	69,300
VNAF U-17	19,800
TOTAL	$143,100

AY, ALLOWANCES AND BONUSES SCU INTERPRETERS OP-35

TERPRETER/TRANSLATOR

Y VEL	TITLE	BASE PAY	STEP INCREMENT FOR EACH 52 WEEKS SERVICE (1)	FAMILY ALLOWANCE WIFE	FAMILY ALLOWANCE EACH CHILD	DAILY PER DIEM OFF 1-15 DAYS	DAILY PER DIEM NCO 1-15 DAYS	DAILY PER DIEM EM 1-15 DAYS	ALL CDS OVER 15 DAYS	TET BONUS	(3) P/P	DAILY OPERATIONAL MISSION PAY (OM/P)	(4) I/B
T - 1	Interpreter/Translator	11,900	520	455	325	-	-	-	-	See NOTE 2	500	150	9,000$VN
T - 2	Interpreter/Translator	15,700	585	455	325	-	-	-	-	"	500	150	9,000$VN
T - 3	Interpreter/Translator	17,300	690	455	325	-	-	-	-	"	500	150	9,000$VN
T - 4	Interpreter/Translator	20,550	800	455	325	-	-	-	-	"	500	150	9,000$VN

NOTES: (1) One Step increment may be added to the base pay of all personnel for each year of satisfactory service to SOG until a maximum of 10 Step increments have been added. A pay increase is thus affected on each year anniversary of the original contract until 10 increases are made.

(2) TET Bonus will be based on the pay received by the individual the nearest pay period to TET, and will include:

(a) Employment over one (1) year:
(1) 1/2 of scheduled months salary
(2) 1/2 of scheduled family allowance

(b) Employment under one (1) year:
(1) 1/4 of scheduled months salary
(2) 1/4 of scheduled family allowance

(3) SCU interpreters will be paid P/P only upon completion of qualification training and while assigned to an Airborne unit. All SCU interpreters are authorized Jump Pay with the exception of members of Hqs & Security Company.

(4) "Inducement Bonus" will be paid after a full six months of operational service with a Reconnaissance Team and every six months thereafter of satisfactory service. A Pro rata share may be paid for personnel for whom a death gratuity is paid and/or upon separation due to disabilities incurred in line of duty. A Pro rata portion is not payable for separation prior to completion of a full six months service for any other reasons.

PROPOSED SCU PAY SCALE

Y, ALLOWANCES AND BONUSES SCU PERSONNEL OP-35

U RECON TEAMS - VN CIVILIANS (RT) (ECC X 16)

VEL	TITLE	BASE PAY	STEP INCREMENT FOR EACH 26 WEEKS SERVICE (3)	FAMILY ALLOWANCE WIFE	FAMILY ALLOWANCE EACH CHILD	DAILY PER DIEM OFF 1-15 DAYS	DAILY PER DIEM NCO 1-15 DAYS	DAILY PER DIEM EM 1-15 DAYS	ALL GDS OVER 15 DAYS	TET BONUS	(1) P/P	DAILY OPERATIONAL MISSION PAY (OM/P)	I/B
1	Team Member Trainee	3,250	325	455	325	-	-	-	-	See NOTE	500	150	-
2	Team Leader Trainee	5,200	520	455	325	-	-	-	-	5	500	150	-
3	Team Member	5,850	585	455	325	-	-	-	-	"	500	150	9,000
4	Asst Team Leader	6,900	690	455	325	-	-	-	-	"	500	150	12,000
5	Team Leader	8,500	800	455	325	-	-	-	-	"	500	150	12,000
CON TEAMS ARVN MILITARY (ARVN) (ECC X 16)													
N 1	Team Mbr Trainee (All Gds)	-	-	-	-	350	200	200	80	-	-	150	-
N 2	Team Ldr Trainee (Off)	-	-	-	-	350	200	200	80	-	-	150	-
N 3	Team Member (All Gds)	-	-	-	-	350	200	200	80	-	-	150	-
N 4	Team Leader (Officer)	-	-	-	-	350	200	200	80	-	-	150	-
AIRIE FIRE/SALEM HOUSE ARVN LIAISON SERVICE PERSONNEL													
/SH	LIAISON SERVICE PERSONNEL	-	-	-	-	350	200	200	80	-	-	-	-
PLOITATION FORCE SCU (ECC X17)													
1	PVT or PFC	5,100	200(3)	400	110	-	-	-	-	See NOTE	500	150	-
2	Corporal	5,400	200(3)	400	110	-	-	-	-	5	500	150	-
3	Corporal First Class	5,600	250(3)	400	110	-	-	-	-	"	500	150	-
4	MSG	6,200	250(3)	400	110	-	-	-	-	"	500	150	-
5	MSG First Class	6,400	250(3)	400	110	-	-	-	-	"	500	150	-
6	Warrant Officer	7,400	300(3)	400	110	-	-	-	-	"	500	150	-
7	Lt 2nd Class	8,200	350(3)	400	110	-	-	-	-	"	500	150	-
8	Lt First Class	8,500	400(3)	400	110	-	-	-	-	"	500	150	-

