
DIGEST OF
PROVISIONS OF LAW FIXING
PAY FOR EMPLOYEES IN THE
EXECUTIVE BRANCH OF THE
FEDERAL GOVERNMENT

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FOREWORD

The purpose of this digest is to bring together in one place a schedule or listing of all of the legislation that has been enacted and which is currently in effect authorizing the fixing of pay or compensation of employees of the executive branch of the Federal Government.

With the exception of a few basic pay statutes, such as the Classification Act of 1923, as amended, or the Postal Salary Classification Act of February 28, 1925, provisions of law authorizing the fixing of pay of employees are scattered throughout the statutes and the United States Code, and are not readily available in summary form.

There are so many places where provisions of law authorizing the fixing of pay of Federal employees may be located that, in an attempt to collect all of them, it is possible that some items have been overlooked. Any omissions which are likely to occur in this digest will consist of only a few isolated items of minor importance. The great majority of statutes fixing pay for Federal employees is included herein. In addition to legislation, the Executive orders which are authority for fixing the pay of certain positions have been cited.

There is from time to time, in many places in the Government, need for knowledge and information as to where and in what manner pay structure is provided. It is believed that this digest will serve a useful purpose in supplying a convenient and ready reference to the various laws now governing the pay of employees in the Federal service.

For a clear understanding of the pay structure of the Federal government and of the arrangement of the material in this digest, the user should first read the introductory statement immediately following.

INTRODUCTION

(Explanation of arrangement of material in this digest)

For convenience in describing the pay structure of the Federal Government, the pay-fixing methods in the executive branch are grouped under the following subdivisions:

1. *Classification Act employees*, i. e., employees whose pay is fixed in accordance with statutory pay schedules established by Congress in the Classification Act of 1923, as amended, which can be revised only by legislative action.

[Note: The discussion of the Classification Act appearing on pp. 1 to 6, includes references to sections from that act which are grouped under parts 2, 3, and 4 immediately below.]

2. *Wage-board employees*, i. e., employees in crafts, trades, and labor occupations, whose pay is fixed and adjusted from time to time by wage boards, or similar administrative authority serving the same purpose, by reference to prevailing rates in the same locality for similar kinds of employment in private industry. Such wage schedules are fixed and adjusted by action of the agency concerned, subject to the policies and directives of the National War Labor Board.

[For details see Part IV, p. 73 of this digest.]

3. *Postal Service Employees* whose pay is fixed in accordance with statutory pay schedules established by Congress in the Act of February 28, 1925, as amended, which can be revised only by legislative action.

[For details see Part III, p. 43 of this digest.]

4. *Miscellaneous Excepted Employees*, i. e., employees in various agencies whose pay is (a) fixed and adjusted from time to time by action of the head of the agency, who has been expressly authorized by law to compensate his employees without regard to the usual laws governing the pay of Federal employees; or (b) fixed in accordance with statutory pay scales (other than the Postal Service); or (c) specifically fixed by legislative action in the individual case.

[Covered in pts. I-A, p. 9, I-B, p. 13, I-C, p. 23, and pt. II, p. 46 of this digest.]

THE CLASSIFICATION ACT OF 1923, AS AMENDED

The Classification Act of 1923, as amended,¹ contains a broad administrative plan for centralized control of the process of fixing pay

¹The original Classification Act of March 4, 1923, 43 Stat. 1488, has been amended by later statutes raising levels of pay, changing minimum, intermediate, and maximum rates of existing pay scales, or introducing additional classification grades and pay scales. Joint resolution of June 7, 1924, 43 Stat. 930; Walsh Act of May 28, 1928, 45 Stat. 774; Benesh Act of July 3, 1930, 46 Stat. 1013; act of August 23, 1935, 49 Stat. 734; Civilian Adjustment Statutes of May 7, 1936, 49 Stat. 1236, and June 25, 1938, 49 Stat. 1079; Ranspock Act of November 20, 1940, 54 Stat. 1211; Mixed-Rates Act of August 1, 1941, 55 Stat. 610 (with-backgrade promotions); and the Custodial Pay Act of August 1, 1942, 56 Stat. 735.

for positions in the departmental service. The principal features of this plan are:

1. Very broad occupational divisions, called "services," are established in the law. These services are defined and designated as the Professional and Scientific Service; the Subprofessional Service; the Clerical, Administrative and Fiscal Service; the Crafts, Protective, and Custodial Service;² and the Clerical-Mechanical Service.

