

Office of the Chief of Naval Operations

Op-16-B-2

April 1, 1940

21 August, 1940

MEMORANDUM FOR THE DIRECTOR:

MEMORANDUM for Captain Phillips.

SUBJECT: Salaries for Special Agents and Agents.

Subject: Pay schedule of Agents of Government Law Enforcement

1. In the employment of investigative personnel for Naval Intelligence, it is recommended that the salary scale suggested below be followed:

Following is a pay schedule of the leading Government Agencies, for Agents and Special Agents, but not including Agents in the:

(a) Special Agents

Entrance Salary: \$3200 to \$3600

Increases possible to: \$4000

(b) Agents

Entrance Salary: \$2700 to \$3200

Increases possible to: \$3600

2. It is believed desirable to permit the exercise of some discretion in setting entrance salaries, depending on the qualifications and earning power of the particular employee.

3. The F.B.I. entrance salary is not variable, being \$3200 for all "Special Agents." However, the majority of their appointees have had no previous investigative experience, and the initial salary naturally contemplates a long training period and many months actual investigative work before the "Special Agent" begins to reach his maximum efficiency and production. The range of F.B.I. salaries for all their personnel only classified as "Special Agents" runs from \$3200 to \$4600. The Special Agents in Charge of Field Offices earn from \$4600 to \$6500.

4. Salary increases should be granted only if and when the employee has merited such recognition by outstanding performance of duties.

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E. D. Nixon

Copy to:
Administration.

Dictated by Capt. Phillips
" 21 August, 1940
Typed by O. Wesselman

Special Agents and Agents are respectively appointed by the Director of Naval Intelligence, and by the Commandants of Districts.

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