NOTES: (1) will be paid P/P only upon completion of qualification training and while assigned to an Airborne Unit. units are authorized Jump Pay with the exception of members of HQS & Security Company.

4. Funeral and disability payments remain as at present (see Civilian Personnel Manual).

Annex IIa to Incl 1 of Ltr, MACSOG, 1 May 67, Subj: Civilian Personnel Manual

This Annex supersedes Annex II; however Annex II will remain as a part of CPM Part II in order to cover the fact that a change has been made, affective date 1 Jan 68.

AY, ALLOWANCES AND BONUSES PERSONNEL ON OPERATIONAL STATUS (OP-34A)

AROPS CREWS, VN CIVILIANS (MC) AND NAVY (MCM); ECC X 12

PAY EVEL	TITLE	BASE PAY	STEP INCREMENT FOR EACH YR SVC	FAMILY ALLOW WIFE	FAMILY ALLOW EACH CHILD	TET BONUS 1 OR MORE CHILDREN	HAP/P	HAO/P	HF/P	R/B	I/B	PER DIEM
C 1	Junk Seaman	3250	325	455	325	250	3000	150	100	-	-	See Annex I
C 2	Junk Communicator	3900	390	455	325	250	3000	150	100	-	-	MC 1 thru
C 3	Junk Dep CPT	5850	585	455	325	250	3000	150	100	-	-	MC 4 receive
C 3	Junk Agent	5850	585	455	325	250	3000	150	100	-	-	Rate for non-
C 3	Junk Mechanic	5850	585	455	325	250	3000	150	100	-	-	Officer Pers.
C 3	Swift Seaman	5850	585	455	325	250	3000	150	100	9000	13500	MC 5 receives
C 4	Swift Radioman	6900	690	455	325	250	3000	150	100	14000	18500	officer rate.
C 5	Junk Captain	7500	750	455	325	250	3000	150	100	-	-	
C 5	Swift Engineman	7500	750	455	325	250	3000	150	100	15000	22500	
C 5	Swift Engineer	7500	750	455	325	250	3000	150	100	15000	22500	
CM 1	Enlisted	-	-	-	-	-	3000	150	100	9000	9000	See
CM 2	NCO	-	-	-	-	-	3000	150	100	15000	15000	Annex
CM 3	Officer	-	-	-	-	-	3000	150	100	30000	30000	I

AROPS TECHNICIANS (MT) VN MILITARY; ECC X12		TECHNICAL PRO/P	STEP INC. FOR EACH 6 MOS SVC	PER DIEM
T 1	PO	3000	300	See
T 2	PO 1ST CLASS	4000	400	Annex
T 3	CPO	5000	500	I
T 4	WO & OFF	6000	600	

NNEX VII To Incl 1 to Ltr, MACSOG, 1 May 67, Subj: Civilian Personnel Manual, Part II (U)
hange 5, 16 Sep 67

Y, ALLOWANCES AND BONUSES PERSONNEL ON OPERATIONAL STATUS (OP-34A)

ROPS AGENTS, VN CIVILIAN (MA); ECC X 11

Y VEL	TITLE	BASE PAY	STEP INCREMENT FOR EACH YR SVC	FAMILY ALLOW WIFE	EA CHILD	TET BONUS 1 OR MORE CHILDREN	HAP/P	HAO/P	HF/P	I/B
1	Team Member Trainee	2600	260	455	325	250	-	-	100	-
2	Team Leader Trainee	3900	390	455	325	250	-	-	100	-
3	Team Member	4550	455	455	325	250	3000	150	100	13500
4	Team Leader	5850	585	455	325	250	3000	150	100	16500

AROPS AGENTS, VN ARMY AND MARINE (MAM); ECC X 11

		HAP/P	HAO/P	HF/P	R/B	I/B	PER DIEM
M 1	Enlisted	3000	150	100	9000	13500	See
M 2	NCO	3000	150	100	15000	22500	Annex
M 3	Officer	3000	150	100	30000	45000	I