2. Each service is subdivided into a number of "grades," or zones of importance, difficulty, responsibility, and value of work.

3. Uniform pay scales consisting of these services and grades are enacted into the law, each grade having a salary range fixed by Congress, and a short, very general description of the kind of work falling in each grade.

4. The pay of individual positions is determined through a process known as "allocation," i. e., a determination of the grade, the description of which most nearly covers the duties and responsibilities of the position, or, in other words, an appraisal of the duties and responsibilities of an individual position according to general standards of appraisal (grades) set by Congress. When a decision is reached that a position is of such difficulty and importance as to bring it within a particular grade, the salary range stated in the statute for that grade automatically attaches to the position.

5. In order to secure uniform interpretation and application of the pay scales, and as a guiding principle for the process of "allocation," Congress expressly provided that "In determining the rate of compensation which an employee shall receive, the principle of equal compensation for equal work, irrespective of sex, shall be followed." Also, in applying "the provisions of the Classification Act of 1923, as amended, there shall be no discrimination against any person, or with respect to the position held by any person, on account of race, creed, or color" (act of November 26, 1940, 54 Stat. 1211).

6. A central classifying agency, the Civil Service Commission,³ administers the Act insofar as positions in the departmental service are concerned.

Amendments to the original act require the heads of departments and agencies to follow the pay scales of the Classification Act in fixing the pay of positions covered by that act in their field services. However, the agency's "allocation" of individual positions in the field service is not subject to review and revision by the Civil Service Commission as is the case in the departmental service.

COVERAGE OF THE CLASSIFICATION ACT OF 1923, AS AMENDED

Whether or not particular positions are covered by the provisions of the Classification Act is determined not only by studying the Classification Act and its amendments and the Comptroller General's interpretative decisions, but also by referring to the provisions of many statutes, particularly those creating new organization units, authorizing activities or expenditures, or making appropriations. Congress may except positions from the Classification Act either on an organ-

² Designated as the "Custodial Service" with the act of August 1, 1942, 56 Stat. 723.

³ The original Classification Act established the Personnel Classification Board as the central classifying agency. The board was abolished by the act of June 10, 1932, 47 Stat. 410, and all of its functions were transferred to the Civil Service Commission effective October 1, 1932.

izational basis, on an occupational basis, or by fixing the pay of individual positions. In other words, an entire organizational unit may be excepted from the Act itself because it is excluded by name, or because Congress specifically provides separate pay scales for the organization (such as the Postal Service). Occupational groups, such as trades positions, or engineering positions in particular organizations, may be excepted in the Act itself or by other statutes. Individual positions may be excepted because Congress specifically fixes the rate of pay for that position (such as the head of an independent agency, or bureau chief). These types of exceptions are of a permanent or continuing nature. In addition, annual appropriation acts authorize the expenditure of funds (often limited in amount) without regard to the Classification Act, or fix the pay for individual positions. These authorizations are temporary in nature, being limited to the fiscal year for which the appropriation is available. The exceptions range from small occupational groups, such as engineering or consulting services, to flat amounts to be expended for any type of position (for example, for the fiscal year 1945 the Petroleum Administration for War may expend "\$425,000 for personal services without regard to" the Classification Act).

Organizational units covered by the Classification Act

The original Classification Act of 1923, by defining what is meant by the term "department", *covers* the following organizations:

1. Executive departments and other agencies in the executive branch.
2. The municipal government of the District of Columbia.
3. The Botanic Garden.
4. The Library of Congress, and Library Building and Grounds.
5. Office of the Superintendent of Documents, Government Printing Office.⁴
6. Smithsonian Institution.
7. Office of the Architect of the Capitol.⁵
8. Administrative Office of the United States Courts.⁶

Organizational Units Excepted From the Classification Act

The original Classification Act, in the definition of "position", *excludes* the following organizational units:

1. The Postal Service (but not the Post Office Department in Washington, D. C.);
2. Teachers, librarians, and school attendance officers under the Board of Education of the District of Columbia;⁷

⁴The original Classification Act definition included the Government Printing Office but the Act of May 28, 1928, 45 Stat. 770, excepted from the Classification Act positions in the Government Printing Office the pay of which is fixed under the act of June 7, 1924 (44 U. S. C. 40).

