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UNIVERSITY OF CALIFORNIA
 LOS ALAMOS SCIENTIFIC LABORATORY
 (Contract W-7405-Eng-36)
 OFFICE OF THE BUSINESS MANAGER
 P. O. Box 1663
 Los Alamos, New Mexico, 87544

May 11, 1964

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 4133 Bldg. 50A

Mr. Charles C. Campbell, Area Manager
 Los Alamos Area Office
 U. S. Atomic Energy Commission
 Los Alamos, New Mexico

BEST COPY AVAILABLE

Dear Mr. Campbell:

Attached is a statement of the salary, wage, travel and subsistence policies which LASL proposes to use during any operational periods at the Pacific Proving Grounds.

These policies are basically the same as those used for Operation Dominic in 1962, which were found to be generally satisfactory. Based on our Dominic experience, and on about 15 years of previous test experience, we are proposing two changes from the Dominic plan, both having to do with the Differential Allowance. (We prefer "differential" to "isolation" since considerations other than "isolation" justify the allowance; i.e., absence from home, extra expense at home when the man of the house is away, unpleasant or uncomfortable surroundings at some duty posts, etc.) The changes are:

1. Elimination of the 30 day minimum duty period to qualify for the differential allowance. Prior to Dominic, we had never used a minimum qualifying period in any of the several extra compensation plans we had used, and we agreed to its inclusion at Dominic only under protest and because the crash nature of the operation did not allow lengthy negotiations. We insisted at that time on a right to make exceptions to the 30 day minimum period, and many exceptions were approved. The only reasonable justification for a minimum duty period of this kind is to exclude short-term observers and other non-working visitors from the extra compensation. This goal can be accomplished in a much more equitable and flexible manner by use of administrative discretion, which is the standard tool LASL has always used. In all past operations, we have had employees at the proving grounds who were not receiving extra compensation simply because it had been decided by their supervisors that the nature of their participation did not warrant it. During Dominic, when we had a minimum qualifying period, equity required many exceptions to the rule, all made through use of administrative discretion, thus demonstrating again that a fixed qualifying period cannot substitute for thoughtful supervision.

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- (1) The differential allowance is computed on full days and will be effective the day of departure from the State of Hawaii for duty at the posts described above and will remain in effect through the day of return to the State of Hawaii.
- (2) The differential allowance will be paid at the next interim payroll (approximately the tenth day of each month).
- (3) On assignments of partial months duration, the differential allowance will be prorated on a calendar day basis computed on a 30 day month.
- (4) The employee will not be eligible for the differential allowance for periods of vacation or leave without pay.
- (5) Employees or consultants who are assigned in the capacity of casual visitor or observer are not eligible for the differential allowance.

3. Vacation or Leave Without Pay

- (a) Vacation or leave without pay anticipated in the course of an assignment to PPC should be indicated on the TR. Vacation leave will be reimbursed on the basis of the workweek currently in effect at Los Alamos.
- (b) Vacation or leave without pay requested subsequent to the approval of the TR should be requested and approved by TWX or other correspondence. Such approval must indicate the concurrence of the Division Leader or Department Head. Copies of this correspondence must accompany the travel claim upon the completion of the assignment.
- (c) When vacation or circuitous routing as a personal choice involves a greater absence from the normal working time of the Laboratory, the difference between the most expeditious travel time and the travel time actually taken may be charged to the traveler as vacation. The decision of the Business Office will be final regarding the amount of vacation time to be charged as the difference.

4. Sick Leave

Sick leave will be allowed in accordance with the IASL official policies.

5. Job-Incurred Injury

Employees suffering job-incurred injuries will be compensated in accordance with IASL official policies.

B. TRAVEL AND PER DIEM POLICY**1. Travel Requests**

The Travel Request should be prepared as soon as an employee's proposed departure date is known. It must be signed by his Division Leader or Department Head and sent to Group J-1 for recording and forwarding to the Travel Office. Group J-1 will arrange for clearance and handle other administrative matters. The travel Request should show each destination at PPG with the dates expected to be in residence or the approximate number of days at each location, the applicable workweek, anticipated vacation or leave without pay, any Laboratory materials or equipment which will accompany the employee, or other exceptions to normal travel.

2. Authorized Travel

Laboratory employees assigned to PPG will normally use commercial air travel between the Mainland and Hawaii. Reimbursement will normally be limited to tourist or economy accommodations. It is permissible to use commercial surface transportation between the Mainland and the State of Hawaii either or both en route to or return from PPG. However, reimbursement for such travel will be limited to the actual cost but not to exceed tourist or economy class air fare. Travel time aboard commercial surface transportation will be based on commercial air time (no subsistence en route). Time in excess will be charged to vacation. (See also Paragraph A 3 (a)).

3. Subsistence Rates

- (a) When commercial transportation is used, the actual expense travel rules of the LASI will apply upon departure from Los Alamos and continue until one of the subsistence plans outlined in B 3 (b) or B 3 (c) becomes applicable. On return travel from the PPG, the actual expense travel rules will also apply until arrival at Los Alamos. See Paragraph B 2.
- (b) A per diem of \$5.40, computed on a quarter day basis, will be reimbursed to employees at locations (excluding State of Hawaii) where eating and lodging facilities are furnished by a civilian support contractor. No receipts required. When other government eating and lodging facilities are utilized, such as aboard military ship, reimbursement will be \$2.40 per day plus actual cost of food, lodging, and laundry. Receipts for actual expenses are required.
- (c) When an employee's duty station is in the State of Hawaii, reimbursement will be based on actual expense or a \$16.00 per diem. If, upon arrival in Hawaii, actual expense is selected, the employee may convert to the \$16.00 per diem, which will then apply for the balance of his tour of duty in Hawaii. Actual expense reimbursement will be made in accordance with the Laboratory's normal Travel Policy, which requires that receipts accompany claims for certain subsistence expenses.

- (1) When the \$16.00 per diem is claimed, it will be computed on a quarter day basis and will cover all expenses for meals, lodging, fees and tips, laundry and valet, and telegrams or telephone calls requesting hotel or transportation accommodations. No receipts for the included charges are required. (See Paragraph B 3 (c) (3))
- (2) If an employee is required to perform travel for short periods between various PPG duty stations, which requires a change in his subsistence reimbursement, and it is not practical to terminate his "permanent" quarters, the per diem or reimbursement applicable at the location where the temporary duty is performed will apply plus the actual lodging costs incurred at the employee's "permanent" duty station. Lodging receipts for his permanent quarters are required.
- (3) Lodging reservations in the State of Hawaii should be requested through the J-1 Office at Los Alamos, which will forward requests to Honolulu. Reservations for lodging will be made by the Honolulu LASL Office in accordance with the LASL travel policy, which states that travelers are expected to stay in standard accommodations in first-class (but non-luxury) hotels. J-1 maintains a list of first-class hotels which have agreed to furnish LASL rooms at reasonable rates. Employees may select one or more choices of hotels from this list with the understanding that other hotels on the list will be used if accommodations are not available at the hotels selected. Should an employee select a hotel accommodation which results in a higher rate than those listed and available through the J-1 Office, reimbursement on an actual expense basis is not to exceed the cost that would have been incurred by accepting the accommodations that were available through the J-1 Office.
- (d) When an employee takes vacation or leave without pay, the subsistence payments will be discontinued for such periods.

Henry R. Hoyt
Assistant Director
for Administration