ROPS AGENTS, VN NAVY (MAM); ECC X 11

M 1	Enlisted	3000	150	100	9000	9000	See
M 2	NCO	3000	150	100	15000	15000	Annex
M 3	Officer	3000	150	100	30000	30000	I

CURITY GUARDS ON EXTENDED PATROL TO ISLAND FACILITIES; ECC X 13 — DAILY RATION ALLOWANCE

1 SG Pay Levels — 100

Y, ALLOWANCES AND BONUSES OPERATIONAL PERSONNEL OP-35

AIRIE FIRE CONTRACTUAL SERVICES - VN AIR FORCE (VNAF) AIRCREWS - ECC X 42

	DAILY PER DIEM RATE	HAP/P	TET BONUS (See Note (2)) LESS THAN 6 MONTHS SERVICE TO SOG	TET BONUS (See Note (2)) MORE THAN 6 MONTHS SERVICE TO SOG
l Pay Levels	650$VN	3,000$VN See Note(1)	7,000$VN	14,000$VN

OTES: (1) Authorized for each penetration into hostile territory outside the geographical limits of South Vietnam only.
(2) Authorized for satisfactory service in support of PRAIRIE FIRE operations.

NEX XI to Incl 1 to Ltr, MACSOG, 1 May 67, Subj: Civilian Personnel Manual, Part II(U)

PER DIEM ALLOWANCES - OPLAN 34A

ALL VIETNAMESE MILITARY PERSONNEL EXCEPT VN AIR FORCE AIR CREW PERSONNEL OF 34A

CATEGORY OF PERSONNEL:	OFFICERS INCLUDING WARRANT OFFICERS	NON-OFFICER PERSONNEL
IN SOUTH VIETNAM:		
Quarters and Messing not Available	800$VN	750$VN
Mess available, Quarters not available	500$VN	500$VN
Mess not available, Quarters available	300$VN	250$VN
Mess and Quarters available	150$VN	100$VN
OUTSIDE SOUTH VIETNAM		
(Amounts payable in US Dollars or third country currency equivalent)		
Quarters and Messing not available	$10.00	$ 9.50
Mess available, Quarters not available	$ 6.25	$ 6.25
Mess not available, Quarters available	$ 3.25	$ 3.25
Mess and quarters available	$ 1.90	$ 1.90

*All unused US currency of third country currency in possession of non-US personnel will be turned in to US personnel prior to entry into South Vietnam.

ANNEX I to Incl 1 to Ltr, MACSOG, 1 May 67, Subj: Civilian Personnel Manual, Part II(U)

PAY, ALLOWANCES AND BONUSES OPERATIONAL PERSONNEL - OP34A

PARACHUTE DELIVERY OPERATORS (PDO) (VN CIVILIANS) (ECC X15)

PAY LEVEL	TITLE	BASE PAY	STEP INCREMENT FOR EACH 52 WEEKS SERVICE	FAMILY ALLOWANCE WIFE	FAMILY ALLOWANCE EACH CHILD	DAILY PER DIEM RATES	TET BONUS 1 OR MORE CHILDREN	(2) PARA CHUTE	HAP/P	HAO/P	HF/P	I/B
PDO 1	PDO	6250	625	455	325	See	250	500	3,000	150	100	12,000
PDO 2	PDO	6900	690	455	325	Note	250	500	3,000	150	100	12,000
PDO 3	Sr PDO	7500	750	455	325	(1)	250	500	3,000	150	100	12,000
PDO 4	Chief PDO	8150	815	455	325		250	500	3,000	150	100	12,000

(1) PDO1, PDO2 and PDO3 will be paid per diem rate prescribed for non-Officer VN military personnel in ANNEX I. PDO4 will be paid a per diem rate identical to that prescribed for VN military officers by ANNEX I.
(2) To be paid after satisfactory completion of the basic qualification course when certification is made by the OIC of the training facility.

