

81st CONGRESS
1st SESSION

Salary increases

S. 2379

IN THE SENATE OF THE UNITED STATES

AUGUST 4 (legislative day, JUNE 2), 1949

Mr. LONG introduced the following bill; which was read twice and referred to the Committee on Post Office and Civil Service

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Position-Classification
4 and Pay Act of 1949".

5 TITLE I—DECLARATION OF POLICY

6 SEC. 101. It is the purpose of this Act to provide a
7 plan for classification of positions and for rates of basic
8 compensation whereby—

(1) in determining the rate of basic compensation which an officer or employee shall receive, (A) the principle of equal pay for substantially equal work shall be followed, and (B) variations in rates of basic compensation paid to different officers and employees shall be in proportion to substantial differences in the difficulty, responsibility, and qualification requirements of the work performed and to the contributions of officers and employees to efficiency and economy in the service; and

(2) individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 301, and the various classes shall be so described in published standards, as provided for in title IV, that the resulting position-classification system can be used in all phases of personnel administration.

TITLE II—COVERAGE AND EXEMPTIONS

SEC. 201. (a) For the purposes of this Act, the term “department” includes (1) the executive departments; (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States; (3) the Administrative Office of the United States Courts; (4) the Library of Congress; (5) the

1 Botanic Garden; (6) the Government Printing Office;
2 (7) the General Accounting Office; (8) the Office of the
3 Architect of the Capitol; and (9) the municipal government
4 of the District of Columbia.

5 (b) Subject to the exemptions specified in section 202,
6 this Act shall apply to all civilian positions, officers, and
7 employees in or under the departments.

8 SEC. 202. This Act shall not apply to—

9 (1) the field service of the Post Office Department,
10 for which the salary rates are fixed by Public Law
11 134, Seventy-ninth Congress, approved July 6, 1945,
12 as amended and supplemented;

13 (2) the Foreign Service of the United States under
14 the Department of State, for which the salary rates are
15 fixed by the Foreign Service Act of 1946, as supple-
16 mented by Public Law 160, Eighty-first Congress, ap-
17 proved July 6, 1949;

18 (3) physicians, dentists, nurses, and other em-
19 ployees in the Department of Medicine and Surgery in
20 the Veterans' Administration, whose compensation is
21 fixed under Public Law 293, Seventy-ninth Congress,
22 approved January 3, 1946;

23 (4) teachers, school officers, and employees of the
24 Board of Education of the District of Columbia, whose
25 compensation is fixed under the District of Columbia

1 Teachers' Salary Act of 1947, as supplemented by Pub-
2 lic Law 151, Eighty-first Congress, approved June 30,
3 1949;

4 (5) officers and members of the Metropolitan
5 Police, the Fire Department of the District of Columbia,
6 the United States Park Police, and the White House
7 Police;

8 (6) lighthouse keepers and civilian employees on
9 lightships and vessels of the Coast Guard, whose com-
10 pensation is fixed under Public Law 143, Eighty-first
11 Congress, approved June 29, 1949;

12 (7) positions and employees in recognized trades
13 or crafts, or other skilled mechanical crafts, or in un-
14 skilled, semiskilled, or skilled manual-labor occupations
15 (except such employees in positions to which the Classi-
16 fication Act of 1923, as amended, now applies, the duties
17 of which involve the maintenance and operation of pub-
18 lic buildings and associated equipment or the perform-
19 ance of work in scientific or engineering laboratories as
20 aides to scientists or engineers), and employees in the
21 Bureau of Engraving and Printing the duties of whom
22 are to perform or to direct manual or machine opera-
23 tions requiring special skill or experience, or to per-
24 form or direct the counting, examining, sorting, or other

1 verification of the product of manual or machine
2 operations;

3 (8) officers and members of crews of vessels,
4 whose compensation shall be fixed and adjusted from
5 time to time as nearly as is consistent with the public
6 interest in accordance with prevailing rates and practices
7 in the maritime industry;

8 (9) employees of the Government Printing Office
9 whose compensation is fixed under Public, Numbered
10 276, Sixty-eight Congress, approved June 7, 1924;

11 (10) civilian professors, lecturers, and instructors
12 at the Naval War College and the Naval Academy
13 whose compensation is fixed under Public Law 604,
14 Seventy-ninth Congress; senior professors, professors,
15 associate and assistant professors, and instructors at the
16 Naval Postgraduate School whose compensation is fixed
17 under Public Law 303, Eightieth Congress; and the
18 Academic Dean of the Postgraduate School of the Naval
19 Academy whose compensation is fixed under Public Law
20 402, Seventy-ninth Congress;

21 (11) aliens or persons not citizens of the United
22 States who occupy positions outside the several States
23 and the District of Columbia;

24 (12) the Tennessee Valley Authority;

- 1 (13) the Inland Waterways Corporation;
- 2 (14) the Alaska Railroad;
- 3 (15) the Virgin Islands Corporation;
- 4 (16) the Central Intelligence Agency;
- 5 (17) employees who serve without compensation or
- 6 at nominal rates of compensation;
- 7 (18) employees none or only part of whose com-
- 8 pensation is paid from appropriated funds of the United
- 9 States: *Provided*, That with respect to the Veterans'
- 10 Canteen Service in the Veterans' Administration, the
- 11 provisions of this paragraph shall be applicable only to
- 12 those positions which are exempt from the Classifica-
- 13 tion Act of 1923, as amended, pursuant to Public Law
- 14 636, Seventy-ninth Congress, approved August 7, 1946,
- 15 as amended;
- 16 (19) employees whose compensation is fixed under
- 17 a cooperative agreement between the United States and
- 18 (A) a State, Territory, or possession of the United
- 19 States, or political subdivision thereof, or (B) a person
- 20 or organization outside the service of the Federal
- 21 Government;
- 22 (20) student nurses, medical or dental interns,
- 23 residents-in-training, student dietitians, student physical
- 24 therapists, student occupational therapists, and other
- 25 student employees, assigned or attached to a hospital,

- 1 clinic, or laboratory primarily for training purposes,
2 whose compensation is fixed under Public Law 330,
3 Eightieth Congress, approved August 4, 1947, or section
4 14 (b) of Public Law 293, Seventy-ninth Congress,
5 approved January 3, 1946, as amended by Public Law
6 722, Eightieth Congress, approved June 19, 1948;
7 (21) inmates, patients, or beneficiaries receiving
8 care or treatment or living in Government agencies or
9 institutions;
10 (22) experts or consultants, when employed tempo-
11 rarily or intermittently in accordance with section 15
12 of Public Law 600, Seventy-ninth Congress, approved
13 August 2, 1946;
14 (23) emergency or seasonal employees occupying
15 positions of uncertain or purely temporary duration, or
16 who are employed for brief periods at intervals;
17 (24) persons employed on a fee, contract, or piece-
18 work basis;
19 (25) persons who may lawfully perform their duties
20 concurrently with their private profession, business, or
21 other employment, and whose duties require only a por-
22 tion of their time, where it is impracticable to ascertain
23 or anticipate the proportion of time devoted to the service
24 of the Federal Government;
25 (26) positions for which rates of basic compensa-

1 tion are individually fixed, or expressly authorized to
2 be fixed, by any other law, at or in excess of the regu-
3 lar maximum rate of the highest grade established
4 by this Act.

5 SEC. 203. The Civil Service Commission, hereinafter
6 referred to as the "Commission", is authorized and directed
7 to determine finally the applicability of sections 201 and 202
8 to specific positions, officers, and employees.

9 TITLE III—BASIS FOR CLASSIFYING
10 POSITIONS

11 SEC. 301. For the purposes of this Act, the term—

12 (1) "position" means the work, consisting of the
13 duties and responsibilities, assignable to an officer or
14 employee;

15 (2) "class" or "class of positions" includes all
16 positions which are sufficiently similar, as to (A) kind
17 or subject matter of work, (B) level of difficulty and
18 responsibility, and (C) the qualification requirements
19 of the work, to warrant similar treatment in personnel
20 and pay administration; and

21 (3) "grade" includes all classes of positions which
22 (although different with respect to kind or subject
23 matter of work) are sufficiently equivalent as to (A)
24 level of difficulty and responsibility, and (B) level of

1 qualification requirements of the work, to warrant the
2 inclusion of such classes of positions within one range
3 of rates of basic compensation, as specified in title VI.

4 SEC. 302. (a) Each position shall be placed in its ap-
5 propriate class. The basis for determining the class in
6 which each position shall be placed shall be the duties and
7 responsibilities of such position and the qualifications re-
8 quired by such duties and responsibilities.

9 (b) Each class shall be placed in its appropriate grade.
10 The basis for determining the grade in which each class shall
11 be placed shall be the level of difficulty, responsibility, and
12 qualification requirements of the work of such class.

13 SEC. 303. No appropriated funds shall be used to pay
14 the compensation of any officer or employee who places a
15 supervisory position in a class and grade solely on the basis
16 of the size of the group, section, bureau, or other organiza-
17 tion unit or the number of subordinates supervised. Such
18 factors may be given effect only to the extent warranted by
19 the work load of the organization unit and then only in
20 combination with other factors, such as the kind, difficulty,
21 and complexity of work supervised, the degree and scope of
22 responsibility delegated to the supervisor, and the kind, de-
23 gree, and character of the supervision actually exercised.

1 TITLE IV—PREPARATION AND PUBLICATION
2 OF STANDARDS

3 SEC. 401. (a) The Commission, after consultation with
4 the departments, shall prepare standards for placing positions
5 in their proper classes and grades. The Commission is au-
6 thorized to make such inquiries or investigations of the duties,
7 responsibilities, and qualification requirements of positions
8 as it deems necessary for this purpose. In such standards
9 the Commission shall (1) define the various classes of posi-
10 tions that exist in the service in terms of duties, responsi-
11 bilities, and qualification requirements; (2) establish the
12 official class titles; and (3) set forth the grades in which
13 such classes have been placed by the Commission. At the
14 request of the Commission, the departments shall furnish in-
15 formation for and cooperate in the preparation of such stand-
16 ards. Such standards shall be published in such form as the
17 Commission may determine.

18 (b) The Commission shall keep such standards up to
19 date. From time to time, after consultation with the depart-
20 ments to the extent deemed necessary by the Commission, it
21 may revise, supplement, or abolish existing standards, or
22 prepare new standards, so that, as nearly as may be practi-
23 cable, positions existing at any given time within the service
24 will be covered by current published standards.

25 (c) The official class titles so established shall be used

1 for personnel, budget, and fiscal purposes, but this require-
2 ment shall not prevent the use of organizational or other
3 titles for internal administration, public convenience, law
4 enforcement, or similar purposes.

5 TITLE V—AUTHORITY AND PROCEDURE

6 SEC. 501. (a) Notwithstanding section 502, the Com-
7 mission shall have authority, which may be exercised at
8 any time in its discretion, to—

9 (1) ascertain currently the facts as to the duties,
10 responsibilities, and qualification requirements of any
11 position;

12 (2) place in an appropriate class and grade any
13 newly created position or any position coming initially
14 under this Act;

15 (3) decide whether any position is in its appro-
16 priate class and grade; and

17 (4) change any position from one class or grade
18 to another class or grade whenever the facts warrant.

19 The Commission shall certify to the department concerned
20 action taken by the Commission under paragraph (2) or
21 (4). The department shall take action in accordance with
22 such certificate, and such certificate shall be binding on all
23 administrative, certifying, pay roll, disbursing, and account-
24 ing officers of the Government.

25 (b) Any employee or employees (including any officer

1 or officers) affected or any department may request at any
2 time that the Commission exercise the authority granted to it
3 under subsection (a) and the Commission shall act upon
4 such request.

5 SEC. 502. (a) Except as otherwise provided in this
6 title, each department shall place each position under its
7 jurisdiction to which this Act applies in its appropriate
8 class and grade in conformance with standards published
9 by the Commission or, if no published standards directly
10 apply, consistently with published standards. A department
11 may, whenever the facts warrant, change any position which
12 it has placed in a class or grade under this subsection from
13 such class or grade to another class or grade. Such actions
14 of the departments shall be the basis for the payment of
15 compensation and for personnel transactions until changed
16 by certificate of the Commission.

17 (b) The Commission shall, from time to time, review
18 such number of positions in each department as will enable
19 the Commission to determine whether such department is
20 placing positions in classes and grades in conformance with
21 or consistently with published standards.

22 SEC. 503. Whenever the Commission finds under sec-
23 tion 502 (b) that a position to which this Act applies is not
24 placed in its proper class and grade in conformance with
25 published standards or that positions for which no standards

1 have been published are not placed in classes and grades
2 consistently with published standards, it shall, after consul-
3 tation with appropriate officers or employees of the depart-
4 ment concerned, place each such position in its appropriate
5 class and grade and shall certify such action to the depart-
6 ment. The department shall take action in accordance with
7 such certificate, and such certificate shall be binding on
8 all administrative, certifying, pay roll, disbursing, and ac-
9 counting officers of the Government.

10 SEC. 504. (a) Whenever the Commission finds that
11 any department is not placing positions in classes and grades
12 in conformance with or consistently with published standards,
13 it may revoke or suspend in whole or in part the authority
14 granted to the department under section 502 and require
15 that prior approval of the Commission be secured before an
16 action placing a position in a class and grade becomes effec-
17 tive for pay roll and other personnel purposes. Such revoca-
18 tions or suspensions may be limited in the discretion of the
19 Commission, to (1) the departmental or field service, or any
20 part thereof; (2) any geographic area; (3) any organiza-
21 tion unit or group of organization units; (4) certain types
22 of classification actions; (5) classes in particular occupa-
23 tional groups or grades; or (6) classes for which standards
24 have not been published.

25 (b) After all or part of the authority of the department

1 has been revoked or suspended, the Commission may at any
2 time restore such authority to the extent that it is satisfied
3 that subsequent actions placing positions in classes and grades
4 will be taken in conformance with or consistently with pub-
5 lished standards.

6 SEC. 505. No position shall be placed in grade 13, 14,
7 or 15 of the General Schedule except by action of, or after
8 prior approval by, the Commission.

9 SEC. 506. The Commission may (1) prescribe the
10 form in which each department shall record the duties and
11 responsibilities of positions to which this Act applies and
12 the places where such records shall be maintained, (2)
13 examine these or any other pertinent records of the depart-
14 ment, and (3) interview any officers or employees of the
15 department who have knowledge of the duties and responsi-
16 bilities of such positions and information as to the reasons
17 for placing a position in any class and grade.

18 TITLE VI—BASIC COMPENSATION SCHEDULES

19 SEC. 601. There are hereby established the following
20 basic compensation schedules for positions to which this Act
21 applies:

22 (1) A "General Schedule", the symbol for which
23 shall be "GS", in lieu of the professional and scientific
24 service, the clerical, administrative, and fiscal service,

1 and the subprofessional service specified in section 13 of
2 the Classification Act of 1923, as amended; and

3 (2) A "Crafts, Protective, and Custodial Sched-
4 ule", the symbol for which shall be "CPC", in lieu of
5 the crafts, protective, and custodial service specified in
6 such section.

7 SEC. 602. (a) The General Schedule shall be divided
8 into fifteen grades of difficulty and responsibility of work.

9 (b) The Crafts, Protective, and Custodial Schedule
10 shall be divided into nine grades of difficulty and responsi-
11 bility of work.

12 SEC. 603. (a) Except as provided in subsection (c)
13 (2), the rates of basic compensation with respect to officers,
14 employees, and positions to which this Act applies shall be in
15 accordance with the schedules of per annum rates contained
16 in subsections (b) and (c) (1).

17 (b) The compensation schedule for the General Schedule
18 shall be as follows:

Grade	Per annum rates						
GS-1	\$2,100	\$2,180	\$2,260	\$2,340	\$2,420	\$2,500	\$2,580
GS-2	\$2,350	\$2,430	\$2,510	\$2,590	\$2,670	\$2,750	\$2,830
GS-3	\$2,600	\$2,680	\$2,760	\$2,840	\$2,920	\$3,000	\$3,080
GS-4	\$2,900	\$2,980	\$3,060	\$3,140	\$3,220	\$3,300	\$3,380
GS-5	\$3,100	\$3,225	\$3,350	\$3,475	\$3,600	\$3,725	\$3,850
GS-6	\$3,850	\$3,975	\$4,100	\$4,225	\$4,350	\$4,475	\$4,600
GS-7	\$4,600	\$4,725	\$4,850	\$4,975	\$5,100	\$5,225	\$5,350
GS-8	\$5,400	\$5,650	\$5,900	\$6,150	\$6,400		
GS-9	\$6,400	\$6,650	\$6,900	\$7,150	\$7,400		
GS-10	\$7,600	\$7,850	\$8,100	\$8,350	\$8,600		
GS-11	\$8,800	\$9,050	\$9,300	\$9,550	\$9,800		
GS-12	\$10,000	\$10,500	\$11,000				
GS-13	\$11,500	\$12,000	\$12,500				
GS-14	\$13,000	\$13,500	\$14,000				
GS-15	\$15,000						

(c) (1) The compensation schedule for the Crafts, Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1-----	\$1,410	\$1,470	\$1,530	\$1,590	\$1,650	\$1,710	\$1,770
CPC-2-----	\$2,080	\$2,150	\$2,220	\$2,290	\$2,360	\$2,430	\$2,500
CPC-3-----	\$2,420	\$2,500	\$2,580	\$2,660	\$2,740	\$2,820	\$2,900
CPC-4-----	\$2,680	\$2,760	\$2,840	\$2,920	\$3,000	\$3,080	\$3,160
CPC-5-----	\$2,960	\$3,040	\$3,120	\$3,200	\$3,280	\$3,360	\$3,440
CPC-6-----	\$3,180	\$3,280	\$3,380	\$3,480	\$3,580	\$3,680	\$3,780
CPC-7-----	\$3,400	\$3,525	\$3,650	\$3,775	\$3,900	\$4,025	\$4,150
CPC-8-----	\$3,775	\$3,900	\$4,025	\$4,150	\$4,275	\$4,400	\$4,525
CPC-9-----	\$4,150	\$4,275	\$4,400	\$4,525	\$4,650	\$4,775	\$4,900

(2) Charwomen working part time shall be paid at the rate of \$1.13 per hour, and head charwomen working part time at the rate of \$1.18 per hour.

