

Vietnam Project  
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July 12, 1955

Dear Mr. Hollister:

I should like to solicit your assistance on one of the most vital parts of the Michigan State University contract with the International Cooperation Administration in Vietnam, namely that of police administration and training. The problem of internal security in South Vietnam is one of the most critical and pressing matters which confronts us in that area. We have gone to great lengths to canvass the entire field in the United States in search of police personnel who have both the personal qualities and professional competence necessary to carry out this aspect of our contractual obligations.

Our specific problem is that of obtaining approval on proposed salaries for these police specialists. We have already lost some of the ablest people in this field for lack of salary clearances, and we are now confronted with the immediate probability of losing all the police candidates whom we are recruiting.

We are informed that the International Cooperation Administration will approve a base salary of present earnings plus subsistence allowances. In almost all cases there is no subsistence allowance which police enjoy. For the greater part they are home owners in their respective communities. In order to accept assignment abroad, it is not possible for them to obtain leaves of absence. Hence, they must resign with the result of losing retirement and seniority benefits. In view of the necessity of recruiting only the very ablest police officers and of the need to offer some compensation for the losses which a foreign assignment entails, it seems reasonable to us that an incentive of 25 per cent over their current earnings be applied in establishing their base salaries. It was only on the basis of such an arrangement that it was possible to employ Messrs. Hoyt, Rogers, and Boudrias who are presently in Saigon. Professor Arthur Brandstatter, Head of Police Administration and Chief of Police at Michigan State University, is presently completing a tour of the country to recruit and identify police officers for the program in South Vietnam. He has just informed us by long distance telephone that his entire program of recruitment will collapse unless the International Cooperation Administration will approve a base salary along the lines indicated above.

Mr. John B. Hollister, Director  
International Cooperation Administration  
Connecticut and H Avenues, N. W.  
Washington 25, D. C.

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We can assure you that the need for a higher base salary does not arise out of any wish to take advantage of the government. In general, most of the police officers we are recruiting would be able to obtain a much higher salary if they elected to move from their present communities in order to accept positions elsewhere in police service.

At the moment we wish to hire at a base salary a Mr. Gilbert Shelby for \$9500, a Mr. Charles F. Sloan for \$7900, a Mr. Royse A. Williams for \$10,500, and a Mr. Joseph S. Marlow for \$7250. These salary proposals represent a basic formula of current earnings plus 25 per cent. These officers have assured us that they cannot accept assignment in Saigon for less amounts.

Michigan State University wishes to cooperate in every way in making a contribution to a stable government and establishment of internal security in South Vietnam. We find ourselves, however, seriously jeopardized in making the kind of contribution we feel necessary and desirable because of the difficulties encountered thus far in obtaining salary clearances. I know that it would be entirely extraneous for me to elaborate on the factors of internal unrest which render precarious not only the present Vietnamese government but also all foreign personnel working in this area. Your personal assistance in helping us resolve this difficulty is earnestly solicited.

Sincerely,

President