⁵The Office of the Architect of the Capitol was not included in the original act. The act of June 20, 1929 (46 Stat. 390), changed the term "department" to include the Office of the Architect of the Capitol.

⁶Not in the original act. The act of August 7, 1930 (53 Stat. 1221) (28 U. S. C. 444 and 445), established the Administrative Office of the United States Courts, with a Director and Assistant Director, to be appointed by the Supreme Court of the United States, who receive annual salaries of \$10,000 and \$7,500, respectively. The Director "shall fix their compensated composition in accordance with the provisions of the Classification Act of 1923, as amended."

⁷The original Classification Act excepted from its provisions positions in the community center department under the Board of Education. However, under the act of April 28, 1942 (56 Stat. 201), creating the Recreation Board for the District of Columbia, the functions of the community center department were transferred to the Recreation Board and the act required all positions in that Board to be fixed in accordance with the Classification Act of 1923, as amended.

3. The uniformed force of the Metropolitan Police Department and the Fire Department for the District of Columbia and United States Park Police; and

4. The commissioned units of the Coast Guard, the Public Health Service, and the Coast and Geodetic Survey.

The Classification Act of 1923, as amended, does not cover and, except by Congress, cannot be made applicable to the following organizational units (act of November 26, 1940, 54 Stat. 1214):

1. Commissioned officers and enlisted personnel in the military and naval services.

2. Positions in the Government Printing Office the compensation of which is fixed under the act of June 7, 1924 (43 Stat. 458).

3. Offices or positions in the Foreign Service of the United States the compensation of which is fixed under the acts of May 24, 1924 (43 Stat. 140), and February 23, 1934 (46 Stat. 1207).

4. Offices or positions in the Tennessee Valley Authority.

A description of the legislation authorizing the fixing of pay for employees of the foregoing civilian organizational units, as well as other organizations specifically excepted from the Classification Act, will be found in Part I-A, page 9 of this digest.

Executive Order Salary Schedule for Emergency Positions.—Beginning in 1932 many statutes creating new or emergency agencies authorized the heads thereof to fix rates of pay for positions in their organizations without regard to the Classification Act of 1923, as amended. In order to secure greater uniformity in the rates of compensation of employees engaged upon the same or similar classes of work in the various emergency agencies, the President by a series of Executive orders* promulgated a salary schedule applicable to positions not subject to the Classification Act. The rates were to be fixed according to the schedule and in conformity with the duties and responsibilities of the positions concerned. This Executive order, with certain exceptions, applied to all emergency agencies and those operated in whole or in part from emergency funds. Heads of such agencies may elect to fix the compensation of positions either in accordance with the Executive order schedule or in accordance with the provisions of the Classification Act of 1923, as amended.[†]

Occupational Groups Excepted From the Classification Act

The Classification Act of 1923 does not apply to employees in positions the duties of which are to perform or assist in apprentice, helper, or journeyman work in a recognized trade or craft, and to skilled and semi-skilled laborers (sec. 5 of the act). However, such positions are subject to the Classification Act when employees are "under the direction and control of the custodian of a public building or perform work which is subordinate, incidental, or preparatory to work of a professional, scientific, or technical character."

The following groups, among others, in the departmental service are excluded under section 5 of the act: Foremen and head mechanics in the Bureau of Engraving and Printing (4 Comp. Gen. 900, Apr.

* The current one is Executive Order No. 8748, June 21, 1934 (as modified by Executive Order Nos. 7102, July 18, 1935; 7167, July 10, 1935; 8225, August 21, 1936; 8250, October 4, 1936; and 8285, August 10, 1941). Executive Order No. 6762 superseded Executive Order No. 6440, November 10, 1933; 8564, January 10, 1934; and 8522, March 7, 1934.