PARACHUTE DELIVERY OPERATORS (PDO) (VN MILITARY)

AV 1	EM	-	-	-	-	See	-	-	3,000	150	100	12,000
AV 2	NCO's	-	-	-	-	Annex	-	-	3,000	150	100	12,000
AV 3	Officers	-	-	-	-	I	-	-	3,000	150	100	12,000

ANNEX III to Incl 1 to Ltr, MACSOG, 1 May 67, Subj: Civilian Personnel Manual, Part II (U)

PAY, ALLOWANCES AND BONUSES OPERATIONAL PERSONNEL OP34A

AIRBORNE AGENTS, VN CIVILIANS - ECC X11

Regular Pay

Agent Pay | Mission Pay

	Base Pay	Family Allowance Wife	Family Allowance Each Child	Tet Bonus	Short-term Daily	Long-term Monthly
Tm mbr	12,000	600	400	13th month of base pay + family allowance	1,000	10,000
Asst ldr	14,000	"	"			
Tm ldr	16,000	"	"			

POW/MIA Pay

3 months agent pay + 30,000$VN

Death Gratuity

Tm mbr - 180,000$VN
Asst ldr - 190,000$VN
Tm ldr - 200,000$VN

Note:

1. Airborne Agents, VN Military - ECC X11 will receive "military differential" pay to equalize their total earnings with those of comparable civilian agents. Total military pay received as provided by the STD pay agent will be reflected in a separate column on the payroll and subtracted from the total pay due under the above pay schedule. A quarterly extract detailing ARVN pay entitlements for all military agents will be submitted to SOG Comptroller. Changes in individual entitlements will be annotated on the payroll as they occur.

2. Performance bonus of 20,000$VN for short-term and 50,000$VN for long-term missions will be granted at discretion of Chief, SOG after the mission if deemed successful.

3. One-time bonuses may be paid at any time to reward individual achievements. Specifically radio operators will receive 5,000$VN upon qualification.

4. Funeral and disability payments remain as at present (see Civilian Personnel Manual).

Annex IIa to Incl 1 of Ltr, MACSOG, 1 May 67, Subj: Civilian Personnel Manual

This Annex supersedes Annex II; however Annex II will remain as a part of CPM Part II in order to cover the fact that a change has been made, affective date 1 Jan 68.

AY, ALLOWANCES AND BONUSES PERSONNEL ON OPERATIONAL STATUS (OP-34A)

AROPS CREWS, VN CIVILIANS (MC) AND NAVY (MCM); ECC X 12

PAY EVEL	TITLE	BASE PAY	STEP INCREMENT FOR EACH YR SVC	FAMILY ALLOW WIFE	EACH CHILD	TET BONUS 1 OR MORE CHILDREN	HAP/P	HAO/P	HF/P	R/B	I/B	PER DIEM
C 1	Junk Seaman	3250	325	455	325	250	3000	150	100	-	-	See Annex I
C 2	Junk Communicator	3900	390	455	325	250	3000	150	100	-	-	MC 1 thru
C 3	Junk Dep CPT	5850	585	455	325	250	3000	150	100	-	-	MC 4 receive
C 3	Junk Agent	5850	585	455	325	250	3000	150	100	-	-	Rate for non-
C 3	Junk Mechanic	5850	585	455	325	250	3000	150	100	-	-	Officer Pers.
C 3	Swift Seaman	5850	585	455	325	250	3000	150	100	9000	13500	MC 5 receives
C 4	Swift Radioman	6900	690	455	325	250	3000	150	100	14000	18500	officer rate.
C 5	Junk Captain	7500	750	455	325	250	3000	150	100	-	-	
C 5	Swift Engineman	7500	750	455	325	250	3000	150	100	15000	22500	
C 5	Swift Engineer	7500	750	455	325	250	3000	150	100	15000	22500	
CM 1	Enlisted	-	-	-	-	-	3000	150	100	9000	9000	See
CM 2	NCO	-	-	-	-	-	3000	150	100	15000	15000	Annex
CM 3	Officer	-	-	-	-	-	3000	150	100	30000	30000	I

AROPS TECHNICIANS (MT) VN MILITARY; ECC X12		TECHNICAL PRO/P	STEP INC. FOR EACH 6 MOS SVC	PER DIEM
T 1	PO	3000	300	See
T 2	PO 1ST CLASS	4000	400	Annex
T 3	CPO	5000	500	I
T 4	WO & OFF	6000	600	

NNEX VII To Incl 1 to Ltr, MACSOG, 1 May 67, Subj: Civilian Personnel Manual, Part II (U)
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Y, ALLOWANCES AND BONUSES PERSONNEL ON OPERATIONAL STATUS (OP-34A)

ROPS AGENTS, VN CIVILIAN (MA); ECC X 11

Y VEL	TITLE	BASE PAY	STEP INCREMENT FOR EACH YR SVC	FAMILY ALLOW WIFE	FAMILY ALLOW EA CHILD	TET BONUS 1 OR MORE CHILDREN	HAP/P	HAO/P	HF/P	I/B
1	Team Member Trainee	2600	260	455	325	250	-	-	100	-
2	Team Leader Trainee	3900	390	455	325	250	-	-	100	-
3	Team Member	4550	455	455	325	250	3000	150	100	13500
4	Team Leader	5850	585	455	325	250	3000	150	100	16500