(d) Whenever payment is made on the basis of a daily, hourly, weekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) by the method prescribed in section 604 (d) of the Federal Employees Pay Act of 1945.

SEC. 604. (a) For the purpose of making initial adjustments to the classification grades provided in this Act, positions which are required to be compensated in accordance with this Act and which were immediately prior to the effective date of this title in the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, or the crafts, protective, and custodial service of the Classification Act of 1923, as amended, are hereby allo-

- 1 cated to corresponding grades of the General Schedule or the
 2 Crafts, Protective, and Custodial Schedule as set forth below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General Schedule	Crafts, Protective, and Custodial Schedule
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-5	
2	8	7		GS-6	
		8		GS-6	
3		9		GS-7	
		10		GS-7	
4		11		GS-8	
5		12		GS-9	
6		13		GS-10	
7		14		GS-11	
8		15		GS-12	
			1		CPC-1
			2		CPC-2
			3		CPC-2
			4		CPC-3
			5		CPC-4
			6		CPC-5
			7		CPC-6
			8		CPC-7
			9		CPC-8
			10		CPC-9

- 3 (b) The rates of basic compensation of officers and em-
 4 ployees to whom this Act applies shall be initially adjusted
 5 as follows:

- 6 (1) In all cases where the number of pay rates within

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1 a grade specified in this Act is the same as in the correspond-
2 ing grade of the Classification Act of 1923, as amended,
3 employees shall have the same relative pay rate of the new
4 grade, except as provided in paragraphs (2), (3), (4),
5 (5), (6), and (11) of this subsection.

6 (2) Employees in grade 1 of the subprofessional serv-
7 ice immediately prior to the effective date of this title, at the
8 first, second, third, fourth, fifth, sixth, and seventh rate shall
9 have the first, first, second, third, fourth, fifth, and sixth
10 rate, respectively, of grade 1 of the General Schedule.

11 (3) Employees in grade 2 of the subprofessional service
12 immediately prior to the effective date of this title, at the
13 first, second, third, fourth, fifth, sixth, and seventh rate
14 shall have the second, third, fourth, fifth, sixth, seventh, and
15 seventh rate, respectively, of grade 1 of the General Schedule.

16 (4) Employees in grade 7 of the subprofessional serv-
17 ice and grade 6 of the clerical, administrative, and fiscal
18 service immediately prior to the effective date of this title,
19 at the first, second, third, and fourth rate shall have the
20 fourth, fifth, sixth, and seventh rate, respectively, of grade 5
21 of the General Schedule. Employees in these grades im-
22 mediately prior to the effective date of this title, at the fifth,
23 sixth, and seventh rate shall have such rate initially adjusted
24 to \$3,975, \$4,100, and \$4,225, respectively.

1 (5) Employees in grade 8 of the clerical, administra-
2 tive, and fiscal service immediately prior to the effective date
3 of this title, at the first, second, third, and fourth rate shall
4 have the fourth, fifth, sixth, and seventh rate, respectively,
5 of grade 6 of the General Schedule. Employees in this grade
6 immediately prior to the effective date of this title, at the
7 fifth, sixth, and seventh rate shall have such rate initially
8 adjusted to \$4,725, \$4,850, and \$4,975, respectively.

9 (6) Employees in grade 10 of the clerical, administra-
10 tive, and fiscal service immediately prior to the effective date
11 of this title, at the first, second, third, and fourth rate shall
12 have the fourth, fifth, sixth, and seventh rate, respectively,
13 of grade 7 of the General Schedule. Employees in this
14 grade immediately prior to the effective date of this title, at
15 the fifth, sixth, and seventh rate shall have such rate ini-
16 tially adjusted to \$5,475, \$5,600, and \$5,725, respectively.

17 (7) Employees in grade 1 of the crafts, protective, and
18 custodial service immediately prior to the effective date of
19 this title, at the first, second, third, fourth, and fifth rate
20 shall have the first, third, fourth, sixth, and seventh rate,
21 respectively, of grade 1 of the Crafts, Protective, and Cus-
22 todial Schedule.

23 (8) Employees in grade 2 of the crafts, protective, and
24 custodial service immediately prior to the effective date of

1 this title, shall have the same relative pay rate of the first six
2 rates, respectively, of grade 2 of the Crafts, Protective, and
3 Custodial Schedule.

4 (9) Employees in grade 3 of the crafts, protective, and
5 custodial service immediately prior to the effective date of
6 this title, at the first, second, third, fourth, and fifth rate
7 shall have the third, fourth, fifth, sixth, and seventh rate,
8 respectively, of grade 2 of the Crafts, Protective, and Cus-
9 todial Schedule. Employees in this grade immediately prior
10 to the effective date of this title, at the sixth rate shall have
11 such rate initially adjusted to \$2,570.

12 (10) Employees in grade 8 of the professional and
13 scientific service and grade 15 of the clerical, administrative,
14 and fiscal service immediately prior to the effective date of
15 this title, at the first and second rate of the grade shall have
16 the second and third rate, respectively, of grade 12 of the
17 General Schedule.

18 (11) Employees receiving a rate of basic compensa-
19 tion immediately prior to the effective date of this title, in
20 excess of the appropriate new rate of the grade as determined
21 under paragraph (1) to (10), inclusive, may continue to
22 receive such rate so long as they remain in the same position
23 and grade, but, when any such position becomes vacant,
24 the rate of basic compensation of any subsequent appointee
25 shall be fixed in accordance with this Act.

1 SEC. 605. Each of the rates, \$3,975, \$4,100, and
2 \$4,225 in grade 5 of the General Schedule, \$4,725,
3 \$4,850, and \$4,975 in grade 6 of the General Schedule,
4 \$5,475, \$5,600, and \$5,725 in grade 7 of the General
5 Schedule, and \$2,570 in grade 2 of the Crafts, Protective,
6 and Custodial Schedule, is authorized to be paid only to
7 those employees whose existing compensation is initially
8 adjusted to that rate under section 604 (b).

9 SEC. 606. Any increase in rate of basic compensation
10 by reason of the enactment of this title shall not be regarded
11 as an "equivalent increase" in compensation within the mean-
12 ing of section 701.

13 TITLE VII—STEP INCREASES

14 SEC. 701. Each officer or employee compensated on a
15 per annum basis, and occupying a permanent position
16 within the scope of the compensation schedules fixed by this
17 Act, who has not attained the maximum rate of compensa-
18 tion for the grade in which his position is placed, shall be
19 advanced in compensation successively to the next higher
20 rate within the grade at the beginning of the next pay period
21 following the completion of (1) each fifty-two calendar
22 weeks of service if his position is in a grade in which the
23 step increases are less than \$200, or (2) each seventy-
24 eight calendar weeks of service if his position is in a grade

1 in which the step increases are \$200 or more, subject to
2 the following conditions:

3 (A) That no equivalent increase in compensation from
4 any cause was received during such period, except increase
5 made pursuant to section 702 or 1002;

6 (B) That the service and conduct of such officer or
7 employee are certified by the department as being satisfac-
8 tory; and

9 (C) That the benefit of successive step increases shall
10 be preserved, under regulations issued by the Commission,
11 for officers and employees whose continuous service is in-
12 terrupted in the public interest by service with the armed
13 forces or by service in essential non-Government civilian
14 employment during a period of war or national emergency.

15 SEC. 702. Within the limit of available appropriations
16 and in accordance with standards promulgated by the Com-
17 mission, each department is authorized, subject to prior ap-
18 proval by the Commission (except as provided in section
19 704), to make additional step increases as a reward for
20 superior accomplishment, but no officer or employee shall be
21 eligible for more than one such additional step increase within
22 each of the time periods specified in section 701.

23 SEC. 703. (a) Subject to subsection (b), within the
24 limit of available appropriations, and in accordance with

standards promulgated by the Commission, each department is authorized, subject to prior approval by the Commission (except as provided in section 704), to make additional step increases as a reward for meritorious service to an officer or employee beyond the maximum rate of the grade (except grade 15 of the General Schedule) in which his position is placed.

(b) (1) For each such additional step increase the officer or employee shall have completed three years of continuous service at such maximum rate or at a rate in excess thereof authorized by this section without change of grade or rate of basic compensation except such change as may be prescribed by any provision of law of general application.

(2) No officer or employee shall receive an additional step increase under this section unless his current service and conduct are certified by his department as being meritorious.

(3) The officer or employee shall have had, in the aggregate, not less than ten years of service in the position which he then occupies, or in positions of equivalent or higher class or grade.

(4) Each such additional step increase shall be equal to the largest step between any two consecutive rates of the grade in which the position of the officer or employee is placed.

1 (5) No officer or employee shall receive more than one
2 such additional step increase for any three years of contin-
3 uous service.

4 (6) In no event shall any officer or employee, by
5 reason of this section, receive a rate of basic compensation
6 which is more than three step-increases above the scheduled
7 maximum rate of his grade.

8 (7) The performance of an officer or employee who is
9 receiving an additional step increase under this section shall
10 be reviewed annually, and if this review reflects a failure to
11 render meritorious service his rate of basic compensation
12 shall revert to the rate which he received immediately prior
13 to his last additional step increase under this section.

14 (c) When an officer or employee, receiving basic com-
15 pensation at a rate in excess of the maximum scheduled rate
16 for his grade under paragraph (4), (5), (6), (9), or (11)
17 of section 604 (b), or any other provision of law, is eligible
18 for his first additional step increase beyond the maximum rate
19 of such grade he shall—

20 (1) receive total basic compensation which is equal
21 to the basic compensation at the maximum scheduled
22 rate for his grade plus such first additional step increase,

23 or

24 (2) continue to receive compensation at such rate in
25 excess of the maximum scheduled rate for his grade, if

1 the compensation at such rate is higher than the total
2 basic compensation specified in paragraph (1).

3 In case any such officer or employee receiving compensation
4 under paragraph (2) is eligible for a subsequent successive
5 additional step increase under section 703, he shall—

6 (A) receive the same total basic compensation
7 which he would be entitled to receive after such sub-
8 sequent additional step increase, if his total basic com-
9 pensation had, at the time he was eligible for his first
10 additional step increase under section 703, been deter-
11 mined under paragraph (1), or

12 (B) continue to receive compensation under para-
13 graph (2) if such compensation is higher than the total
14 basic compensation specified in paragraph (A).

15 SEC. 704. (a) The Commission is authorized to delegate
16 to any department the authority to make the additional step
17 increases provided for in sections 702 and 703, without
18 prior approval in individual cases by the Commission. The
19 Commission may withdraw or suspend such authority when-
20 ever review of such actions by the Commission indicates that
21 standards promulgated by the Commission have not been
22 observed, and may restore such authority whenever it is
23 satisfied that subsequent actions will be taken in conform-
24 ance with such standards.

25 (b) Each department shall report to the Commission

1 tions in a given class cannot be secured in one or more areas
2 or locations at the existing minimum rate for such class, and
3 (2) that a sufficient number of such eligibles can be secured
4 by increasing the minimum rate for such class in such areas
5 or locations to a rate not higher than the middle rate of the
6 grade in which such class is placed, the Commission may, by
7 regulation, establish such higher rate as the minimum rate
8 for that class in each area or location concerned. Each such
9 regulation shall specify the date, not more than one year
10 from the date of issuance, when it shall cease to be effective
11 unless extended by another such regulation.

12 (b) Minimum rates established under subsection (a)
13 shall be duly published by regulation and, subject to subsec-
14 tion (a), may be revised from time to time by the Commis-
15 sion. The Commission shall submit an annual report to
16 Congress of such actions or revisions, together with the
17 reasons therefor. Such actions or revisions shall have the
18 force and effect of law.

19 (c) Any increase in rate of basic compensation result-
20 ing from the establishment of new minimum rates under this
21 section shall not be regarded as an "equivalent increase"
22 in compensation within the meaning of section 701.

23 SEC. 804. (a) The Commission is authorized to estab-
24 lish schedules of pay differentials to be added to the rates

1 prescribed in title VI, in the case of employments in which
2 the employee is inherently exposed in the performance of
3 assigned duties to unusual danger of loss of life, crippling
4 injury, or disabling disease.

5 (b) No such differential shall exceed 50 per centum of
6 the rate of basic compensation otherwise applicable.

7 (c) The Commission shall make a study of the problem
8 of additional compensation for hazardous employments and
9 submit a report to Congress not later than one year from
10 the date of enactment of this Act, setting forth its findings
11 and such recommendations as it may deem advisable for
12 a future policy and plan with respect to additional compen-
13 sation for hazardous employments.

14 TITLE IX—PERFORMANCE RATING PLANS

15 SEC. 901. (a) Plans or systems shall be established in
16 each department for recognizing and appraising the accom-
17 plishments of officers and employees to whom this title applies
18 (hereinafter referred to as performance rating plans).

19 (b) Such plans shall conform to the following standards:

20 (1) Each performance rating plan shall be established
21 and administered as a part of general management opera-
22 tions, and shall include, among other things, a program
23 for the development and use of standards of work perform-
24 ance which will serve those who supervise and those who

1 are supervised as a basis of operation as well as a basis for
2 evaluating the accomplishments of officers and employees
3 performing or responsible for such work.

4 (2) Each performance rating plan shall contribute
5 toward improvement in supervisor-employee relationships
6 through periodic consultation between administrators and
7 supervisors, and between supervisors and employees for the
8 purpose of (A) developing and securing a mutual under-
9 standing of standards of work performance and (B) secur-
10 ing an understanding of actual performance in relation to
11 such standards.

12 (3) Each performance rating plan shall be consistently
13 applied as a means for promoting the effectiveness and
14 economy of organization units, including (A) improvement
15 in the effectiveness with which individual employees do their
16 work, (B) contributions to improved effectiveness of the
17 organization group, and, in the case of groups of employees
18 or administrative and supervisory officers and employees,
19 (C) effectiveness in improving services without increasing
20 the costs of such services, and (D) effectiveness in reducing
21 costs without impairment of essential services and without
22 excessive use of overtime.

23 (4) Each performance rating plan shall provide for
24 degrees of accomplishment representing at least (A) satis-
25 factory performance, corresponding to an efficiency rating

1 of "Good" under laws superseded by this Act, which shall
2 serve as a basis for determining eligibility for any statutory
3 benefits conditioned on an efficiency rating of "Good", (B)
4 unsatisfactory performance which shall serve as a basis for
5 removal from the position in which such unsatisfactory
6 performance was rendered, and (C) outstanding perform-
7 ance which shall be accorded only when all aspects of per-
8 formance not only exceed normal requirements but are de-
9 serving of special commendation. No employee shall be
10 rated unsatisfactory without a prior warning in writing and
11 without a reasonable opportunity to demonstrate satisfactory
12 performance.

13 (5) Each performance rating plan shall provide that
14 any officer or employee rated less than satisfactory will be
15 entitled, upon his written request, to a hearing and a review
16 of the merits of such rating within the department; that at
17 such hearing such officer or employee and his representative,
18 and representatives of the department will be afforded an
19 opportunity to submit pertinent information orally or in
20 writing, and to hear or examine, and reply to, information
21 submitted by others; and that after such hearing, the officer
22 or employee will have a written decision on the case, and
23 that he and his representative will have an opportunity to
24 examine the record on which such decision was based.

25 SEC. 902. The Civil Service Commission is authorized

1 and directed to develop and publish standards for the estab-
2 lishment, operation, and revision of performance rating plans
3 and for the determination of the effectiveness of their admin-
4 istration.

5 SEC. 903. No officer or employee to whom this title
6 applies shall be rated as to the merits of his accomplishments,
7 regardless of the name given to such rating, and no such
8 rating shall be considered as a basis for any action, except
9 under a performance rating plan approved by the Commission
10 as conforming to the standards established under this title.

11 SEC. 904. (a) The Commission is authorized to inspect
12 the administration of performance rating plans by the depart-
13 ments to determine the degree of compliance with the stand-
14 ards established under this title.

