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WASHINGTON, D.C. 20318-9999

OFFICE OF THE  
SECRETARY OF DEFENSE

INFO MEMO

CM-2148-04 2004 OCT 28 PM 12:42  
28 October 2004

FOR: SECRETARY OF DEFENSE

FROM: General Richard B. Myers, CJCS *RBMY 10/27*

SUBJECT: Non-Payment of Police Recruits in Najaf

- **Question.** "Please have someone run down this question about why recruits are not being paid. I've heard this from three sources now, and I cannot figure out what's going wrong." (TAB A)
- **Answer.** Najaf police recruits were not being paid due to the lag time between hiring recruits and their completing vetting and police academy training requirements. Iraqi Ministry of Interior representatives are committed to meeting the back-pay obligation.
- **Analysis.** Attached information paper (TAB B) provides additional background and actions to ensure the Najaf police recruits get paid.

COORDINATION: NONE

Attachments:

As stated

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DSD 17166-04

2004 OCT 28 PM 12:42

FOUO

SECRET // NOFORN  
Attachment

TAB A

October 13, 2004

875

TO: Gen Dick Myers  
CC: VADM Jim Stavridis  
FROM: Donald Rumsfeld *DR*  
SUBJECT: Recruits in Najaf

Please have someone run down this question about why recruits are not being paid. I've heard this from three sources now, and I cannot figure out what's going wrong.

Thanks.

Attach.

10/13/04 SECRET Memo re: 1,000 Police Recruits Hired in An Najaf

DHR:ss  
101304-3

.....  
Please respond by 10/22/04

Tab A

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TAB B

14 October 2004

## INFORMATION PAPER

Subject: Non-payment of Najaf Police

1. Purpose. To provide an update on non-payment of Najaf Police
2. Key Points

- **Background.** During the fighting in Najaf, the Prime Minister and Minister of Interior authorized the Najaf police chief to fire officers who laid down arms or ran from the fight. They also authorized him to hire able and willing replacements, and told him they would be added to police rolls once Ministry of Interior approved the "by-name" list. Hundreds were fired and replacements hired.

Vetting and attending a police-training course qualifies a police candidate for pay. Many Najaf replacements, perhaps as many as a thousand, have since met these requirements and are now on the rolls.

Though they have continued to serve in various unofficial capacities, some replacements had not been identified to the Ministry of Interior by local authorities; no action had been taken to get them on the police rolls.

- **Action Taken.** We have discussed the issue with the staff of the Deputy Minister of Interior for Finance. The Ministry of Finance has committed to meeting the back-pay obligation if personnel are identified by name. If they pass the vetting process (literacy and criminal background check), these personnel can be accessed to the police rolls, though most will require training, as they have no prior military or police background.

- **Way Ahead.** Multi-National Security Transition Command-Iraq (MNSTC-I) has oversight on recruiting and training Iraqi Security Forces (ISF) and will take the following actions: 1) Confirm with the Iraq Ministry of Interior, who controls the Iraqi Police Service, his intention to provide back pay and to submit names to Ministry of Interior for Finance. 2) Confirm the Minister's plans to accept applications from the unofficial police to join the police force and vet applications for permanent police status. 3) Accept a Ministry of Finance Pay LNO and establish a joint Finance Coordination Group to deal with future pay issues. 4) Assess if the problem is more widespread and initiate corrective action as appropriate.



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Tab B