ROPS AGENTS, VN ARMY AND MARINE (MAM); ECC X 11

		HAP/P	HAO/P	HF/P	R/B	I/B	PER DIEM
M 1	Enlisted	3000	150	100	9000	13500	See
M 2	NCO	3000	150	100	15000	22500	Annex
M 3	Officer	3000	150	100	30000	45000	I

ROPS AGENTS, VN NAVY (MAM); ECC X 11

M 1	Enlisted	3000	150	100	9000	9000	See
M 2	NCO	3000	150	100	15000	15000	Annex
M 3	Officer	3000	150	100	30000	30000	I

CURITY GUARDS ON EXTENDED PATROL TO ISLAND FACILITIES; ECC X 13 — DAILY RATION ALLOWANCE

1 SG Pay Levels — 100

Y, ALLOWANCES AND BONUSES OPERATIONAL PERSONNEL OP-35

AIRIE FIRE CONTRACTUAL SERVICES - VN AIR FORCE (VNAF) AIRCREWS - ECC X 42

	DAILY PER DIEM RATE	HAP/P	TET BONUS (See Note (2)) LESS THAN 6 MONTHS SERVICE TO SOG	TET BONUS (See Note (2)) MORE THAN 6 MONTHS SERVICE TO SOG
l Pay Levels	650$VN	3,000$VN See Note(1)	7,000$VN	14,000$VN

TES: (1) Authorized for each penetration into hostile territory outside the geographical limits of South Vietnam only.
(2) Authorized for satisfactory service in support of PRAIRIE FIRE operations.

NEX XI to Incl 1 to Ltr, MACSOG, 1 May 67, Subj: Civilian Personnel Manual, Part II(U)

PER DIEM ALLOWANCES - OPLAN 34A

ALL VIETNAMESE MILITARY PERSONNEL EXCEPT VN AIR FORCE AIR CREW PERSONNEL ON 34A

CATEGORY OF PERSONNEL:	OFFICERS INCLUDING WARRANT OFFICERS	NON-OFFICER PERSONNEL
IN SOUTH VIETNAM:		
Quarters and Messing not Available	800$VN	750$VN
Mess available, Quarters not available	500$VN	500$VN
Mess not available, Quarters available	300$VN	250$VN
Mess and Quarters available	150$VN	100$VN
OUTSIDE SOUTH VIETNAM		
(Amounts payable in US Dollars or third country currency equivalent)		
Quarters and Messing not available	$10.00	$ 9.50
Mess available, Quarters not available	$ 6.25	$ 6.25
Mess not available, Quarters available	$ 3.25	$ 3.25
Mess and quarters available	$ 1.90	$ 1.90

*All unused US currency of third country currency in possession of non-US personnel will be turned in to US personnel prior to entry into South Vietnam.

ANNEX I to Incl 1 to Ltr, MACSOG, 1 May 67, Subj: Civilian Personnel Manual, Part II(U)

', ALLOWANCES AND BONUSES OPERATIONAL STATUS OPLAN 34A

3 RATED CIVILIAN PERSONNEL

Y /EL	TITLE	BASE PAY	FAMILY ALLOWANCE	PER DIEM	TET BONUS	P/P	Diver	HAP/P	(DAILY) HAO/P	(DAILY) HF/P
3 1 rough 3 12	See Note (2) Below	Contained in Part 1 Civilian Personnel Manual	Contained in Part 1 Civilian Personnel Manual	See Para 30 CPM, Part 1	Contained in Part 1 Civilian Personnel Manual	500 (See Note (1) Below)	500	3,000	150	100

TES: (1) Upon completion of qualification training.

(2) VGS rated personnel employed by OPLAN 34A serve in the operational capacity of interpreter, translator, intelligence specialist, instructor, or combinations thereof.

Y, ALLOWANCES AND BONUS PERSONNEL ON OPERATIONAL STATUS (OP-34A) (CONT'D)

SSION BONUSES, MAROPS PERSONNEL

A mission bonus may be paid upon completion of a mission and upon receipt of a joint recommendation from NAD/CSS subject to proval by Chief, SOG. The following levels will be indicated to determine the amount of the bonus:

VEL	CREW/TEAM MEMBER	OTC/ACTION TEAM LEADER	BOAT COMMANDER
	500	600	550
	1000	1200	1100
	2000	2400	2200
	4000	4800	4400

An individual extraordinary performance recognition award (EPR/A) of up to 700$VN may be paid upon receipt of a joint commendation by NAD/CSS and final approval by Chief, SOG.