15 (b) Whenever the Commission shall determine that such
16 standards are not being observed, the Commission may, after
17 three months' notice to the department affected, giving the
18 reasons, revoke its approval of any performance rating plan
19 previously approved.

20 (c) After such revocation, such performance rating plan
21 and any current ratings made thereunder shall become in-
22 operative, and the department shall thereupon use such per-
23 formance rating plan as the Civil Service Commission shall
24 prescribe.

25 SEC. 905. Any officer or employee with a current per-

1 performance rating of satisfactory or higher shall be eligible
2 for transfer to any position in the department for which he is
3 qualified and available. Whenever any department has any
4 such officer or employee in a position which is surplus, no
5 permanent position in the department for which such officer
6 or employee is qualified and available may be filled by the
7 appointment, reinstatement, or transfer of a person who is
8 not an officer or employee of such department.

9 TITLE X—MANAGEMENT IMPROVEMENT PLAN
10 AND REWARDS

11 SEC. 1001. (a) In accordance with regulations issued
12 and administered by the Director of the Bureau of the
13 Budget, each department shall make systematic reviews of
14 the operations of each of its activities, functions, or organi-
15 zation units, on a continuing basis.

16 (b) The purposes of such reviews shall include, among
17 other things, (a) determining the degree of efficiency and
18 economy in the operation of the department's activities, func-
19 tions, or organization units, (b) identifying the units that
20 are outstanding in those respects, and (c) identifying the
21 supervisors and employees whose personal efforts have caused
22 their units to be outstanding in efficiency and economy of
23 operations.

24 SEC. 1002. (a) In each department there shall be estab-

1 lished an Efficiency Awards Committee, the membership of
2 which shall be designated by the head of department.

3 (b) It shall be the duty of the Efficiency Awards Com-
4 mittee (1) to identify those supervisors and employees
5 within the department whose superior accomplishments have
6 contributed to outstanding efficiency and economy in ad-
7 ministration, and (2) to award to such supervisors and em-
8 ployees, subject to the approval of the head of department
9 and to the limitations of subsection (c), cash awards or
10 increases in rates of basic compensation which, in the judg-
11 ment of the Committee, are commensurate with their demon-
12 strated superior accomplishments: *Provided, however, That*
13 the total amount of such awards or increases to any group of
14 supervisors and employees shall not exceed 25 per centum
15 of the estimated saving to the Government due to their
16 superior accomplishments.

17 (c) Any such cash award or any such increase in rate
18 of basic compensation shall not exceed an amount equal to
19 three times the step-increase of the applicable grade. Any
20 such increase in rate of basic compensation shall be at one,
21 two, or three times the step-increase of the applicable grade
22 and shall be in lieu of any additional compensation as a
23 reward for superior accomplishment under section 702.

24 (d) An award under this title shall be given due weight

1 in qualifying and selecting employees for promotion to posi-
2 tions in higher grades.

3 (d) SEC. 1003. The Bureau of the Budget shall maintain
4 control of the program set forth in this title and shall
5 annually report the results of such program to Congress,
6 with such recommendations as it may deem advisable.

7 TITLE XI—GENERAL PROVISIONS

8 SEC. 1101. The Commission is hereby authorized to
9 issue such regulations as may be necessary for the admin-
10 istration of this Act.

11 SEC. 1102. The Commission shall prepare and submit
12 to the President an annual report with respect to the rates
13 of compensation under, and the administration of, this Act.
14 The President shall submit an annual report to Congress
15 which shall contain, among other matters, such recommenda-
16 tions, based upon the report of the Commission, as he may
17 deem advisable.

18 SEC. 1103. In the administration of this Act, there shall
19 be no discrimination with respect to any person, or with
20 respect to the position held by any person, on account of sex,
21 marital status, race, creed, or color.

22 SEC. 1104. Nothing in this Act shall be construed to
23 affect the application to officers and employees to whom this
24 Act applies of the veteran-preference provisions in the Civil

1 Service Act, as amended, and the Veterans' Preference Act
2 of 1944, as amended.

3 SEC. 1105. (a) Except as provided in subsection (b) —
4 (1) titles VI, VII, VIII, and XII shall take effect
5 on the first day of the first pay period which begins after
6 the date of enactment of this Act;
7 (2) all other provisions of this Act shall take
8 effect upon enactment.

9 (b) With respect to any position which, immediately
10 prior to the date of enactment of this Act, is not subject to
11 the Classification Act of 1923, as amended (including posi-
12 tion in grade 9 of the professional and scientific service or
13 in grade 16 of the clerical, administrative, and fiscal service
14 referred to in section 13 of such Act), but to which this
15 Act applies, this Act shall take effect on a date specified
16 by the Commission, but not later than the first day of the
17 first pay period which begins after six months following
18 the date of enactment of this Act. An officer or employee
19 occupying any such position on such effective date, and
20 receiving basic compensation at a rate in excess of the ap-
21 propriate rate of the grade in which such position is placed,
22 shall continue to receive compensation at such rate so long
23 as he remains in the same position and grade, but when any
24 such position becomes vacant, the rate of basic compensation

1 of any subsequent appointee shall be fixed in accordance
2 with this Act.

3 SEC. 1106. Whenever reference is made in any other
4 law to the Classification Act of 1923, as amended, such
5 reference shall be held and considered to mean this Act.
6 Whenever reference is made in any other law to a grade of
7 the Classification Act of 1923, as amended, such reference
8 shall be held and considered to mean the corresponding grade
9 shown in section 604 of this Act.

10 SEC. 1107. There are hereby authorized to be appro-
11 priated such sums as may be necessary to carry out the
12 provisions of this Act.

13 TITLE XII—MISCELLANEOUS PROVISIONS

14 SEC. 1201. The following laws and parts of laws are
15 hereby repealed:

16 (1) The Classification Act of 1923, as amended;

17 (2) Public Resolution Numbered 36, Sixty-eighth Con-
18 gress, approved June 7, 1924 (43 Stat. 669) ;

19 (3) Public, Numbered 555, Seventieth Congress, ap-
20 proved May 28, 1928 (45 Stat. 776) , as amended;

21 (4) Public, Numbered 523, Seventy-first Congress, ap-
22 proved July 3, 1930 (46 Stat. 1003) , as amended;

23 (5) Sections 505, 506, 507, 508, and 509 of the
24 Economy Act, approved June 30, 1932 (47 Stat. 416) ;

1 (6) Sections 3, 4, 5, 6, and 7 of Public, Numbered
2 880, Seventy-sixth Congress, approved November 26, 1940
3 (54 Stat. 1212), as amended;

4 (7) Public Law 200, Seventy-seventh Congress, ap-
5 proved August 1, 1941 (55 Stat. 613) ;

6 (8) The second proviso in section 3 of the Legislative
7 Pay Act of 1929, as amended (55 Stat. 615) ;

8 (9) Public Law 694, Seventy-seventh Congress, ap-
9 proved August 1, 1942 (56 Stat. 733) ;

10 (10) Title IV of the Federal Employees Pay Act of
11 1945, approved June 30, 1945 (59 Stat. 298) ; and

12 (11) Sections 2 and 12 of the Federal Employees Pay
13 Act of 1946, approved May 24, 1946 (60 Stat. 216, 219) .

14 SEC. 1202. All Acts or parts of Acts in conflict here-
15 with are hereby repealed to the extent of such conflict.

81st CONGRESS
1st Session

S. 2379

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

By Mr. LONG

AUGUST 4 (legislative day, JUNE 2), 1949

Read twice and referred to the Committee on Post
Office and Civil Service

81ST CONGRESS
1ST SESSION

H. R. 4169

IN THE HOUSE OF REPRESENTATIVES

APRIL 11, 1949

Mr. MURRAY of Tennessee introduced the following bill; which was referred to the Committee on Post Office and Civil Service

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That this Act may be cited as the "Classification Revision
4 Act of 1949".

5 TITLE I—DECLARATION OF POLICY

6 SEC. 101. It is the purpose of this Act to provide a
7 plan for classification of positions and for rates of basic
8 compensation whereby—

1 (1) in determining the rate of basic compensation
2 which an officer or employee shall receive, (A) the
3 principle of equal pay for substantially equal work shall
4 be followed, and (B) variations in rates of basic com-
5 pensation paid to different officers and employees shall
6 be in proportion to substantial differences in the difficulty,
7 responsibility, and qualification requirements of the work
8 performed and to the contributions of officers and em-
9 ployees to efficiency and economy in the service; and

10 (2) individual positions shall, in accordance with
11 their duties, responsibilities, and qualification require-
12 ments, be so grouped and identified by classes and
13 grades, as defined in section 301, and the various classes
14 shall be so described in published standards, as provided
15 for in title IV, that the resulting position-classification
16 system can be used in all phases of personnel adminis-
17 tration.

18 TITLE II—COVERAGE AND EXEMPTIONS

19 SEC. 201. (a) For the purposes of this Act, the term
20 “department” includes (1) the executive departments, (2)
21 the independent establishments and agencies in the executive
22 branch, including corporations wholly owned by the United
23 States, (3) the Administrative Office of the United States
24 Courts, (4) the Library of Congress, (5) the Botanic
25 Garden, (6) the Government Printing Office, (7) the Gen-

1 eral Accounting Office, (8) the Office of the Architect of the
2 Capitol, and (9) the municipal government of the District
3 of Columbia.

4 (b) Subject to the exemptions specified in section 202,
5 this Act shall apply to all civilian positions, officers, and em-
6 ployees in or under the departments.

7 SEC. 202. This Act shall not apply to—

8 (1) the field service of the Post Office Department,
9 for which the salary rates are fixed by Public Law 134,
10 Seventy-ninth Congress, approved July 6, 1945, as
11 amended and supplemented;

12 (2) the Foreign Service of the United States under
13 the Department of State, for which the salary rates
14 are fixed by the Foreign Service Act of 1946;

15 (3) physicians, dentists, nurses, and other em-
16 ployees in the Department of Medicine and Surgery in
17 the Veterans' Administration, whose compensation is
18 fixed under Public Law 293, Seventy-ninth Congress,
19 approved January 3, 1946;

20 (4) teachers, school officers, and employees of the
21 Board of Education of the District of Columbia, whose
22 compensation is fixed under the District of Columbia
23 Teachers' Salary Act of 1947;

24 (5) officers and members of the Metropolitan Police,
25 the Fire Department of the District of Columbia, the

1 United States Park Police, and the White House Police;
2 (6) lighthouse keepers whose compensation is fixed
3 under Public, Numbered 383, Seventy-fifth Congress,
4 approved August 26, 1937;

5 (7) employees in recognized trades or crafts, or
6 other skilled mechanical crafts, or in unskilled, semi-
7 skilled, or skilled manual-labor occupations (except such
8 employees who are engaged in the maintenance and
9 operation of public buildings and associated equipment
10 or perform work in scientific or engineering laboratories
11 as aides to scientists or engineers), and employees in the
12 Bureau of Engraving and Printing, the duties of whom
13 are to perform or to direct manual or machine operations
14 requiring special skill or experience, or to perform or
15 direct the counting, examining, sorting, or other veri-
16 fication of the product of manual or machine operations,
17 whose compensation shall be fixed and adjusted from
18 time to time as nearly as is consistent with the public
19 interest in accordance with prevailing rates by wage
20 boards;

21 (8) officers and members of crews of vessels, whose
22 compensation shall be fixed and adjusted from time to
23 time as nearly as is consistent with the public interest
24 in accordance with prevailing rates and practices in the
25 maritime industry;

- 1 (9) employees of the Government Printing Office
2 whose compensation is fixed under Public, Numbered
3 276, Sixty-eighth Congress, approved June 7, 1924:
- 4 (10) aliens who occupy positions outside the
5 several States and the District of Columbia;
- 6 (11) the Tennessee Valley Authority;
- 7 (12) the Inland Waterways Corporation;
- 8 (13) the Central Intelligence Agency;
- 9 (14) employees who serve without compensation
10 or at nominal rates of compensation;
- 11 (15) employees none or only part of whose com-
12 pensation is paid from appropriated funds of the United
13 States;
- 14 (16) employees whose compensation is fixed under
15 a cooperative agreement between the United States
16 and (A) a State, Territory, or possession of the United
17 States, or political subdivision thereof, or (B) a person
18 or organization outside the service of the Federal
19 Government;
- 20 (17) student nurses, medical or dental interns,
21 residents-in-training, student dietitians, student physical
22 therapists, student occupational therapists, and other
23 student employees, assigned or attached to a hospital,
24 clinic, or laboratory primarily for training purposes,
25 whose compensation is fixed under Public Law 330,

1 Eightieth Congress, approved August 4, 1947, or sec-
2 tion 14 (b) of Public Law 293, Seventy-ninth Con-
3 gress, approved January 3, 1946, as amended by Public
4 Law 722, Eightieth Congress, approved June 19, 1948;
5 (18) inmates, patients, or beneficiaries receiving
6 care or treatment or living in Government agencies or
7 institutions;
8 (19) experts or consultants, when employed tem-
9 porarily or intermittently in accordance with section 15
10 of Public Law 600, Seventy-ninth Congress, approved
11 August 2, 1946;
12 (20) emergency or seasonal employees whose
13 employment is of uncertain or purely temporary dura-
14 tion, or who are employed for brief periods at intervals;
15 (21) persons employed on a fee, contract, or piece-
16 work basis;
17 (22) persons who may lawfully perform their
18 duties concurrently with their private profession, busi-
19 ness, or other employment, and whose duties require
20 only a portion of their time, where it is impracticable
21 to ascertain or anticipate the proportion of time devoted
22 to the service of the Federal Government;
23 (23) positions for which rates of basic compensation
24 are individually fixed, or expressly authorized to be fixed,

1 by any other law, in excess of the maximum scheduled
2 rate of the highest grade established by this Act.

3 SEC. 203. The Civil Service Commission, hereinafter
4 referred to as the "Commission", is authorized and directed
5 to determine finally the applicability of sections 201 and 202
6 to specific positions, officers, and employees.

7 TITLE III—BASIS FOR CLASSIFYING POSITIONS

8 SEC. 301. For the purposes of this Act, the term—

9 (1) "position" means the work, consisting of the
10 duties and responsibilities, assignable to an officer or
11 employee;

12 (2) "class" or "class of positions" includes all
13 positions which are sufficiently similar, as to (A) kind
14 or subject-matter of work, (B) level of difficulty and
15 responsibility, and (C) the qualification requirements
16 of the work, to warrant similar treatment in personnel
17 and pay administration; and

18 (3) "grade" includes all classes of positions
19 which (although different with respect to kind or subject-
20 matter of work) are sufficiently equivalent as to (A)
21 level of difficulty and responsibility, and (B) level of
22 qualification requirements of the work, to warrant the
23 inclusion of such classes of positions within one range
24 of rates of basic compensation, as specified in title VI.

25 SEC. 302. (a) Each position shall be placed in its

1 appropriate class. The basis for determining the class in
2 which each position shall be placed shall be the duties and
3 responsibilities of such position and the qualifications re-
4 quired by such duties and responsibilities.

5 (b) Each class shall be placed in its appropriate grade.
6 The basis for determining the grade in which each class
7 shall be placed shall be the level of difficulty, responsibility,
8 and qualification requirements of the work of such class.

9 SEC. 303. No appropriated funds shall be used to pay
10 the compensation of any officer or employee who places a
11 supervisory position in a class and grade solely on the basis
12 of the size of the group, section, bureau, or other organiza-
13 tion unit or the number of subordinates supervised. Such
14 factors may be given effect only to the extent warranted
15 by the work load of the organization unit and then only
16 in combination with other factors, such as the kind, diffi-
17 culty, and complexity of work supervised, the degree and
18 scope of responsibility delegated to the supervisor, and the
19 kind, degree, and character of the supervision actually
20 exercised.

21 TITLE IV—PREPARATION AND PUBLICATION OF 22 STANDARDS

23 SEC. 401. (a) The Commission, after consultation with
24 the departments, shall prepare standards for placing posi-
25 tions in their proper classes and grades. The Commission

1 is authorized to make such inquiries or investigations of the
2 duties, responsibilities, and qualification requirements of
3 positions as it deems necessary for this purpose. In such
4 standards the Commission shall (1) define the various classes
5 of positions that exist in the service in terms of duties, re-
6 sponsibilities, and qualification requirements; (2) establish
7 the official class titles; and (3) set forth the grades in which
8 such classes have been placed by the Commission. At the
9 request of the Commission, the departments shall furnish
10 information for and cooperate in the preparation of such
11 standards. Such standards shall be published in such form
12 as the Commission may determine.

13 (b) The Commission shall keep such standards up to
14 date. From time to time, after consultation with the depart-
15 ments to the extent deemed necessary by the Commission,
16 it may revise, supplement, or abolish existing standards, or
17 prepare new standards, so that, as nearly as may be practi-
18 cable, positions existing at any given time within the service
19 will be covered by current published standards.

20 (c) The official class titles so established shall be used
21 for personnel, budget, and fiscal purposes, but this require-
22 ment shall not prevent the use of organizational or other
23 titles for internal administration, public convenience, law
24 enforcement, or similar purposes.

