



# The State of Wisconsin

BUREAU OF ENGINEERING

STATE CAPITOL

MADISON

DIVISION OF  
ARCHITECTURE

July 3, 1944

Mr. Allen K. Arai  
Block 8-10-E  
Hunt, Idaho

Dear Sir:

I have your letter dated June 27 (which reached here via air mail on July 3).

To review what has preceded:

I know of the notification sent you at my suggestion by the Bureau of Personnel.

Your telegram announcing that you are available has been received.

On Saturday evening, June 24, I sent you an air mail note, suggesting that you begin making arrangements to come to Madison. Your letter suggests that you have not received this note of mine at time of your June 27 letter.

On June 28 I sent you a letter asking you to make arrangements to come to Madison.

No doubt by this time all of the above correspondence has reached you.

To clear up the statements on form of Bureau of Personnel. Your telegram has complied with suggestion that you communicate with me immediately. Next, as to their statement that "this does not assure your appointment." I assume you realize that it is most difficult to appraise a technically trained person's effectiveness in a new office by reading the contents of an application blank. The majority of the men we have employed, we knew previously and had a fair idea regarding the type of work they were capable of doing; therefore could place them in their proper wage scale relation to others in our staff. The salary rate of a new man in an office does not remain confidential very long, and I assume you realize that inequitable salary matters is usually the cause of the most serious dissention in any office. Accordingly, the Bureau of Personnel is careful in committing itself toward an assurance of employment, and suggests the interview with the department chief to insure that the arrangements they make will be mutually satisfactory.

Obviously we do not intend asking you to come from Utah to discuss salary or your abilities. We have been unable to settle on your salary classification. Briefly, the groups for which you were rated include

Draftsman IV	beginning salary	\$200 per mo.
	bonus	8
	overtime 10 $\frac{1}{2}$ hrs. @ 1.18	12.32
	total for mo.	220.32 per mo.

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Overtime consists of  $\frac{1}{2}$  hr. each day and varies slightly each month.

Draftsman V	beginning salary	\$250.00
	bonus	none
	10 $\frac{1}{2}$ hrs. overtime	

We have no intention of asking a man capable of earning \$250 per month to work for \$200 per month. However, you can appreciate the equal injustice to other men in our staff if we paid \$250 per month to a \$200 man.

I would appreciate your decision to come classified as Draftsman IV and leave to my fairness in evaluating your services the raising you to the proper place as soon as we can arrange it.

Our office is not large, about seven draftsmen now, and we are just getting into a program which will involve two or three years of preparation of plans for state institutions. Later we are no doubt going to begin a still larger program of work for the University of Wisconsin and the State Teachers Colleges.

I have asked Mr. Yamamoto of our office to write you regarding his opinions and experiences in finding suitable housing for himself and family in Madison.

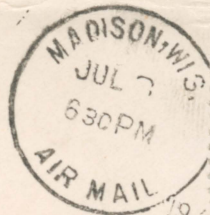
Please send me your reply to the foregoing.

Very truly yours,

*Roger C. Kirchhoff*  
Roger C. Kirchhoff  
State Architect

RCK:lb

After 5 days, return to  
State Architect,  
BUREAU OF ENGINEERING,  
Capitol,  
MADISON, WIS.



AIR MAIL

Dr. Allen K. Arai

Block 8-10-E

Hunt, Idaho