RACHUTE/DIVING PAY, MAROPS PERSONNEL

Parachute pay (P/P and/or diving pay (D/P of 500$VN each may be paid to those personnel who complete the required training, et SOG qualifications, and do not receive such pay from another source. See paragraph 1(8), Civilian Personnel Manual, Part II.

AY, ALLOWANCES AND BONUSES VGS RATED CIVILIAN OPERATIONAL PERSONNEL OP-35

AY LEVEL	TITLE	BASE PAY	FAMILY ALLOWANCE	PER DIEM	TET BONUS	MONTHLY P/P	(OM/P) DAILY OPERATIONAL MISSION PAY
GS 1 thru GS 12	See Note(1)	See Note(2) (5)	See Note(2)	See Note(2)	See Note(2)	500$VN See Note(3)	150$VN See Note (4)

OTES: (1) VGS personnel employed by PRAIRIE FIRE serve in the capacities of interpreter, translator, intelligence specialist or combinations thereof.
(2) Base Pay, Family Allowance, Per Diem and TET Bonuses are paid in accordance with Part 1, MACSOG Civilian Personnel Manual.
(3) Authorized after completion of qualification training and while assigned to an Airborne Spike Team or Airborne HF platoon or company.
(4) Daily rate while on operational mission for any part of a day with ST or HF forces.
(5) Operational Interpreters (ST's) will receive pay at VGS 12 grade and step level as determined by Part I, MACSOG Civilian Personnel Manual. Operational Interpreters (EF's) will receive pay at VGS 11 grade and step level as determined by Part I, MACSOG Civilian Personnel Manual.

Y, ALLOWANCES AND BONUSES SCU INTERPRETERS OP-35

TERPRETER/TRANSLATOR

Y VEL	TITLE	BASE PAY	STEP INCREMENT FOR EACH 52 WEEKS SERVICE (1)	FAMILY ALLOWANCE EACH WIFE	FAMILY ALLOWANCE EACH CHILD	DAILY PER DIEM OFF 1-15 DAYS	DAILY PER DIEM NCO 1-15 DAYS	DAILY PER DIEM EM 1-15 DAYS	ALL CDS OVER 15 DAYS	TET BONUS	(3) P/P	DAILY OPERATIONAL MISSION PAY (OM/P)	(4) I/B
T - 1	Interpreter/Translator	11,900	520	455	325	-	-	-	-	See NOTE 2	500	150	9,000$VII
T - 2	Interpreter/Translator	15,700	585	455	325	-	-	-	-	"	500	150	9,000$VII
T - 3	Interpreter/Translator	17,300	690	455	325	-	-	-	-	"	500	150	9,000$VII
T - 4	Interpreter/Translator	20,550	800	455	325	-	-	-	-	"	500	150	9,000$VII

NOTES: (1) One Step increment may be added to the base pay of all personnel for each year of satisfactory service to SOC until a maximum of 10 Step increments have been added. A pay increase is thus affected on each year anniversary of the original contract until 10 increases are made.

(2) TET Bonus will be based on the pay received by the individual the nearest pay period to TET, and will include:

(a) Employment over one (1) year:
(1) 1/2 of scheduled months salary
(2) 1/2 of scheduled family allowance

(b) Employment under one (1) year:
(1) 1/4 of scheduled months salary
(2) 1/4 of scheduled family allowance

(3) SCU interpreters will be paid P/P only upon completion of qualification training and while assigned to an Airborne unit. All SCU interpreters are authorized Jump Pay with the exception of members of Hqs & Security Company.

(4) "Inducement Bonus" will be paid after a full six months of operational service with a Reconnaissance Team and every six months thereafter of satisfactory service. A Pro rata share may be paid for personnel for whom a death gratuity is paid and/or upon separation due to disabilities incurred in line of duty. A Pro rata portion is not payable for separation prior to completion of a full six months service for any other reasons.