1 TITLE V—AUTHORITY AND PROCEDURE

2 SEC. 501. (a) Notwithstanding section 502, the Com-
3 mission shall have authority, which may be exercised at
4 any time in its discretion, to—

5 (1) ascertain currently the facts as to the duties,
6 responsibilities, and qualification requirements of any
7 position;

8 (2) place in an appropriate class and grade any
9 newly created position or any position coming initially
10 under this Act;

11 (3) decide whether any position is in its appro-
12 priate class and grade; and

13 (4) change any position from one class or grade to
14 another class or grade whenever the facts warrant.

15 The Commission shall certify to the department concerned
16 action taken by the Commission under paragraph (2) or
17 (4). The department shall take action in accordance with
18 such certificate, and such certificate shall be binding on all
19 administrative, certifying, pay roll, disbursing, and account-
20 ing officers of the Government.

21 (b) Any employee or employees (including any officer
22 or officers) affected or any department may request at any
23 time that the Commission exercise the authority granted
24 to it under subsection (a) and the Commission shall act
25 upon such request.

1 SEC. 502. (a) Except as otherwise provided in this title,
2 each department shall place each position under its juris-
3 diction and to which this Act applies in its appropriate class
4 and grade in conformance with standards published by the
5 Commission or, if no published standards directly apply, con-
6 sistently with published standards. A department may,
7 whenever the facts warrant, change any position which it
8 has placed in a class or grade under this subsection from
9 such class or grade to another class or grade. Such actions
10 of the departments shall be the basis for the payment of
11 compensation and for personnel transactions until changed
12 by certificate of the Commission.

13 (b) The Commission shall, from time to time, review
14 such number of positions in each department as will enable
15 the Commission to determine whether such department is
16 placing positions in classes and grades in conformance with
17 or consistently with published standards.

18 SEC. 503. Whenever the Commission finds under
19 section 502 (b) that a position to which this Act applies is
20 not placed in its proper class and grade in conformance with
21 published standards or that positions for which no standards
22 have been published are not placed in classes and grades
23 consistently with published standards, it shall, after consulta-
24 tion with appropriate officers or employees of the depart-
25 ment concerned, place each such position in its appropriate

1 class and grade and shall certify such action to the
2 department. The department shall take action in accordance
3 with such certificate, and such certificate shall be binding
4 on all administrative, certifying, pay roll, disbursing, and
5 accounting officers of the Government.

6 SEC. 504. (a) Whenever the Commission finds that
7 any department is not placing positions in classes and grades
8 in conformance with or consistently with published stand-
9 ards, it may revoke or suspend in whole or in part the
10 authority granted to the department under section 502 and
11 require that prior approval of the Commission be secured
12 before an action placing a position in a class and grade be-
13 comes effective for pay roll and other personnel purposes.
14 Such revocations or suspensions may be limited, in the dis-
15 cretion of the Commission, to (1) the departmental or field
16 service, or any part thereof; (2) any geographic area;
17 (3) any organization unit or group of organization units;
18 (4) certain types of classification actions; (5) classes in
19 particular occupational groups or grades; or (6) classes
20 for which standards have not been published.

21 (b) After all or part of the authority of the depart-
22 ment has been revoked or suspended, the Commission may
23 at any time restore such authority to the extent that it is
24 satisfied that subsequent actions placing positions in classes

1 and grades will be taken in conformance with or con-
2 sistently with published standards.

3 SEC. 505. (a) No position shall be placed in Grade 16
4 or 17 of the General Schedule except by action of, or after
5 prior approval by, the Commission.

6 (b) No position shall be placed in or removed from
7 Grade 18 of the General Schedule except by the President
8 upon recommendation of the Commission.

9 SEC. 506. The Commission may (1) prescribe the
10 form in which each department shall record the duties and
11 responsibilities of positions to which this Act applies and the
12 places where such records shall be maintained, (2) examine
13 these or any other pertinent records of the department, and
14 (3) interview any officers or employees of the department
15 who have knowledge of the duties and responsibilities of such
16 positions and information as to the reasons for placing a posi-
17 tion in any class and grade.

18 TITLE VI—BASIC COMPENSATION SCHEDULES

19 SEC. 601. There are hereby established the following
20 basic compensation schedules for positions to which this Act
21 applies:

22 (1) A "General Schedule", the symbol for which
23 shall be "GS", in lieu of the professional and scientific
24 service, the clerical, administrative, and fiscal service,

1 and the subprofessional service specified in section 13 of
2 the Classification Act of 1923, as amended; and

3 (2) A "Crafts, Protective, and Custodial Schedule",
4 the symbol for which shall be "CPC", in lieu of the
5 crafts, protective, and custodial service specified in such
6 section.

7 SEC. 602. (a) The General Schedule shall be divided
8 into grades of difficulty and responsibility of work, as
9 follows:

10 GENERAL SCHEDULE

11 Grade GS-1 includes all classes of positions the duties
12 of which are to perform, under immediate supervision, with
13 little or no latitude for the exercise of independent judg-
14 ment, (1) the simplest routine work in office, business, or
15 fiscal operations, or (2) elementary work of a subordinate
16 technical character in a professional, scientific, or technical
17 field.

18 Grade GS-2 includes all classes of positions the duties
19 of which are (1) to perform, under immediate supervision,
20 with limited latitude for the exercise of independent judg-
21 ment, routine work in office, business, or fiscal operations,
22 or comparable subordinate technical work of limited scope
23 in a professional, scientific, or technical field, requiring some
24 training or experience; or (2) to perform other work of

1 equal importance, difficulty, and responsibility, and requiring
2 comparable qualifications.

3 Grade GS-3 includes all classes of positions the duties
4 of which are (1) to perform, under immediate or general
5 supervision, somewhat difficult and responsible work in office,
6 business, or fiscal operations, or comparable subordinate
7 technical work of limited scope in a professional, scientific,
8 or technical field, requiring in either case (A) some train-
9 ing or experience, (B) working knowledge of a special
10 subject matter, or (C) to some extent the exercise of inde-
11 pendent judgment in accordance with well-established poli-
12 cies, procedures, and techniques; or (2) to perform other
13 work of equal importance, difficulty, and responsibility, and
14 requiring comparable qualifications.

15 Grade GS-4 includes all classes of positions the duties
16 of which are (1) to perform, under immediate or general
17 supervision, moderately difficult and responsible work in
18 office, business, or fiscal operations, or comparable subordi-
19 nate technical work in a professional, scientific, or technical
20 field, requiring in either case (A) a moderate amount of
21 training and minor supervisory or other experience, (B)
22 good working knowledge of a special subject matter or a
23 limited field of office, laboratory, engineering, scientific,
24 or other procedure and practice, and (C) the exercise of

1 independent judgment in accordance with well-established
2 policies, procedures, and techniques; or (2) to perform other
3 work of equal importance, difficulty, and responsibility, and
4 requiring comparable qualifications.

5 Grade GS-5 includes all classes of positions the duties
6 of which are (1) to perform, under general supervision,
7 difficult and responsible work in office, business, or fiscal ad-
8 ministration, or comparable subordinate technical work in
9 a professional, scientific, or technical field, requiring in
10 either case (A) considerable training and supervisory or
11 other experience, (B) broad working knowledge of a spe-
12 cial subject matter or of office, laboratory, engineering, sci-
13 entific, or other procedure and practice, and (C) the exer-
14 cise of independent judgment in a limited field; (2) to per-
15 form, under immediate supervision, and with little oppor-
16 tunity for the exercise of independent judgment, simple and
17 elementary work requiring professional, scientific, or techni-
18 cal training equivalent to that represented by graduation
19 from a college or university of recognized standing but re-
20 quiring little or no experience; or (3) to perform other
21 work of equal importance, difficulty, and responsibility, and
22 requiring comparable qualifications.

23 Grade GS-6 includes all classes of positions the duties
24 of which are (1) to perform, under general supervision,
25 difficult and responsible work in office, business, or fiscal

1 administration, or comparable subordinate technical work
2 in a professional, scientific, or technical field, requiring in
3 either case (A) considerable training and supervisory or
4 other experience, (B) broad working knowledge of a special
5 and complex subject matter, procedure, or practice, or of
6 the principles of the profession, art, or science involved,
7 and (C) to a considerable extent the exercise of independent
8 judgment; or (2) to perform other work of equal impor-
9 tance, difficulty, and responsibility, and requiring compar-
10 able qualifications.

11 Grade GS-7 includes all classes of positions the duties
12 of which are (1) to perform, under general supervision,
13 work of considerable difficulty and responsibility along special
14 technical or supervisory lines in office, business, or fiscal
15 administration, or comparable subordinate technical work
16 in a professional, scientific, or technical field, requiring in
17 either case (A) considerable specialized or supervisory train-
18 ing and experience, (B) comprehensive working knowledge
19 of a special and complex subject matter, procedure, or prac-
20 tice, or of the principles of the profession, art, or science,
21 involved, and (C) to a considerable extent the exercise of
22 independent judgment; (2) under immediate or general
23 supervision, to perform somewhat difficult work requiring
24 (A) professional, scientific, or technical training equiva-

1 lent to that represented by graduation from a college or
2 university of recognized standing, (B) previous experience,
3 and (C) to a limited extent, the exercise of independent
4 technical judgment; or (3) to perform other work of equal
5 importance, difficulty, and responsibility, and requiring com-
6 parable qualifications.

7 Grade GS-8 includes all classes of positions the duties
8 of which are (1) to perform, under general supervision,
9 very difficult and responsible work along special technical
10 or supervisory lines in office, business, or fiscal administra-
11 tion, requiring (A) considerable specialized or supervisory
12 training and experience, (B) comprehensive and thorough
13 working knowledge of a specialized and complex subject
14 matter, procedure, or practice, or of the principles of the
15 profession, art, or science involved, and (C) to a consider-
16 able extent the exercise of independent judgment; or (2)
17 to perform other work of equal importance, difficulty, and
18 responsibility, and requiring comparable qualifications.

19 Grade GS-9 includes all classes of positions the duties
20 of which are (1) to perform, under general supervision,
21 very difficult and responsible work along special technical,
22 supervisory, or administrative lines in office, business, or
23 fiscal administration, requiring (A) somewhat extended
24 specialized training and considerable specialized, supervisory,
25 or administrative experience which has demonstrated

1 capacity for sound independent work, (B) thorough and
2 fundamental knowledge of a special and complex subject
3 matter, or of the profession, art, or science involved, and
4 (C) considerable latitude for the exercise of independent
5 judgment; (2) with considerable latitude for the exercise
6 of independent judgment, to perform moderately difficult and
7 responsible work, requiring (A) professional, scientific, or
8 technical training equivalent to that represented by gradua-
9 tion from a college or university of recognized standing, and
10 (B) considerable additional professional, scientific, or tech-
11 nical training or experience which has demonstrated capacity
12 for sound independent work; or (3) to perform other work
13 of equal importance, difficulty, and responsibility, and re-
14 quiring comparable qualifications.

15 Grade GS-10 includes all classes of positions the duties
16 of which are (1) to perform, under general supervision,
17 highly difficult and responsible work along special technical,
18 supervisory, or administrative lines in office, business, or
19 fiscal administration, requiring (A) somewhat extended
20 specialized, supervisory, or administrative training and ex-
21 perience which has demonstrated capacity for sound inde-
22 pendent work, (B) thorough and fundamental knowledge
23 of a specialized and complex subject matter, or of the profes-
24 sion, art, or science involved, and (C) considerable latitude
25 for the exercise of independent judgment; or (2) to perform

1 other work of equal importance, difficulty, and responsibility,
2 and requiring comparable qualifications.

3 Grade GS-11 includes all classes of positions the duties
4 of which are (1) to perform, under general administrative
5 supervision and with wide latitude for the exercise of inde-
6 pendent judgment, work of marked difficulty and responsi-
7 bility along special technical, supervisory, or administrative
8 lines in office, business, or fiscal administration, requiring
9 (A) extended specialized, supervisory, or administrative
10 training and experience which has demonstrated important
11 attainments and marked capacity for sound independent ac-
12 tion or decision, and (B) intimate grasp of a specialized and
13 complex subject matter, or of the profession, art, or science
14 involved, or of administrative work of marked difficulty; (2)
15 with wide latitude for the exercise of independent judgment,
16 to perform responsible work of considerable difficulty requir-
17 ing somewhat extended professional, scientific, or technical
18 training and experience which has demonstrated important
19 attainments and marked capacity for independent work; or
20 (3) to perform other work of equal importance, difficulty;
21 and responsibility, and requiring comparable qualifications.

22 Grade GS-12 includes all classes of positions the duties
23 of which are (1) to perform, under general administrative
24 supervision, with wide latitude for the exercise of inde-
25 pendent judgment, work of a very high order of difficulty

1 and responsibility along special technical, supervisory, or
2 administrative lines in office, business, or fiscal administra-
3 tion, requiring (A) extended specialized, supervisory, or
4 administrative training and experience which has demon-
5 strated leadership and attainments of a high order in special-
6 ized or administrative work, and (B) intimate grasp of a
7 specialized and complex subject matter or of the profession, art,
8 or science involved; (2) under general administrative super-
9 vision, and with wide latitude for the exercise of independent
10 judgment, to perform professional, scientific, or technical
11 work of marked difficulty and responsibility requiring ex-
12 tended professional, scientific, or technical training and expe-
13 rience which has demonstrated leadership and attainments
14 of a high order in professional, scientific, or technical research,
15 practice, or administration; or (3) to perform other work of
16 equal importance, difficulty, and responsibility, and requiring
17 comparable qualifications.

18 Grade GS-13 includes all classes of positions the duties
19 of which are (1) to perform, under administrative direction
20 with wide latitude for the exercise of independent judgment
21 work of unusual difficulty and responsibility along special
22 technical, supervisory, or administrative lines, requiring ex-
23 tended specialized, supervisory, or administrative training
24 and experience which has demonstrated leadership and
25 marked attainments; (2) to serve as assistant head of a

1 major organization involving work of comparable level
2 within a bureau; (3) to perform, under administrative direc-
3 tion, with wide latitude for the exercise of independent
4 judgment, work of unusual difficulty and responsibility re-
5 quiring extended professional, scientific, or technical training
6 and experience which has demonstrated leadership and
7 marked attainments in professional, scientific, or technical
8 research, practice, or administration; or (4) to perform other
9 work of equal importance, difficulty, and responsibility, and
10 requiring comparable qualifications.

11 Grade GS-14 includes all classes of positions the duties
12 of which are (1) to perform, under general administrative
13 direction, with wide latitude for the exercise of independent
14 judgment, work of exceptional difficulty and responsibility
15 along special technical, supervisory, or administrative lines
16 which has demonstrated leadership and unusual attainments;
17 (2) to serve as head of a major organization within a bureau
18 involving work of comparable level; (3) to plan and direct
19 or to plan and execute major professional, scientific, technical,
20 administrative, fiscal, or other specialized programs, requiring
21 extended training and experience which has demonstrated
22 leadership and unusual attainments in professional, scientific,
23 or technical research, practice, or administration, or in ad-
24 ministrative, fiscal, or other specialized activities; or (4) to
25 perform consulting or other professional, scientific, technical,

1 administrative, fiscal, or other specialized work of equal
2 importance, difficulty, and responsibility, and requiring com-
3 parable qualifications.

4 Grade GS-15 includes all classes of positions the duties
5 of which are (1) to perform, under general administrative
6 direction, with very wide latitude for the exercise of inde-
7 pendent judgment, work of outstanding difficulty and re-
8 sponsibility along special technical, supervisory, or
9 administrative lines which has demonstrated leadership and
10 exceptional attainments; (2) to serve as head of a major
11 organization within a bureau involving work of comparable
12 level; (3) to plan and direct or to plan and execute special-
13 ized programs of marked difficulty, responsibility, and na-
14 tional significance, along professional, scientific, technical,
15 administrative, fiscal, or other lines, requiring extended train-
16 ing and experience which has demonstrated leadership and
17 unusual attainments in professional, scientific, or technical
18 research, practice, or administration, or in administrative,
19 fiscal, or other specialized activities; or (4) to perform con-
20 sulting or other professional, scientific, technical, adminis-
21 trative, fiscal, or other specialized work of equal importance,
22 difficulty, and responsibility, and requiring comparable
23 qualifications.

24 Grade GS-16 includes all classes of positions the duties
25 of which are (1) to perform, under general administrative

1 direction, with unusual latitude for the exercise of independ-
2 ent judgment, work of outstanding difficulty and responsi-
3 bility along special technical, supervisory, or administrative
4 lines which has demonstrated leadership and exceptional
5 attainments; (2) to serve as the head of a major organiza-
6 tion involving work of comparable level; (3) to plan and
7 direct or to plan and execute professional, scientific, technical,
8 administrative, fiscal, or other specialized programs of un-
9 usual difficulty, responsibility, and national significance, re-
10 quiring extended training and experience which has demon-
11 strated leadership and exceptional attainments in professional,
12 scientific, or technical research, practice, or administration,
13 or in administrative, fiscal, or other specialized activities; or
14 (4) to perform consulting or other professional, scientific,
15 technical, administrative, fiscal, or other specialized work of
16 equal importance, difficulty, and responsibility, and requiring
17 comparable qualifications.

