

TO: ALL PROJECT DIRECTORS
FR: COURTLAND COX, PROGRAM DIRECTOR
RE: PLACEMENT ON STAFF

Many questions are being raised concerning the procedures to be established in placing additional staff on payroll.

The question of adding volunteers to the staff and in what numbers has proven to be quite a knotty problem for SNCC up to this point. This problem has now reached a critical point and will become -- you can be sure -- more pressing as we attempt to expand into The Black Belt Project.

Therefore, I have some suggestions to put forth:

- 1) That some objective standard ought to be sought for hiring staff:
 - a. to be considered for staff one must make a commitment to the movement for at least one year.
 - b. a three month probationary period is necessary before one is considered for staff. And at the end of that three month period, if the project director feels that the individual is competent, qualified and dedicated, he can send the name of the individual to Atlanta.
- 2) All projector directors should now gather a list of all those on their project who satisfy the above mentioned conditions for consideration by the personnel committee of SNCC.

Project directors should be aware that the broad question concerning the hiring of any volunteers will have to be made at our staff meeting. This meeting will probably occur on or around October 10th and 11th.