PROPOSED SCU PAY SCALE

Y, ALLOWANCES AND BONUSES SCU PERSONNEL OP-35

U RECON TEAMS - VN CIVILIANS (RT) (ECC X 16)

LEVEL	TITLE	BASE PAY	STEP INCREMENT FOR EACH 26 WEEKS SERVICE (3)	FAMILY ALLOWANCE WIFE	FAMILY ALLOWANCE CHILD	DAILY PER DIEM OFF 1-15 DAYS	DAILY PER DIEM NCO 1-15 DAYS	DAILY PER DIEM EM 1-15 DAYS	ALL GDS OVER 15 DAYS	TET BONUS	(1) P/P	DAILY OPERATIONAL MISSION PAY (OM/P)	I/B
1	Team Member Trainee	3,250	325	455	325	-	-	-	-	See NOTE	500	150	-
2	Team Leader Trainee	5,200	520	455	325	-	-	-	-	5	500	150	-
3	Team Member	5,850	585	455	325	-	-	-	-	"	500	150	9,000
4	Asst Team Leader	6,900	690	455	325	-	-	-	-	"	500	150	12,000
5	Team Leader	8,500	800	455	325	-	-	-	-	"	500	150	12,000

CON TEAMS ARVN MILITARY (ARVN) (ECC X 16)

1 1	Team Mbr Trainee (All Gds)	-	-	-	-	350	200	200	80	-	-	150	-
1 2	Team Ldr Trainee (Off)	-	-	-	-	350	200	200	80	-	-	150	-
1 3	Team Member (All Gds)	-	-	-	-	350	200	200	80	-	-	150	-
1 4	Team Leader (Officer)	-	-	-	-	350	200	200	80	-	-	150	-

AIRIE FIRE/SALEM HOUSE ARVN LIAISON SERVICE PERSONNEL

/SH	LIAISON SERVICE PERSONNEL	-	-	-	-	350	200	200	80	-	-	-	-

PLOITATION FORCE SCU (ECC X17)

1	PVT or PFC	5,100	200(3)	400	110	-	-	-	-	See NOTE	500	150	-
2	Corporal	5,400	200(3)	400	110	-	-	-	-	5	500	150	-
3	Corporal First Class	5,600	250(3)	400	110	-	-	-	-	"	500	150	-
4	MSG	6,200	250(3)	400	110	-	-	-	-	"	500	150	-
5	MSG First Class	6,400	250(3)	400	110	-	-	-	-	"	500	150	-
6	Warrant Officer	7,400	300(3)	400	110	-	-	-	-	"	500	150	-
7	Lt 2nd Class	8,200	350(3)	400	110	-	-	-	-	"	500	150	-
8	Lt First Class	8,500	400(3)	400	110	-	-	-	-	"	500	150	-

NOTES: (1) will be paid P/P only upon completion of qualification training and while assigned to an Airborne Unit. units are authorized Jump Pay with the exception of members of HQS & Security Company.

PAY, ALLOWANCES AND BONUSES OPERATIONAL PERSONNEL - OP34A

PARACHUTE DELIVERY OPERATORS (PDO) (VN CIVILIANS) (ECC X15)

PAY LEVEL	TITLE	BASE PAY	STEP INCREMENT FOR EACH 52 WEEKS SERVICE	FAMILY ALLOWANCE WIFE	FAMILY ALLOWANCE EACH CHILD	DAILY PER DIEM RATES	TET BONUS 1 OR MORE CHILDREN	(2) PARA CHUTE	HAP/P	HAO/P	HF/P	I/B
PDO 1	PDO	6250	625	455	325	See	250	500	3,000	150	100	12,000
PDO 2	PDO	6900	690	455	325	Note	250	500	3,000	150	100	12,000
PDO 3	Sr PDO	7500	750	455	325	(1)	250	500	3,000	150	100	12,000
PDO 4	Chief PDO	8150	815	455	325		250	500	3,000	150	100	12,000

(1) PDO1, PDO2 and PDO3 will be paid per diem rate prescribed for non-Officer VN military personnel in ANNEX I. PDO4 will be paid a per diem rate identical to that prescribed for VN military officers by ANNEX I.
(2) To be paid after satisfactory completion of the basic qualification course when certification is made by the OIC of the training facility.

PARACHUTE DELIVERY OPERATORS (PDO) (VN MILITARY)

AV 1	EM	-	-	-	-	See	-	-	3,000	150	100	12,000
AV 2	NCO's	-	-	-	-	Annex	-	-	3,000	150	100	12,000
AV 3	Officers	-	-	-	-	I	-	-	3,000	150	100	12,000

ANNEX III to Incl 1 to Ltr, MACSOG, 1 May 67, Subj: Civilian Personnel Manual, Part II (U)

(Notes Cont'd)

(2) Authorized for Data while on operations that make enemy contact. Operational mission pay will be paid for any part of a day across the border regardless of enemy contact. The maximum operational mission pay permitted for any day is 150$VN.