18 Grade GS-17 includes all classes of positions the duties
19 of which are (1) to serve as the head of a bureau where
20 the position, considering the kind and extent of the author-
21 ities and responsibilities vested in it, and the scope, com-
22 plexity, and degree of difficulty of the activities carried on,
23 is of a high order among the whole group of positions of
24 heads of bureaus; (2) to plan and direct or to plan and
25 execute professional, scientific, technical, administrative,

1 fiscal, or other specialized programs of exceptional difficulty,
2 responsibility, and national significance, requiring extended
3 training and experience which has demonstrated exceptional
4 leadership and attainments in professional, scientific, or
5 technical research, practice, or administration, or in adminis-
6 trative, fiscal, or other specialized activities; or (3) to per-
7 form consulting or other professional, scientific, technical,
8 administrative, fiscal, or other specialized work of equal
9 importance, difficulty, and responsibility, and requiring com-
10 parable qualifications.

11 Grade GS-18 includes all classes of positions the duties
12 of which are (1) to serve as the head of a bureau where the
13 position, considering the kind and extent of the authorities
14 and responsibilities vested in it, and the scope, complexity,
15 and degree of difficulty of the activities carried on, is ex-
16 ceptional and outstanding among the whole group of posi-
17 tions of heads of bureaus; (2) to plan and direct or to plan
18 and execute frontier or unprecedented professional, scientific,
19 technical, administrative, fiscal, or other specialized programs
20 of outstanding difficulty, responsibility, and national sig-
21 nificance, requiring extended training and experience which
22 has demonstrated outstanding leadership and attainments in
23 professional, scientific, or technical research, practice, or
24 administration, or in administrative, fiscal, or other special-
25 ized activities; or (3) to perform consulting or other pro-

1 fessional, scientific, technical, administrative, fiscal, or other
2 specialized work of equal importance, difficulty, and responsi-
3 bility, and requiring comparable qualifications.

4 (b) The Crafts, Protective, and Custodial Schedule shall
5 be divided into grades of difficulty and responsibility of
6 work, as follows:

7 CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

8 Grade CPC-1 includes all classes of positions the duties
9 of which are to run errands, to check parcels, or to perform
10 other light manual tasks with little or no responsibility.

11 Grade CPC-2 includes all classes of positions the duties
12 of which are to handle desks, mail sacks, and other heavy
13 objects, and to perform similar work ordinarily required of
14 unskilled laborers; to pass coal; to clean office rooms; to
15 perform regular messenger work with little responsibility; or
16 to perform other work of equal difficulty and responsibility
17 and requiring comparable qualifications.

18 Grade CPC-3 includes all classes of positions the duties
19 of which are to perform, under immediate supervision, cus-
20 todial, or office labor work with some degree of responsi-
21 bility; to operate paper-cutting, canceling, envelope-opening,
22 or envelope-sealing machines; to fire and keep up steam in

1 low-pressure boilers used for heating purposes, and to clean
2 boilers and oil machinery and related apparatus; to operate
3 passenger automobiles or light-duty trucks; to pack goods
4 for shipment; to work as leader of a group of charwomen;
5 to perform messenger work and do light manual or office-
6 labor tasks with some responsibility; to carry important
7 documents from one office to another, or attend the door
8 and private office of a public officer; or to perform other
9 work of equal difficulty and responsibility and requiring
10 comparable qualifications.

11 Grade CPC-4 includes all classes of positions the duties
12 of which are to perform, under general supervision, custodial
13 work of a responsible character; to guard office or storage
14 buildings; to supervise and direct a force of unskilled labor-
15 ers; to fire and to keep up steam in high-pressure boilers
16 and to operate other equipment used in connection with such
17 boilers; to perform general, semimechanical, new, or repair
18 work requiring some skill with hand tools; to work as craft
19 or trade helper; to operate heavy-duty trucks, semitrailers,
20 or tractor trailers; to operate a passenger automobile for a
21 department head or officer of comparable rank; to attend
22 the door of a private office of a department head or officer

1 of comparable rank; or to perform other work of equal
2 difficulty and responsibility and requiring comparable quali-
3 fications.

4 Grade CPC-5 includes all classes of positions the duties
5 of which are to guard property of great value while in
6 transit; to supervise the operation and maintenance of a
7 low-capacity heating plant and its auxiliary equipment; or
8 to perform other work of equal difficulty and responsibility
9 and requiring comparable qualifications.

10 Grade CPC-6 includes all classes of positions the duties
11 of which are to have immediate direction of a detachment
12 of building guards; to perform the work of a skilled mechanic;
13 to repair office appliances; or to perform other work of
14 equal difficulty and responsibility and requiring comparable
15 qualifications.

16 Grade CPC-7 includes all classes of positions the duties
17 of which are to assist in the general supervision of a force
18 of building guards; to work as leader of a group of skilled
19 mechanics; or to perform other work of equal difficulty and
20 responsibility and requiring comparable qualifications.

21 Grade CPC-8 includes all classes of positions the duties
22 of which are to have general supervision over a force of build-
23 ing guards; to supervise the operation of a mechanical shop;
24 to direct skilled mechanics and other employees engaged in
25 the operation and maintenance of equipment providing heat-

1 ing, ventilating, air conditioning, power, and sanitation in
2 one or more public buildings; or to perform other work of
3 equal difficulty and responsibility and requiring comparable
4 qualifications.

5 Grade CPC-9 includes all classes of positions the duties
6 of which are to direct supervisory and office assistants, me-
7 chanics, guards, elevator operators, laborers, janitors, and
8 other employees engaged in the custody, maintenance, and
9 protection of a public building; or to assist in the direction
10 of such employees when engaged in similar duties in a group
11 of buildings; or to perform other work of equal difficulty and
12 responsibility and requiring comparable qualifications.

13 Grade CPC-10 includes all classes of positions the duties
14 of which are to direct supervisory and office assistants, me-
15 chanics, guards, elevator operators, laborers, janitors, and
16 other employees engaged in the custody, maintenance, and
17 protection of a group of public buildings; or to perform other
18 work of equal difficulty and responsibility and requiring com-
19 parable qualifications.

20 SEC. 603. (a) Except as provided in subsection (c)
21 (2), the rates of basic compensation with respect to officers,
22 employees, and positions to which this Act applies shall
23 be in accordance with the schedules of per annum rates
24 contained in subsections (b) and (c) (1).

- 1 (b) The compensation schedule for the General Sched-
 2 ule shall be as follows:

Grade	Per annum rates						
GS-1-----	\$2, 100	\$2, 180	\$2, 260	\$2, 340	\$2, 420	\$2, 500	\$2, 580
GS-2-----	\$2, 300	\$2, 380	\$2, 460	\$2, 540	\$2, 620	\$2, 700	\$2, 780
GS-3-----	\$2, 500	\$2, 580	\$2, 660	\$2, 740	\$2, 820	\$2, 900	\$2, 980
GS-4-----	\$2, 750	\$2, 830	\$2, 910	\$2, 990	\$3, 070	\$3, 150	\$3, 230
GS-5-----	\$3, 000	\$3, 125	\$3, 250	\$3, 375	\$3, 500	\$3, 625	\$3, 750
GS-6-----	\$3, 400	\$3, 525	\$3, 650	\$3, 775	\$3, 900	\$4, 025	\$4, 150
GS-7-----	\$3, 800	\$3, 925	\$4, 050	\$4, 175	\$4, 300	\$4, 425	\$4, 550
GS-8-----	\$4, 200	\$4, 325	\$4, 450	\$4, 575	\$4, 700	\$4, 825	\$4, 950
GS-9-----	\$4, 600	\$4, 725	\$4, 850	\$4, 975	\$5, 100	\$5, 225	\$5, 350
GS-10-----	\$5, 000	\$5, 125	\$5, 250	\$5, 375	\$5, 500	\$5, 625	\$5, 750
GS-11-----	\$5, 400	\$5, 600	\$5, 800	\$6, 000	\$6, 200	\$6, 400	
GS-12-----	\$6, 400	\$6, 600	\$6, 800	\$7, 000	\$7, 200	\$7, 400	
GS-13-----	\$7, 600	\$7, 800	\$8, 000	\$8, 200	\$8, 400	\$8, 600	
GS-14-----	\$8, 800	\$9, 000	\$9, 200	\$9, 400	\$9, 600	\$9, 800	
GS-15-----	\$10, 000	\$10, 250	\$10, 500	\$10, 750	\$11, 000		
GS-16-----	\$11, 500	\$11, 750	\$12, 000	\$12, 250	\$12, 500		
GS-17-----	\$13, 000	\$13, 250	\$13, 500	\$13, 750	\$14, 000		
GS-18-----	\$15, 000						

- 3 (c) (1) The compensation schedule for the Crafts,
 4 Protective, and Custodial Schedule shall be as follows:

Grade	Per annum rates						
CPC-1-----	\$1, 410	\$1, 470	\$1, 530	\$1, 590	\$1, 650	\$1, 710	\$1, 770
CPC-2-----	\$2, 020	\$2, 090	\$2, 160	\$2, 230	\$2, 300	\$2, 370	\$2, 440
CPC-3-----	\$2, 160	\$2, 240	\$2, 320	\$2, 400	\$2, 480	\$2, 560	\$2, 640
CPC-4-----	\$2, 400	\$2, 480	\$2, 560	\$2, 640	\$2, 720	\$2, 800	\$2, 880
CPC-5-----	\$2, 640	\$2, 720	\$2, 800	\$2, 880	\$2, 960	\$3, 040	\$3, 120
CPC-6-----	\$2, 880	\$2, 960	\$3, 040	\$3, 120	\$3, 200	\$3, 280	\$3, 360
CPC-7-----	\$3, 100	\$3, 200	\$3, 300	\$3, 400	\$3, 500	\$3, 600	\$3, 700
CPC-8-----	\$3, 400	\$3, 525	\$3, 650	\$3, 775	\$3, 900	\$4, 025	\$4, 150
CPC-9-----	\$3, 775	\$3, 900	\$4, 025	\$4, 150	\$4, 275	\$4, 400	\$4, 525
CPC-10-----	\$4, 150	\$4, 275	\$4, 400	\$4, 525	\$4, 650	\$4, 775	\$4, 900

- 5 (2) Charwomen working part time shall be paid at
 6 the rate of \$2,300 per annum, and head charwomen work-
 7 ing part time at the rate of \$2,440 per annum.

1 (d) Whenever payment is made on the basis of a daily,
2 hourly, weekly, or monthly rate, such rate shall be computed
3 from the appropriate annual rate specified in subsection (b)
4 or (c) by the method prescribed in section 604 (d) of
5 the Federal Employees Pay Act of 1945.

6 (e) For the purposes of this Act, the fourth salary
7 rate in grades 11, 12, 13, and 14 of the General Schedule
8 shall be considered the middle rate.

9 SEC. 604. (a) For the purpose of making initial adjust-
10 ments to the classification grades provided in this Act, posi-
11 tions which are required to be compensated in accordance
12 with this Act and which were immediately prior to the effec-
13 tive date of this title in the professional and scientific service,
14 the subprofessional service, the clerical, administrative, and
15 fiscal service, or the crafts, protective, and custodial service
16 of the Classification Act of 1923, as amended, are hereby
17 allocated to corresponding grades of the General Schedule or

1 the Crafts, Protective, and Custodial Schedule as set forth
 2 below:

Service and grade of the Classification Act of 1923, as amended				Corresponding new grade	
Professional and scientific service	Subprofessional service	Clerical, administrative, and fiscal service	Crafts, protective, and custodial service	General schedule	Crafts, protective, and custodial schedule
	1			GS-1	
	2	1		GS-1	
	3	2		GS-2	
	4	3		GS-3	
	5	4		GS-4	
1	6	5		GS-5	
	7	6		GS-6	
2	8	7		GS-7	
		8		GS-8	
3		9		GS-9	
		10		GS-10	
4		11		GS-11	
5		12		GS-12	
6		13		GS-13	
7		14		GS-14	
8		15		GS-15	
			1		CPC-1
			2		CPC-2
			3		CPC-3
			4		CPC-4
			5		CPC-5
			6		CPC-6
			7		CPC-7
			8		CPC-8
			9		CPC-9
			10		CPC-10

3 (b) The rates of basic compensation of officers and em-
 4 ployees to whom this Act applies shall be initially adjusted
 5 as follows:

6 (1) In all cases where the number of pay rates
 7 within a grade specified in this Act is the same as in
 8 the corresponding grade of the Classification Act of
 9 1923, as amended, employees shall have the same rela-

1 tive pay rate of the new grade, except as provided in
2 paragraphs (2) and (10) of this subsection.

3 (2) Employees in Grade 2 of the subprofessional
4 service immediately prior to the effective date of this
5 title, at the first, second, third, fourth, fifth, sixth, and
6 seventh rate shall have the second, third, fourth, fifth,
7 sixth, sixth, and seventh rate, respectively, of Grade 1
8 of the General Schedule.

9 (3) Employees in Grade 1 of the crafts, protective,
10 and custodial service immediately prior to the effective
11 date of this title, at the first, second, third, fourth, and
12 fifth rate shall have the first, third, fourth, sixth, and
13 seventh rate, respectively, of Grade 1 of the Crafts, Pro-
14 tective, and Custodial Schedule.

15 (4) Employees in Grades 2 and 3 of the crafts,
16 protective, and custodial service immediately prior to the
17 effective date of this title, shall have the same relative
18 pay rate of the first six rates of Grades 2 and 3, respec-
19 tively, of the Crafts, Protective, and Custodial Schedule.

20 (5) Employees in grade 4 of the professional and
21 scientific service and grade 11 of the clerical, adminis-
22 trative, and fiscal service immediately prior to the
23 effective date of this title, at the first, second, third,
24 fourth, and fifth rate shall have the first, second, third,

1 fourth, and sixth rate, respectively, of grade 11 of the
2 General Schedule.

3 (6) Employees in grade 5 of the professional and
4 scientific service and grade 12 of the clerical, adminis-
5 trative, and fiscal service immediately prior to the
6 effective date of this title, at the first, second, third,
7 fourth, and fifth rate shall have the first, second, third,
8 fourth, and fifth rate, respectively, of grade 12 of the
9 General Schedule.

10 (7) Employees in grade 6 of the professional and
11 scientific service and grade 13 of the clerical, adminis-
12 trative, and fiscal service immediately prior to the
13 effective date of this title, at the first, second, third,
14 fourth, and fifth rate shall have the first, second, third,
15 fourth, and fifth rate, respectively, of grade 13 of the
16 General Schedule.

17 (8) Employees in grade 7 of the professional and
18 scientific service and grade 14 of the clerical, adminis-
19 trative, and fiscal service immediately prior to the
20 effective date of this title, at the first, second, third,
21 fourth, and fifth rate shall have the first, second, third,
22 fifth, and sixth rate, respectively, of grade 14 of the
23 General Schedule.

24 (9) Employees in Grade 8 of the professional and
25 scientific service and Grade 15 of the clerical, adminis-

1 trative, and fiscal service immediately prior to the effec-
2 tive date of this title, at the first and second rate of the
3 grade shall have the third rate of Grade 15 of the
4 General Schedule.

5 (10) Employees receiving a rate of basic compen-
6 sation, authorized by law, immediately prior to the effec-
7 tive date of this title, in excess of the appropriate new
8 rate of the grade as determined under paragraphs (1)
9 to (9), inclusive, may continue to receive such rate so
10 long as they remain in the same position and grade, but
11 when any such position becomes vacant, the rate of basic
12 compensation of any subsequent appointee shall be fixed
13 in accordance with this Act.

14 SEC. 605. Any increase in rate of basic compensation
15 by reason of the enactment of this title shall not be re-
16 garded as an "equivalent increase" in compensation within
17 the meaning of section 701.

18 TITLE VII—STEP-INCREASES

19 SEC. 701. (a) Each officer or employee compensated
20 on a per annum basis, and occupying a permanent position
21 within the scope of the compensation schedules fixed by this
22 Act, who has not attained the maximum scheduled rate of
23 compensation for the grade in which his position is placed,
24 shall be advanced in compensation successively to the next
25 higher rate within the grade at the beginning of the next pay

1 period following the completion of (1) each fifty-two calen-
2 dar weeks of service if his position is in a grade in which
3 the step-increases are less than \$200, or (2) each seventy-
4 eight calendar weeks of service if his position is in a grade
5 in which the step-increases are \$200 or more, subject to
6 the following conditions:

7 (A) That no equivalent increase in compensation
8 from any cause was received during such period, except
9 increase made pursuant to section 702;

10 (B) That his current efficiency rating is "good" or
11 better than "good";

12 (C) That the service and conduct of such officer or
13 employee are certified as being otherwise satisfactory
14 by the department; and

15 (D) That the benefit of successive step-increases
16 shall be preserved, under regulations issued by the Com-
17 mission, for officers and employees whose continuous
18 service is interrupted in the public interest by service
19 with the armed forces or by service in essential non-
20 Government civilian employment during a period of
21 war or national emergency.

22 (b) The term "good" as used in this title shall have the
23 same meaning as when used in the systems of efficiency
24 rating established pursuant to title IX of this Act.

25 SEC. 702. (a) Within the limit of available appropri-

1 ations and in accordance with standards promulgated by the
2 Commission, each department is authorized, subject to prior
3 approval by the Commission (except as provided in sub-
4 section (b)), to make additional step-increases as a reward
5 for superior accomplishment, but no officer or employee shall
6 be eligible for more than one such additional step-increase
7 within each of the time periods specified in section 701 (a).

8 (b) The Commission is authorized to delegate to any
9 department the authority to make the additional step-
10 increases provided for in this section, without prior approval
11 in individual cases by the Commission. The Commission
12 may withdraw or suspend such authority whenever review
13 of such actions by the Commission indicates that standards
14 promulgated by the Commission have not been observed,
15 and may restore such authority whenever it is satisfied that
16 subsequent actions will be taken in conformance with such
17 standards.

18 (c) Each department shall report to the Commission all
19 actions taken under this section, together with the reasons
20 therefor. The Commission shall submit an annual report to
21 Congress covering the numbers and types of actions taken
22 under this section.

23 SEC. 703. (a) Subject to subsection (b), and as a re-
24 ward for long and faithful service, each department shall
25 grant an additional step-increase (to be known as a lon-

1 geivity step-increase) beyond the maximum scheduled rate of
2 the grade in which his position is placed, to each officer or
3 employee for each four years of continuous service completed
4 by him at such maximum rate or at a rate in excess thereof
5 authorized by this section without change of grade or rate
6 of basic compensation except such change as may be pre-
7 scribed by any provision of law of general application.

8 (b) (1) No officer or employee shall be entitled to a
9 longevity step-increase while holding a position in any grade
10 above Grade 10 of the General Schedule.

11 (2) No officer or employee shall receive a longevity
12 step-increase unless his current efficiency rating is "good"
13 or better than "good", and his service and conduct are certi-
14 fied as being otherwise satisfactory by the department.

15 (3) No officer or employee shall receive more than one
16 longevity step-increase for any four years of continuous
17 service.

18 (4) Each longevity step-increase shall be equal to the
19 largest step between any two consecutive rates of the grade
20 in which the position of the officer or employee is placed.

21 (5) Not more than three successive longevity step-
22 increases may be granted to any officer or employee.

23 (c) When an officer or employee, receiving basic com-
24 pensation at a rate in excess of the maximum scheduled
25 rate for his grade under section 604 (b) (10) or any other

1 provision of law, is eligible for his first longevity step-
2 increase beyond the maximum rate of such grade he shall—

3 (1) receive total basic compensation which is equal
4 to the basic compensation at the maximum scheduled
5 rate for his grade plus such first longevity step-increase,
6 or

7 (2) continue to receive compensation at such rate
8 in excess of the maximum scheduled rate for his grade,
9 if the compensation at such rate is higher than the total
10 basic compensation specified in paragraph (1).

11 In case any such officer or employee receiving compensa-
12 tion under paragraph (2) is eligible for a subsequent suc-
13 cessive longevity step-increase, he shall—

14 (A) receive the same total basic compensation
15 which he would be entitled to receive after such sub-
16 sequent longevity step-increase, if his total basic com-
17 pensation had, at the time he was eligible for his first
18 longevity step-increase, been determined under para-
19 graph (1), or

20 (B) continue to receive compensation under para-
21 graph (2) if such compensation is higher than the total
22 basic compensation specified in paragraph (A).

23 SEC. 704. In computing length of service for the pur-
24 poses of this title, service immediately preceding the effec-
25 tive date of this title shall be counted toward (1) one step-

1 increase under section 701 and one additional step-increase
2 under section 702, or (2) longevity step-increases under
3 section 703, as the case may be.

4 SEC. 705. This title shall not apply to the compensation
5 of persons appointed by the President, by and with the
6 advice and consent of the Senate.

7 TITLE VIII—GENERAL COMPENSATION RULES

8 SEC. 801. All new appointments shall be made at the
9 minimum rate of the appropriate class or grade.

10 SEC. 802. (a) The rate of basic compensation to be re-
11 ceived by any officer or employee to whom this Act applies
12 shall be governed by regulations issued by the Commission
13 in conformity with this Act when—

14 (1) he is transferred from a position to which this
15 Act does not apply;

16 (2) he is transferred from any position to which
17 this Act applies to another such position;

18 (3) he is demoted to a position in a lower class
19 or grade;

20 (4) he is reinstated, reappointed, or reemployed;

21 (5) his type of appointment is changed;

22 (6) his employment status is otherwise changed; or

23 (7) his position is changed from one class or grade
24 to another class or grade.

25 (b) Any officer or employee who is promoted or trans-

ferred to a position in a higher class or grade shall receive basic compensation at the lowest rate of the higher class or grade which is at least one step-increase above his existing rate of basic compensation. If, in the case of any officer or employee so promoted or transferred who is receiving (1) one or more longevity step-increases under section 703, or (2) basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 604 (b) (10) or any other provision of law, there is no rate in such higher class or grade which is at least one step-increase above his existing rate of basic compensation, he shall receive (A) the maximum scheduled rate of such higher grade, or (B) his existing rate of basic compensation, whichever rate is the higher.

SEC. 803. (a) Whenever the Commission shall find (1) that a sufficient number of qualified eligibles for positions in a given class cannot be secured in one or more areas or locations at the existing minimum rate for such class, and (2) that a sufficient number of such eligibles can be secured by increasing the minimum rate for such class in such areas or locations to a rate not higher than the middle rate of the grade in which such class is placed, the Commission may, by regulation, establish such higher rate as the minimum rate for that class in each area or location concerned. Each such regulation shall specify the date, not

1 more than one year from the date of issuance, when it shall
2 cease to be effective unless extended by another such
3 regulation.

4 (b) Minimum rates established under subsection (a)
5 shall be duly published by regulation and, subject to subsec-
6 tion (a), may be revised from time to time by the Commis-
7 sion. The Commission shall submit an annual report to
8 Congress of such actions or revisions, together with the
9 reasons therefor. Such actions or revisions shall have the
10 force and effect of law.

11 (c) Any increase in rate of basic compensation result-
12 ing from the establishment of new minimum rates under
13 this section shall not be regarded as an "equivalent increase"
14 in compensation within the meaning of section 701.

15 TITLE IX—EFFICIENCY RATINGS

16 SEC. 901. (a) The Commission shall establish and may
17 revise uniform systems of efficiency rating for the appraisal
18 of the service of officers and employees in positions in the
19 classes and grades provided by this Act. Such systems shall
20 set forth degrees of efficiency which shall constitute ground
21 for (1) the recognition of outstanding performance, (2) the
22 granting of increases in the rate of compensation, (3) con-
23 tinuance at the existing rate of compensation, (4) decrease
24 in the rate of compensation of officers and employees who
25 at the time are above the middle rate for the grade in which

1 their positions are placed, and (5) removal from the position
2 or dismissal from the service.

3 (b) Each department shall rate in accordance with such
4 systems the efficiency of each officer or employee under its
5 jurisdiction. Ratings shall be open to inspection by repre-
6 sentatives of the Commission and by officers and employees
7 of the department in accordance with regulations issued by
8 the Commission. Each officer or employee shall have the
9 right to inspect the detailed report of his own rating.

10 (c) Reductions in compensation, removals from posi-
11 tions, or dismissals from the service shall be made by the
12 departments whenever the efficiency ratings warrant.

13 SEC. 902. (a) There shall be established in each de-
14 partment one or more boards of review each of which shall
15 be composed of three members. One member, who shall
16 serve as chairman, shall be designated by the Commission;
17 one member shall be designated by the department con-
18 cerned; and one member shall be designated by the officers
19 and employees of the department concerned in such manner
20 as may be determined by the Commission.

21 (b) Alternate members shall be designated in the same
22 manner as their respective principal members. The boards
23 of review shall meet at the call of their respective chairmen
24 for the purpose of considering and passing upon the merits
25 of such efficiency ratings assigned to officers and employees

1 as may be submitted to such boards of review as hereinafter
2 provided.

3 (c) Any officer or employee shall, upon written request
4 to the chairman of the appropriate board of review of his
5 department, be entitled as a matter of right to a hearing and
6 a review by such board of review of his efficiency rating.
7 At the hearing the officer or employee, and such representa-
8 tive as he may designate, and such representatives of
9 the department as may be designated by the depart-
10 ment, shall be afforded an opportunity (1) to submit orally
11 or in writing any information deemed by the board of re-
12 view to be pertinent to the case, and (2) to hear or examine,
13 and reply to, any such information submitted to such board
14 by other parties. After any such hearing the board may
15 make such adjustment in any such efficiency rating as it
16 may find to be proper.

17 TITLE X—GENERAL PROVISIONS

18 SEC. 1001. The Commission is hereby authorized to
19 issue such regulations as may be necessary for the admin-
20 istration of this Act.

21 SEC. 1002. The Commission shall prepare and submit
22 to the President an annual report with respect to the rates
23 of compensation under, and the administration of, this Act.
24 The President shall submit an annual report to Congress
25 which shall contain, among other matters, such recommenda-

1 tions, based upon the report of the Commission, as he may
2 deem advisable.

3 SEC. 1003. In the administration of this Act, there shall
4 be no discrimination with respect to any person, or with
5 respect to the position held by any person, on account of
6 sex, marital status, race, creed, or color.

7 SEC. 1004. Nothing in this Act shall be construed to
8 affect the application to officers and employees to whom this
9 Act applies of the veteran-preference provisions in the Civil
10 Service Act, as amended, and the Veterans' Preference Act
11 of 1944, as amended.

12 SEC. 1005. (a) Except as provided in subsection (b) —

13 (1) titles VI, VII, VIII, and XI shall take effect
14 on the first day of the first pay period which begins
15 after the date of enactment of this Act;

16 (2) all other provisions of this Act shall take effect
17 upon enactment.

18 (b) With respect to any position which, immediately
19 prior to the date of enactment of this Act, is not subject
20 to the Classification Act of 1923, as amended (including
21 positions in Grade 9 of the professional and scientific service
22 or in Grade 16 of the clerical, administrative, and fiscal
23 service referred to in section 13 of such Act), but to which
24 this Act applies, this Act shall take effect on a date specified
25 by the Commission, but not later than the first day of the

1 first pay period which begins after six months following the
2 date of enactment of this Act. An officer or employee occupy-
3 ing any such position on such effective date, and receiving
4 basic compensation at a rate in excess of the appropriate
5 rate of the grade in which such position is placed, shall,
6 except by reason of the operation of title V, continue to re-
7 ceive compensation at such rate so long as he remains in
8 the same position and grade, but when any such position
9 becomes vacant, the rate of basic compensation of any sub-
10 sequent appointee shall be fixed in accordance with this Act.

11 SEC. 1006. There are hereby authorized to be appro-
12 priated such sums as may be necessary to carry out the pro-
13 visions of this Act.

14 TITLE XI—MISCELLANEOUS PROVISIONS

15 SEC. 1101. (a) Section 603 (b) of the Federal Em-
16 ployees Pay Act of 1945, as amended, is hereby amended
17 by striking out "\$10,330" and inserting in lieu thereof
18 \$10,500".

19 (b) Section 7 (b) of the Federal Employees Pay Act
20 of 1946, as amended, is hereby amended by striking out
21 "\$10,330" and inserting in lieu thereof "\$10,500".

22 (c) Section 303 (c) of the Postal Rate Revision and
23 Federal Employees Salary Act of 1948 is hereby amended
24 by striking out "\$10,330" and inserting in lieu thereof
25 "\$10,500".

1 SEC. 1102. The following laws and parts of laws are
2 hereby repealed:

3 (1) The Classification Act of 1923, as amended;

4 (2) Public Resolution Numbered 36, Sixty-eighth Con-
5 gress, approved June 7, 1924 (43 Stat. 669) ;

6 (3) Public, Numbered 555, Seventieth Congress,
7 approved May 28, 1928 (45 Stat. 776), as amended;

8 (4) Public, Numbered 523, Seventy-first Congress,
9 approved July 3, 1930 (46 Stat. 1003), as amended;

10 (5) Sections 505, 506, 507, 508, and 509 of the
11 Economy Act, approved June 30, 1932 (47 Stat. 416) ;

12 (6) Sections 3, 4, 5, 6, and 7 of Public, Numbered
13 880, Seventy-sixth Congress, approved November 26, 1940
14 (54 Stat. 1212), as amended;

15 (7) Public Law 200, Seventy-seventh Congress, ap-
16 proved August 1, 1941 (55 Stat. 613) ;

17 (8) The second proviso in section 3 of the Legislative
18 Pay Act of 1929, as amended (55 Stat. 615) ;

19 (9) Public Law 694, Seventy-seventh Congress, ap-
20 proved August 1, 1942 (56 Stat. 733) ;

21 (10) Title IV of the Federal Employees Pay Act of
22 1945, approved June 30, 1945 (59 Stat. 298) ; and

23 (11) Sections 2 and 12 of the Federal Employees Pay
24 Act of 1946, approved May 24, 1946 (60 Stat. 216, 219) .

81st CONGRESS
1st Session

H. R. 4169

A BILL

To establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes.

By Mr. MURRAY of Tennessee

APRIL 11, 1949

Referred to the Committee on Post Office and Civil Service

John L. Case
Calendar No. 886

81ST CONGRESS
1ST SESSION

H. R. 1689

[Report No. 882]

IN THE SENATE OF THE UNITED STATES

JULY 11 (legislative day, JUNE 2), 1949

Read twice and ordered to be placed on the calendar

JULY 14 (legislative day, JUNE 2), 1949

Referred to the Committee on Post Office and Civil Service

AUGUST 9 (legislative day, JUNE 2), 1949

Reported by Mr. LONG, with an amendment

[Strike out all after the enacting clause and insert the part printed in italic]

AN ACT

To increase rates of compensation of the heads and assistant heads of executive departments and independent agencies.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That the rate of basic compensation of the head of each
4 executive department and of the Secretary of Defense shall
5 be \$25,000 per annum.

6 SEC. 2. (a) The rate of basic compensation of the
7 Administrator for Economic Cooperation, the Comptroller
8 General of the United States, the Chairman of the Council
9 of Economic Advisers, the Director of the Bureau of the
10 Budget, the Chairman of the National Security Resources
11 Board, the Federal Security Administrator, the Adminis-

1 trator of Veterans' Affairs, the Administrator of General
2 Services, each Under Secretary of an executive department,
3 the Assistant to the Attorney General, the Solicitor General
4 of the United States, and the First Assistant Postmaster
5 General shall be \$20,000 per annum.

6 (b) Section 105 of title 3 of the United States Code is
7 amended to read as follows:

8 "COMPENSATION OF SECRETARIES AND EXECUTIVE AD-
9 MINISTRATIVE, AND STAFF ASSISTANTS TO PRESIDENT

10 "§ 105. The President is authorized to fix the com-
11 pensation of the six administrative assistants authorized to
12 be appointed under section 106 of this title, of the Executive
13 Secretary of the National Security Council, and of five other
14 secretaries or other immediate staff assistants in the White
15 House Office as follows: Two at rates not exceeding \$20,000
16 per annum, three at rates not exceeding \$18,000 per annum,
17 and seven at rates not exceeding \$16,000 per annum."

18 (c) The first sentence of section 106 of title 3 of the
19 United States Code is amended to read as follows: "The
20 President is authorized to appoint not to exceed six admin-
21 istrative assistants and to fix their compensation in accordance
22 with section 105 of this title."

23 SEC. 3. (a) The rate of basic compensation of the
24 Housing and Home Finance Administrator, the Chairman
25 of the Atomic Energy Commission, the Chairman of the

1 Munitions Board, the Chairman of the Research and De-
2 velopment Board, the Deputy Administrator for Economic
3 Cooperation, the Assistant Comptroller General of the
4 United States, the Assistant Director of the Bureau of the
5 Budget, and the Deputy Administrator of Veterans' Affairs
6 shall be \$18,000 per annum.

7 (b) The first sentence of section 603 of title 28 of the
8 United States Code (relating to the salary of the Director
9 of the Administrative Office of the United States Courts)-
10 is amended to read as follows:

11 "The Director shall receive a salary of \$15,000 a year."

12 (c) The rate of basic compensation of the Public Printer,
13 the Librarian of Congress, the members (other than the
14 Chairman) of the Council of Economic Advisers, the Direc-
15 tor of Central Intelligence, the Federal Mediation and Con-
16 ciliation Director, the Assistant Federal Security Adminis-
17 trator, and Director, Federal Bureau of Investigation, shall
18 be \$17,500 per annum.