(3) One Step increment may be added to the base pay of all personnel for each six months of satisfactory service to SOG until a maximum of 10 step increments have been added. A pay increase is thus affected on each six month anniversary of the original contract until 10 increments are made.

(4) Leaders that are proficient in English may be paid language differential of 1500$VN provided a SCU interpreter is authorized within his unit and a SCU interpreter is not being paid for that position. In no case will the number of personnel drawing language differential, or interpreters pay exceed the number of interpreters authorized by the Team.

(5) TET Bonus will be based on the pay received by the individual the nearest pay period to TET, and will include:

1. Employment over 1 year

   (a) 1/2 of scheduled months salary
   (b) 1/2 of scheduled family allowances
   (c) 1/2 of language differential pay

2. Employment under 1 year

   (a) 1/4 of scheduled months salary
   (b) 1/4 of scheduled months allowances
   (c) 1/4 of language differential pay

PAY, ALLOWANCES AND BONUSES OPERATIONAL PERSONNEL - OP 34A

AIR CREWS - VN Air Force (CONTRACTUAL SERVICES PERSONNEL - ECC X 42)

	DAILY PER DIEM	HAP/P	DAILY HAO/P	DAILY HF/P
All Pay Levels	650 (1)	3,000	-	-

(1) Rates prescribed by ANNEX I do not apply. Rate of 500$VN per day established by contract between the SOG and the VN. Air Force.

STS CASE OFFICERS (ECC XII)

All Pay Levels	See ANNEX I	3,000	150	100

(Notes Cont'd)

(2) Authorized for Data while on operations that make enemy contact. Operational mission pay will be paid for any part of a day across the border regardless of enemy contact. The maximum operational mission pay permitted for any day is 150$VN.

(3) One Step increment may be added to the base pay of all personnel for each six months of satisfactory service to SOG until a maximum of 10 step increments have been added. A pay increase is thus affected on each six month anniversary of the original contract until 10 increments are made.

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(5) TET Bonus will be based on the pay received by the individual the nearest pay period to TET, and will include:

1. Employment over 1 year

   (a) 1/2 of scheduled months salary
   (b) 1/2 of scheduled family allowances
   (c) 1/2 of language differential pay

2. Employment under 1 year

   (a) 1/4 of scheduled months salary
   (b) 1/4 of scheduled months allowances
   (c) 1/4 of language differential pay

Y, ALLOWANCES AND BONUSES OPERATIONAL STATUS OPLAN 34A

S RATED CIVILIAN PERSONNEL

Y VEL	TITLE	BASE PAY	FAMILY ALLOWANCE	PER DIEM	TET BONUS	P/P	Diver	HAP/P	(DAILY) HAO/P	(DAILY) HF/P
S 1 rough S 12	See Note (2) Below	Contained in Part 1 Civilian Personnel Manual	Contained in Part 1 Civilian Personnel Manual	See Para 30 CPM, Part 1	Contained in Part 1 Civilian Personnel Manual	500 (See Note (1) Below)	500	3,000	150	100

TES: (1) Upon completion of qualification training.

(2) VGS rated personnel employed by OPLAN 34A serve in the operational capacity of interpreter, translator, intelligence specialist, instructor, or combinations thereof.

NEX VI to Incl 1 to Ltr, MACSOG, 1 May 67, Subj: Civilian Personnel Manual, Part II(U)

(Notes Cont'd)

(2) Authorized for Data while on operations that make enemy contact. Operational mission pay will be paid for any part of a day across the border regardless of enemy contact. The maximum operational mission pay permitted for any day is 150$VN.

(3) One Step increment may be added to the base pay of all personnel for each six months of satisfactory service to SOG until a maximum of 10 step increments have been added. A pay increase is thus affected on each six month anniversary of the original contract until 10 increments are made.

(4) Leaders that are proficient in English may be paid language differential of 1500$VN provided a SCU interpreter is authorized within his unit and a SCU interpreter is not being paid for that position. In no case will the number of personnel drawing language differential, or interpreters pay exceed the number of interpreters authorized by the Team.

(5) TET Bonus will be based on the pay received by the individual the nearest pay period to TET, and will include:

1. Employment over 1 year

   (a) 1/2 of scheduled months salary
   (b) 1/2 of scheduled family allowances
   (c) 1/2 of language differential pay

2. Employment under 1 year

   (a) 1/4 of scheduled months salary
   (b) 1/4 of scheduled months allowances
   (c) 1/4 of language differential pay