19 SEC. 4. The rate of basic compensation of the members
20 of the Board of Governors of the Federal Reserve System;
21 the Director of Aeronautical Research of the National Ad-
22 visory Committee for Aeronautics; members of the Civil
23 Aeronautics Board; the Chairman of the Board of Directors
24 of the Export-Import Bank of Washington; members of the
25 Federal Communications Commission; members of the Board

1 of Directors of the Federal Deposit Insurance Corporation
2 (including the Comptroller of the Currency); members of
3 the Federal Power Commission; members of the Federal
4 Trade Commission; members of the Interstate Commerce
5 Commission; members of the National Labor Relations
6 Board; members of the National Mediation Board; members
7 of the Railroad Retirement Board; the Chairman of the
8 Board of Directors of the Reconstruction Finance Corpora-
9 tion; members of the Securities and Exchange Commission;
10 members of the Board of Directors of the Tennessee Valley
11 Authority; members of the Civil Service Commission; the
12 Chairman of the United States Maritime Commission;
13 members of the United States Tariff Commission; members
14 (other than the Chairman) of the Atomic Energy Com-
15 mission; the General Counsel of the National Labor Rela-
16 tions Board; the Architect of the Capitol; and the Deputy
17 Administrator of General Services shall be at the rate of
18 \$16,000 per annum.

19 SEC. 5. (a) The rate of basic compensation of the
20 Housing Expediter; the Director of the Bureau of Federal
21 Supply; the Director of Selective Service; the Archivist of
22 the United States; the Assistant Architect of the Capitol;
23 members of the Displaced Persons Commission; members
24 of the Indian Claims Commission; members of the War
25 Claims Commission; members of the Philippine War Dam-

1 age Commission; each Assistant Secretary of an executive
2 department (including the Fiscal Assistant Secretary of the
3 Treasury); each Assistant Attorney General; the Assistant
4 Solicitor General of the United States; the Counselor of
5 the Department of State; the Second, Third, and Fourth
6 Assistant Postmasters General; the Associate Federal Medi-
7 cation and Conciliation Director; the Deputy Director of
8 Central Intelligence; the Philippine Alien Property Ad-
9 ministrator; the Chief Assistant Librarian of Congress; the
10 Deputy Public Printer; members (other than the Chairman)
11 of the Board of Directors of the Export-Import Bank of
12 Washington; members (other than the Chairman) of the
13 Board of Directors of the Reconstruction Finance Corpora-
14 tion; members (other than the Chairman) of the United
15 States Maritime Commission; Administrator, Production and
16 Marketing Administration; Commissioner of Internal Reve-
17 nue; Director of the Bureau of Prisons; Commissioner of
18 Public Roads; Commissioner of Public Buildings; Commis-
19 sioner of Community Facilities; Commissioner of Immigra-
20 tion and Naturalization; Administrator of Civil Aeronautics;
21 Administrator, Rural Electrification Administration; Com-
22 missioner for Social Security; Commissioner of Reclamation;
23 Chief, Soil Conservation Service; Commissioner of Customs;
24 Commissioner of Narcotics; Governor of the Farm Credit

1 Administration; Chief Forester of the Forest Service; Ad-
2 ministrator of the Farmers Home Administration; Manager
3 of the Federal Crop Insurance Corporation; the three
4 Special Assistants to the Secretary of Defense; and of the
5 Governors of Alaska, Hawaii, the Virgin Islands, and the
6 Panama Canal shall be at the rate of \$15,000 per annum.
7 Notwithstanding section 30 of the Act of May 24, 1924,
8 as amended (U. S. C., title 5, sec. 152a), the salary of
9 the Legal Adviser of the Department of State shall continue
10 to be at the rate of \$10,330 per annum.

11 (b) The second sentence of section 603 of title 28 of
12 the United States Code (relating to the compensation of the
13 Assistant Director of the Administrative Office of the United
14 States Courts) is amended to read as follows: "The Assistant
15 Director shall receive a salary of \$10,000 a year."

16 (c) The rate of compensation of the Legislative Counsel
17 of the House of Representatives and of the Legislative
18 Counsel of the Senate shall be \$12,000 per annum.

19 SEC. 6. In any case in which the chairman or other head
20 of a board or commission and the other members of such
21 board or commission receive the same rate of basic compen-
22 sation under this Act, and such chairman or other head has
23 important duties or responsibilities not imposed upon other

1 members of such board or commission, the President is
2 authorized in his discretion to fix the compensation of such
3 chairman or other head at the rate of \$18,000 per annum.

4 SEC. 7. The applicable appropriation for the fiscal year
5 ending June 30, 1950, shall be available for payment of com-
6 pensation at the rate established for any position by or
7 pursuant to this Act unless it is specifically provided that
8 such appropriation shall not be available for such purpose.

9 SEC. 8. This Act shall take effect on the first day of the
10 first pay period which begins after the date of enactment of
11 this Act.

12 *That the rate of basic compensation of the head of each*
13 *executive department, of the Secretary of Defense, and of the*
14 *Administrator for Economic Cooperation shall be \$25,000*
15 *per annum.*

16 SEC. 2. (a) *The rate of basic compensation of the Comp-*
17 *troller General of the United States, the Chairman of the*
18 *Council of Economic Advisers, the Director of the Bureau*
19 *of the Budget, the Chairman of the National Security*
20 *Resources Board, the Federal Security Administrator, the*
21 *Administrator of Veterans' Affairs, the Administrator of*
22 *General Services, the Housing and Home Finance Adminis-*
23 *trator, each Under Secretary of an executive department,*

1 the Assistant to the Attorney General, the Solicitor General
2 of the United States, and the First Assistant Postmaster
3 General shall be \$20,000 per annum.

4 (b) Section 105 of title 3 of the United States Code is
5 amended to read as follows:

6 "COMPENSATION OF SECRETARIES AND EXECUTIVE, AD-
7 MINISTRATIVE, AND STAFF ASSISTANTS TO PRESIDENT

8 "§ 105. The President is authorized to fix the com-
9 pensation of the six administrative assistants authorized to
10 be appointed under section 106 of this title, of the Executive
11 Secretary of the National Security Council, and of five other
12 secretaries or other immediate staff assistants in the White
13 House Office as follows: Two at rates not exceeding \$20,000
14 per annum, three at rates not exceeding \$18,000 per annum,
15 and seven at rates not exceeding \$16,000 per annum."

16 (c) The first sentence of section 106 of title 3 of the
17 United States Code is amended to read as follows: "The
18 President is authorized to appoint not to exceed six admin-
19 istrative assistants and to fix their compensation in accordance
20 with section 105 of this title."

21 SEC. 3. (a) The rate of basic compensation of the Chair-
22 man of the Atomic Energy Commission, the Chairman of the
23 Munitions Board, the Chairman of the Research and De-
24 velopment Board, the Deputy Administrator for Economic
25 Cooperation, the Assistant Comptroller General of the

1 *United States, the Assistant Director of the Bureau of the*
2 *Budget, the Deputy Administrator of Veterans' Affairs, the*
3 *Comptroller of the Currency, and the Chairman of the Board*
4 *of Directors of the Reconstruction Finance Corporation shall*
5 *be \$18,000 per annum.*

6 (b) *The first sentence of section 603 of title 28 of the*
7 *United States Code (relating to the salary of the Director*
8 *of the Administrative Office of the United States Courts)*
9 *is amended to read as follows:*

10 "The Director shall receive a salary of \$16,000 a year."

11 (c) *The rate of basic compensation of the Public*
12 *Printer, the Librarian of Congress, the members (other*
13 *than the Chairman) of the Council of Economic Advisers,*
14 *the Director of Central Intelligence, the Federal Mediation*
15 *and Conciliation Director, the Assistant Federal Security*
16 *Administrator, Director, Federal Bureau of Investigation,*
17 *and the Deputy Under Secretaries of State shall be \$17,500*
18 *per annum.*

19 SEC. 4. *The rate of basic compensation of the members*
20 *of the Board of Governors of the Federal Reserve System;*
21 *members of the Home Loan Bank Board; the Public Hous-*
22 *ing Commissioner; the Federal Housing Commissioner;*
23 *the Director of Aeronautical Research of the National Ad-*
24 *visory Committee for Aeronautics; members of the Civil*
25 *Aeronautics Board; the Chairman of the Board of Directors*

1 of the Export-Import Bank of Washington; members of the
2 Federal Communications Commission; members of the Board
3 of Directors of the Federal Deposit Insurance Corporation;
4 members of the Federal Power Commission; members of the
5 Federal Trade Commission; members of the Interstate Com-
6 merce Commission; members of the National Labor Rela-
7 tions Board; members of the National Mediation Board;
8 members of the Railroad Retirement Board; members of the
9 Securities and Exchange Commission; members of the Board
10 of Directors of the Tennessee Valley Authority; members of
11 the Civil Service Commission; the Chairman of the United
12 States Maritime Commission; members of the United States
13 Tariff Commission; members (other than the Chairman)
14 of the Atomic Energy Commission; the General Counsel
15 of the National Labor Relations Board; the Architect of the
16 Capitol; and the Deputy Administrator of General Services
17 shall be at the rate of \$16,000 per annum.

18 SEC. 5. (a) The rate of basic compensation of the
19 Housing Expediter; the Director of Selective Service; the
20 Assistant Architect of the Capitol; members of the Displaced
21 Persons Commission; members of the Indian Claims Com-
22 mission; members of the War Claims Commission; members
23 of the Philippine War Damage Commission; each Assistant
24 Secretary of an executive department (including the Fiscal
25 Assistant Secretary of the Treasury); each Assistant Attorney

1 *General; the Assistant Solicitor General of the United States;*
 2 *the Counselor of the Department of State; the Second, Third,*
 3 *and Fourth Assistant Postmasters General; the Associate*
 4 *Federal Mediation and Conciliation Director; the Deputy*
 5 *Director of Central Intelligence; the Philippine Alien Prop-*
 6 *erty Administrator; the Chief Assistant Librarian of Con-*
 7 *gress; the Deputy Public Printer; members (other than the*
 8 *Chairman) of the Board of Directors of the Export-Import*
 9 *Bank of Washington; members (other than the Chairman)*
 10 *of the Board of Directors of the Reconstruction Finance*
 11 *Corporation; members (other than the Chairman) of the*
 12 *United States Maritime Commission; the Commissioners of*
 13 *the United States Court of Claims; and of the Governors of*
 14 *Alaska, Hawaii, the Virgin Islands, and the Panama Canal*
 15 *shall be at the rate of \$15,000 per annum.*

16 (b) *The second sentence of section 603 of title 28 of*
 17 *the United States Code (relating to the compensation of the*
 18 *Assistant Director of the Administrative Office of the United*
 19 *States Courts) is amended to read as follows: "The Assistant*
 20 *Director shall receive a salary of \$15,000 a year."*

21 (c) *The rate of compensation of the Legislative Counsel*
 22 *of the House of Representatives and of the Legislative*
 23 *Counsel of the Senate shall be \$12,000 per annum.*

24 SEC. 6. *In any case in which the chairman or other head*
 25 *of a board or commission and the other members of such*

1 board or commission receive the same rate of basic compen-
2 sation under this Act, and such chairman or other head has
3 important duties or responsibilities not imposed upon other
4 members of such board or commission, the President is
5 authorized in his discretion to fix the compensation of such
6 chairman or other head at the rate of \$18,000 per annum.

7 SEC. 7. The applicable appropriation for the fiscal year
8 ending June 30, 1950, shall be available for payment of com-
9 pensation at the rate established for any position by or
10 pursuant to this Act unless it is specifically provided that
11 such appropriation shall not be available for such purpose.

12 SEC. 8. This Act shall take effect on the first day of the
13 first pay period which begins after the date of enactment of
14 this Act.

Passed the House of Representatives July 8, 1949.

Attest:

RALPH R. ROBERTS,

Clerk.

Calendar No. 886

81ST CONGRESS
1ST SESSION

H. R. 1689

[Report No. 882]

AN ACT

To increase rates of compensation of the heads
and assistant heads of executive departments
and independent agencies.

JULY 11 (legislative day, JUNE 2), 1949

Read twice and ordered to be placed on the calendar

JULY 14 (legislative day, JUNE 2), 1949

Referred to the Committee on Post Office and Civil
Service

AUGUST 9 (legislative day, JUNE 2), 1949

Reported with an amendment

UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF MICHIGAN
856 FEDERAL BUILDING
DETROIT 26, MICH.

EARL T. CHAMBERLIN
COURT REPORTER

WOODWARD 3-9330 - EXT. 371

June 5, 1951

My dear Mr. Chief Justice:

The Conference of United States Court Reporters, in behalf of all United States District Court Reporters under Section 753, Title 28, U.S.C., through its Committee on Legislation, have requested the Congress to include federal court reporters under the provisions of the pay-raise legislation now being considered."

Among our reasons for doing this are the following:

1: It is more than seven years since salaries of court reporters were set by the Judicial Conference and although the great majority of federal employees have had several substantial pay-raises, the court reporters have not had any general salary increase;

2: On several occasions, in response to requests by the reporters to the Judicial Conference for a general pay-increase, representatives of the Judicial Conference have indicated apprehension as to whether Congress would grant an appropriation to cover such an increase; we feel if Congress includes the reporters in the pay-raise legislation the appropriation would follow almost automatically;

3: The ceiling set on reporters' salaries by Congress being \$6000.00, the Judicial Conference is without authority, we believe, to grant salary increases commensurate with increases granted by the pay-raise legislation to federal employees within the \$4500 and \$5000 brackets.

I am informing you, and the Judicial Conference through you, of this action on our part, by direction of the officers and Executive Council of our organization.

Respectfully yours,

Hon. Fred M. Vinson, Chief Justice,
The Supreme Court of the United States,
Washington, D. C.

Earl T. Chamberlin
Chairman, Committee on
Legislation.

*Have mvc -
check status of
this item -
and if necessary
advise the
committee of
existing law and
re conference
the appointment of
the committee to
make report
conference J. J. W.*

COURT EMPLOYEES -

Salary Adjustments under legislative enactments in which such employees are not specifically covered.

RECEIVED

SEP 9 2 43 PM '49

CHAMBERS OF THE
SEP 8, 1949
U.S. DEPT. OF JUSTICE

Honorable Scott Lucas
U.S. Senate Office Building
Washington 25, D.C.

Dear Senator Lucas:

Acting as the Legislative Committee for the Supreme Court and pursuant to our telephone conversation with you of September 6, we invite your consideration of what will be the status of employees of the Supreme Court and of the other federal courts in the event of the passage of pending legislation which provides expressly for an increase in the compensation of employees in the executive and legislative branches of the Government, but makes no mention of employees of these courts.

We refer to: S. 2379 (Long), and H.R. 5931 (Murray), each entitled "A bill to establish a standard schedule of rates of basic compensation for certain employees of the Federal Government; to provide an equitable system for fixing and adjusting the rates of basic compensation of individual employees; to repeal the Classification Act of 1923, as amended; and for other purposes," and to S. 2396 (Lucas), entitled "A bill relating to the compensation of employees of the Senate and the House of Representatives."

We assume that if these bills become law Congress would wish employees of the Supreme Court and of the other federal courts to receive comparable increases in their compensation.

In this connection, it has been suggested to us that the new Judicial Code, in 28 U.S.C. §§ 671-675 as to employees of the Supreme Court and in 28 U.S.C. § 604(a)(5) as to employees of the other federal courts, already has granted the necessary authority for making comparable or other increases to these employees without further congressional action. It likewise has been suggested that such action would not conflict with the Anti-Deficiency law (31 U.S.C. § 665). However, our purpose in mentioning this matter to you is to make sure that these employees have been considered and that they may, without difficulty, receive increases in pay comparable to any that Congress may authorize for the executive and legislative employees. We have no doubt that you will take whatever action, by express reference to them or otherwise, as shall be appropriate to enable these employees to receive treatment comparable to that accorded to those in the other branches of the service.

Thanking you for your consideration, we remain

Cordially yours,

Hugo L. Black

Harold H. Burton

June 12, 1951

Mr. Earl T. Chamberlin,
Court Reporter,
United States District Court,
856 Federal Building,
Detroit 26, Michigan.

Dear Mr. Chamberlin:

I am in receipt of your letter of June 5th relative to the desire of the Conference of United States Court Reporters to secure legislation to include "federal court reporters under the provisions of the pay-raise legislation now being considered. "

Sincerely,

(Signed) Fred M. Vinson

July 13, 1951

Dear Congressman Murray:

I write in response to your inquiry of July 9, 1951 concerning a proposal that any measure reported by your Committee on Post Office and Civil Service for increases in the salaries of specified classes of federal employees, provide for the application of Title V of the Federal Employees Pay Act of 1945, Section 6 of the Federal Employees Pay Act of 1946, and Title III of the Postal Rate Revision and Federal Employees Salary Act of 1948 to the court reporters of the federal courts.

Pursuant to the statute governing my office (28 U.S.C. 604(a)) I act under the supervision and direction of the Judicial Conference of the United States, consisting of the Chief Justice, Chairman, and the presiding judges of the courts of appeals of the eleven judicial circuits, and am not authorized to make recommendations upon matters of legislation without authority of the Judicial Conference. The Judicial Conference has had no opportunity to consider the specific proposal to which you refer. It has, however, repeatedly under the authority conferred upon it by Section 753 of Title 28 of the United States Code dealt with the salaries and compensation from transcript fees of federal court reporters. I am glad to ~~give you~~ inform you of the

*of noted
7/27 file*

NOTED

JUL 27 1951

Memorandum:--

F.M.V.

This letter from Mr. Chandler is in response to an inquiry from Cong. Murray with respect to a proposal to make applicable the various federal employee pay act increases to the salary of federal court reporters.

Mr. Chandler stated that hearings were to be held on the measure on Wednesday, July 25 and that because inquiry had been specifically made and the time element involved, he felt that some action should be taken by him. In view of Mr. Chandler's statement to the effect that when a similar proposal was probably to be considered in the Senate Committee, he discussed the matter with you and you indicated that a reply somewhat along the lines which the present letter follows should be directed to the Chairman of the Committee. However, in view of the fact that the information came from other than the committee it was deemed advisable to await committee action, and, also, that the information should not be submitted upon a voluntary basis, rather than in response to a formal request of the Committee.

It was Mr. Chandler's notion that, lacking a formal request from the Senate Committee for a statement concerning such a proposition, it would, in all probability not be given formal consideration. His notions in this respect proved accurate.

Because of all of this, I suggested that perhaps, in your absence, it might be well to confirm the position of the Committee of the Judicial Conference -- which is, in effect, the position of the Judicial Conference, by discussing the letter with Judge Parker. And, if Parker was in accord, to forward the letter on to Chairman Murray. Mr. Chandler felt that this was a good suggestion and advised that he would follow such procedure.

consideration given to the subject by the Judicial Conference and also of what I understand to be its attitude toward this duty cast upon it under the statute cited to determine from time to time the salaries of federal court reporters.

The section of the Judicial Code referred to provides that the number of reporters shall be determined by the Judicial Conference. It further provides that the compensation of the court reporters shall consist of an annual salary to be fixed from time to time by the Judicial Conference at not less than \$3,000 nor more than \$6,000 per annum, and of fees for transcripts requested by the parties including the United States to be charged at rates prescribed by the respective district courts by which the reporters are appointed and in which they serve, subject to the approval of the Judicial Conference.

The salaries of the court reporters were originally set by the Judicial Conference at a special meeting held in April 1944 following the enactment of the original statute approved January 20, 1944 (58 Stat. 5) which in 1948 was substantially reenacted in the present provision of the Judicial Code (28 U.S.C. 753). In fixing the salaries the Conference divided them into five general classes, as follows:

\$3,000 per year, for rural districts where the reporter would be required to spend less than half his time in court.

\$3,600 per year, for rural districts where the reporter would be required to spend half his time or more in court.

\$4,000 per year, for urban districts where the reporter, while spending half his time or more in court, is able to do substantial outside work.

\$4,500 per year, for reporters in cities of medium size where the position is practically a full-time job and the reporter can do little outside work.

\$5,000 per year, for reporters in large metropolitan cities, where the cost of living is high and where the reporters can do practically no outside work.

The Conference resolved that its initial action should "be regarded as tentative, and that the entire subject be reconsidered at the regular Conference of Senior Circuit Judges in 1945 on the basis of the experience which would be acquired in the meantime." At its annual meeting the following September the Conference acted upon transcript fees and approved fees at various rates, the maximum of which for districts in the states and the District of Columbia was 40¢ a page for the original and less rates for copy.

When the 1945 annual meeting of the Conference was held the Federal Employees Pay Act of 1945 had been passed and the Conference secured a ruling from the Comptroller General on the question whether Part II of Title V concerning employees of the judicial branch applied to the salaries of court reporters. In an opinion rendered September 28, 1945, No. B-52664, (25 Decisions of the Comptroller General 310) the Comptroller General ruled "That the action of the Judicial Conference in fixing the salaries to be paid court reporters was based largely upon the cost of similar services in the locality, that is, in accordance with 'prevailing wages' and that the action and authority

of the Conference in adjusting the compensation of court reporters from time to time constitute 'similar administrative authority' to a wage board within the purview of § 102c of the Federal Employees Pay Act." The Comptroller General concluded that for these reasons the act did not apply to court reporters. The Conference concluded that while there were probably certain inequities in the rates of compensation fixed, the salary and transcript rates as originally set should in general continue for an experimental or trial period of a year, and then be reviewed.

At the annual meeting of the Conference in October 1946, it directed a committee of the body which had been functioning for some time to make a study of the salaries and transcript rates. At a special meeting of the Conference held in April 1947 the Committee on the Court Reporting System recommended that the existing scale of salaries ranging from a minimum of \$3,000 a year to a maximum of \$5,000 be maintained, and that changes from the initial salaries be made only in particular instances where the salaries were shown to be inequitable.

The annual meeting of the Judicial Conference in September 1948 occurred after the enactment of the Postal Rate Revision and Federal Employees Salary Act of 1948, which was approved on July 3rd of that year (62 Stat. 1260). The Committee on the Court Reporting System reported to the Judicial Conference at that meeting that hearings had been held with representatives of organizations of court reporters

and that with respect to the salary and transcript rate structures the Committee "had made a full and complete review of the basis upon which these structures were originally established." The Committee stated its conclusion that the division of salaries into the five classes of \$3,000, \$3,600, \$4,000, \$4,500 and \$5,000 per year was "fair and reasonable." It also expressed the opinion that,

"Present conditions do not warrant a general increase in salaries when regard is had for the time actually spent in court, corresponding state salaries, earnings from charges for transcript, and other matters which should be given weight in any proper consideration of the problem."

Thus the Judicial Conference up to this time has not authorized any general increase in the general salary scales of court reporters. It has repeatedly considered the question of general increases but it has concluded that the income of the reporters from their salaries and fees for official transcript taken together was commensurate with their service. While it has not heretofore altered the general salary plan, it has at every annual meeting since the salaries were set in April 1944 authorized increases in particular salaries which were inequitable. (It has also approved increases in transcript rates adopted by different courts.) At its annual meeting in September 1948 it approved increases in the transcript rates previously authorized, if approved by the respective courts, to 55¢ per page for the original and 25¢ per page for copy of ordinary transcript and 90¢ per page for the original and 30¢ per page for copy of daily transcript.

The average and median earnings of the court reporters who served for a full fiscal year during the fiscal years 1946, 1947, 1948, 1949 and 1950 are shown by the following table:

	<u>Net from official transcript</u>		<u>Net from salary plus official transcript</u>		<u>Net from private work</u>		<u>Total net earnings</u>	
	<u>Average</u>	<u>Median</u>	<u>Average</u>	<u>Median</u>	<u>Average</u>	<u>Median</u>	<u>Average</u>	<u>Median</u>
1946 127 re- porters	1131.18	772.10	5549.99	5080.75	762.57	338.92	6444.43	6015.71
1947 140 re- porters	1826.75	1196.00	6079.94	5755.00	854.82	369.00	6934.77	6595.00
1948 171 re- porters	1976.40	1335.70	6365.32	5616.95	843.12	253.71	7208.44	6505.58
1949 170 re- porters	2163.15	1711.62	6531.98	6175.73	1108.15	308.73	7640.13	7065.58
1950 173 re- porters	2063.39	1692.97	6425.48	6195.19	1255.51	688.50	7681.00	7210.29

The data for the fiscal year 1951 are not yet available.

The Judicial Conference at its annual meeting in September 1950 directed that the Committee on the Court Reporting System, which had been discontinued a few years previously, "be reactivated for the purpose of considering the question of compensation, including transcript rates and other relevant factors involved in a comprehensive study of the subject." "The Conference further directed that

the Administrative Office furnish the Committee with such data and render such services as may be required; and that the Administrative Office submit recommendations to the Committee with respect to its views concerning proper levels of compensation for each individual reporter."

At a special meeting of the Judicial Conference held in March of this year the chairman of the committee, Circuit Judge John J. Parker, stated that the subject of compensation of the reporters was under consideration by the committee, and that the committee contemplated submitting its report and recommendations at the meeting of the Conference to be held this coming September. The committee has now called a meeting to be held at the end of this month and fully expects to make a report to the Judicial Conference in reference to the salaries of the court reporters, including in its report all aspects of the subject at the coming annual meeting of the Conference in September.

Thus the Judicial Conference of the United States is now in process of acting in its accustomed way: first, by study by a committee which in the course of its consideration plans to hear representatives of the court reporters, and then by its own decision upon the salaries of court reporters. This will be in the discharge of the duty committed to it by the Statute (28 U.S.C. 753(e)). The application to the court reporters of the increases in salaries

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prescribed by the Pay Acts of 1945, 1946, and 1948 in accordance with the proposed amendment would result in percentage increases as follows for the five principal classes into which, as previously stated, reporters' salaries are divided: for salaries of \$3,000 per annum, 40.96 per cent; for salaries of \$3,600 per annum, 38.36 per cent; for salaries of \$4,000 per annum, 37.07 per cent; for salaries of \$4,500 per annum, 35.77 per cent; and for salaries of \$5,000, 34.28 per cent. It would appear to be inconsistent with the delegation by the Congress to the Judicial Conference of the power to fix the salaries of the court reporters for the Congress to alter their salaries while the question of what are proper amounts is being studied by the Conference. If I interpret the attitude of the Conference correctly, it recognizes of course the power of the Congress to legislate upon the salaries of any federal employees. But it believes that so long as the power to fix the salaries of the court reporters is left in the Conference, it can best fulfill its function if the Congress refrains from exercising directly a part of this power by statute.

Sincerely yours,

Honorable Tom Murray
House of Representatives
Washington, D. C.

HPC:lvc

July 13, 1951

Dear Congressman Murray:

I write in response to your inquiry of July 9, 1951 concerning a proposal that any measure reported by your Committee on Post Office and Civil Service for increases in the salaries of specified classes of federal employees, provide for the application of Title V of the Federal Employees Pay Act of 1945, Section 6 of the Federal Employees Pay Act of 1946, and Title III of the Postal Rate Revision and Federal Employees Salary Act of 1948 to the court reporters of the federal courts.

Pursuant to the statute governing my office (28 U.S.C. 604(a)) I act under the supervision and direction of the Judicial Conference of the United States, consisting of the Chief Justice, Chairman, and the presiding judges of the courts of appeals of the eleven judicial circuits, and am not authorized to make recommendations upon matters of legislation without authority of the Judicial Conference. The Judicial Conference has had no opportunity to consider the specific proposal to which you refer. It has, however, repeatedly under the authority conferred upon it by Section 753 of Title 28 of the United States Code dealt with the salaries and compensation from transcript fees of federal court reporters. I am glad to inform you of the

consideration given to the subject by the Judicial Conference and also of what I understand to be its attitude toward this duty cast upon it under the statute cited to determine from time to time the salaries of federal court reporters.

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At a special meeting of the Judicial Conference held in March of this year the chairman of the committee, Circuit Judge John J. Parker, stated that the subject of compensation of the reporters was under consideration by the committee, and that the committee contemplated submitting its report and recommendations at the meeting of the Conference to be held this coming September. The committee has now called a meeting to be held at the end of this month and fully expects to make a report to the Judicial Conference in reference to the salaries of the court reporters, including in its report all aspects of the subject at the coming annual meeting of the Conference in September.

Thus the Judicial Conference of the United States is now in process of acting in its accustomed way: first, by study by a committee which in the course of its consideration plans to hear representatives of the court reporters, and then by its own decision upon the salaries of court reporters. This will be in the discharge of the duty committed to it by the Statute (28 U.S.C. 753(e)). The application to the court reporters of the increases in salaries

prescribed by the Pay Acts of 1945, 1946, and 1948 in accordance with the proposed amendment would result in percentage increases as follows for the five principal classes into which, as previously stated, reporters' salaries are divided: for salaries of \$3,000 per annum, 40.96 per cent; for salaries of \$3,600 per annum, 38.36 per cent; for salaries of \$4,000 per annum, 37.07 per cent; for salaries of \$4,500 per annum, 35.77 per cent; and for salaries of \$5,000, 34.28 per cent. It would appear to be inconsistent with the delegation by the Congress to the Judicial Conference of the power to fix the salaries of the court reporters for the Congress to alter their salaries while the question of what are proper amounts is being studied by the Conference. If I interpret the attitude of the Conference correctly, it recognizes of course the power of the Congress to legislate upon the salaries of any federal employees. But it believes that so long as the power to fix the salaries of the court reporters is left in the Conference, it can best fulfill its function if the Congress refrains from exercising directly a part of this power by statute.

Sincerely yours,

Honorable Tom Murray
House of Representatives
Washington, D. C.

HPC:lvc

83D CONGRESS
1ST SESSION

H. R. 3321

IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 19, 1953

Mr. MORRISON introduced the following bill; which was referred to the Committee on Post Office and Civil Service

A BILL

To provide for a pay increase for Government employees.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*
3 That (a) the rates of basic compensation of officers and
4 employees in or under the executive and judicial branches
5 of the Government and of officers and employees of the
6 municipal government of the District of Columbia whose
7 rates of basic compensation are increased by the first section
8 and by sections 4 and 5 (a) of the Act entitled "An Act
9 to increase the basic rates of compensation of certain officers
10 and employees of the Federal Government, and for other
11 purposes", approved October 24, 1951 (Public Law 201,

1 Eighty-second Congress), are hereby increased by \$600 per
2 annum.

3 (b) Section 8 (d) of Public Law 293, Seventy-ninth
4 Congress, as amended, is amended by striking out "\$12,800"
5 and inserting in lieu thereof "\$13,400".

6 (c) The limitations of \$10,560 and \$14,355 with re-
7 spect to the aggregate salaries payable to secretaries and
8 law clerks of circuit and district judges, contained in the
9 paragraph under the heading "Miscellaneous Salaries" in
10 the Judiciary Appropriation Act, 1953 (Public Law 495,
11 Eighty-second Congress), or in any subsequent appropria-
12 tion Act, shall be increased by the amounts necessary to pay
13 the additional basic compensation provided by this Act.

14 SEC. 2. (a) Each officer and employee in or under the
15 legislative branch of the Government whose rate of compen-
16 sation is increased by section 2 (a) of such Act of October
17 24, 1951, and each employee in the office of a Senator shall
18 be paid additional compensation at the rate of \$600 per
19 annum: *Provided*, That employees paid on an hourly or
20 part-time basis shall be paid additional compensation at the
21 rate of 30 cents per hour.

22 (b) The provisions of section 603 (b) of the Federal
23 Employees Pay Act of 1945, as amended, section 7 (b)
24 of the Federal Employees Pay Act of 1946, as amended,
25 section 303 (c) of the Postal Rate Revision and Federal

1 Employees Salary Act of 1948, the provisions of paragraph
2 (b) under the heading "Increased Pay for Legislative
3 Employees" in the Second Supplemental Appropriation
4 Act, 1950, and the provisions of section 2 (b) of such
5 Act of October 24, 1951, shall not apply to officers or em-
6 ployees subject to the provisions of subsection (a), but no
7 such officer or employee, or any other officer or employee
8 of the Senate or the House of Representatives, shall be paid
9 with respect to any pay period basic compensation or basic
10 compensation plus additional compensation at a rate in excess
11 of \$12,246 per annum unless expressly authorized by law.

12 (c) The rates of basic compensation of each of the
13 elected officers of the Senate and the House of Representa-
14 tives (not including the presiding officers of the two Houses),
15 the Parliamentarian of the Senate, the Parliamentarian of
16 the House of Representatives, the Legislative Counsel of
17 the Senate, the Legislative Counsel of the House of Repre-
18 sentatives, and the Coordinator of Information of the House
19 of Representatives are hereby increased by \$600 per annum.

20 SEC. 3. Section 66 of the Farm Credit Act of 1933
21 (48 Stat. 269), as amended, is hereby amended to read
22 as follows:

23 "SEC. 66. No director, officer, or employee of the Cen-
24 tral Bank for Cooperatives, or of any production credit cor-
25 poration, production credit association, or bank for coopera-

1 tives shall be paid compensation at a rate in excess of
2 \$14,400 per annum."

3 SEC. 4. All postmasters, officers, and employees in the
4 postal service whose rates of compensation are prescribed by
5 the Act entitled "An Act to reclassify the salaries of post-
6 masters, officers, and employees of the postal service; to
7 establish uniform procedures for computing compensation;
8 and for other purposes", approved July 6, 1945 (Public
9 Law 134, Seventy-ninth Congress), as amended, shall re-
10 ceive additional basic compensation at the rate of \$600 per
11 annum: *Provided*, That employees paid on an hourly or
12 part-time basis shall receive additional basic compensation at
13 the rate of 30 cents per hour: *Provided further*, That each
14 postmaster of a post office of the fourth class shall receive
15 additional basic compensation at the rate of a sum per an-
16 num equal to 30 per centum of his basic annual compensa-
17 tion, except that no such postmaster shall receive addi-
18 tional basic compensation at a rate in excess of \$600 per
19 annum.

20 SEC. 5. This Act shall take effect on the first day of
21 the first pay period which begins after the date of enact-
22 ment of this Act.

83^d CONGRESS
1st SESSION

H. R. 3321

A BILL

To provide for a pay increase for Government
employees.

By Mr. MORRISON

FEBRUARY 19, 1953

Referred to the Committee on Post Office and Civil
Service