[†] Executive Order Nos. 7022, July 2, 1932, and 8154, May 10, 1933.

29, 1925); employees whose paramount duties are those of automobile mechanics or watchmakers, together with their skilled helpers (4 Comp. Gen. 90, May 20, 1925); and employees engaged in quantity lithographic reproduction processes (Civil Service Commission Departmental Circular No. 465, Jan. 18, 1944).

Employees in the several trades and occupations the compensation of which is set by wage boards, or by other wage-fixing authorities serving the same purpose, in accordance with prevailing rates in the same locality for similar kinds of employment in private industry, are not subject to the Classification Act of 1923, as amended.

Under title II of the Ranspock Act of November 26, 1940 (54 Stat. 1211), the President is authorized to extend the provisions of the Classification Act to positions not then covered (with certain exceptions). In making such extensions, however, he may exclude the following occupational groups:

Offices or positions on work which is financed jointly by the United States and a State, Territory, or possession of the United States (including the Philippine Islands), or political subdivision thereof, or cooperating persons or organizations outside the service of the Federal Government, and the pay of which is fixed under a cooperative agreement, with the United States; offices or positions none or only part of the compensation of which is paid from funds of the United States; offices or positions filled by inmates, patients, students, or beneficiaries in Government institutions; offices or positions outside the States of the United States and the District of Columbia filled by natives of Territories or possessions of the United States (including the Philippine Islands) or foreign nationals; emergency or seasonal offices or positions in the field service, or other field offices or positions, the duties of which are of purely temporary duration, or which are required only for brief periods at intervals; and offices or positions filled by persons employed locally on a fee, contract, or piece-work basis who may lawfully perform their duties concurrently with their private profession, business, or other employment and whose duties require only a portion of their time, where it is impracticable to ascertain or anticipate the proportion of time devoted to the service of the Federal Government. (Sec. 4, act of November 26, 1940, 54 Stat. 1214).

The Classification Act cannot be made applicable, except by Congress, to the following occupational groups (act of November 26, 1940, 54 Stat. 1211):

1. Clerks in the Customs Service of the Treasury Department;
2. Inspectors in the Immigration and Naturalization Service of the Department of Justice;
3. Officers or members of the crew of a vessel, except that the President may by Executive order extend the act to offices or positions in the Bureau of Lighthouses;
4. Offices or positions the duties of which are to perform the work of an apprentice, helper, or journeyman in a recognized trade, or craft, or other skilled mechanical craft, or the work of an unskilled, semi-skilled, or skilled laborer, except that whenever such offices or positions involve work in the regular custody, operation, or maintenance of a Government building, or other Government property, or work which is subordinate, incidental, or preparatory to work of a

professional, scientific, or technical character, the President upon a finding that the characteristics and working conditions of such offices or positions render them substantially the same as comparable offices or positions in the District of Columbia included within the Classification Act, may by Executive order extend the provisions of such act to include them.

A number of permanent statutes specifically except designated occupations or kinds of positions from the Classification Act, such as engineers, attorneys, or experts. In addition, legislation of temporary duration, i. e., items in annual appropriation acts, excepts occupational groups of positions from the Classification Act. The former are described in Part I-B, page 13, and the latter in Part II, page 46, of this digest.

Exception of Individual Positions From the Classification Act

Congress frequently fixes the rate of pay of individual positions, particularly the heads or assistant heads of organizational units, either in organic statutes creating organizational units or establishing new activities, or in annual appropriation acts. Sometimes the President, or the head of an agency, is authorized to fix the salary of the individual position at not to exceed a rate fixed by Congress. All of these constitute exceptions to the Classification Act. (See Part I-B, p. 13, for description of such legislation.)

ARRANGEMENT OF MATERIAL IN THIS DIGEST

No attempt has been made in this digest to give a detailed description of the provisions of the Classification Act of 1923 and its amendments. It is believed that the foregoing introductory statement will be sufficient to indicate the nature and coverage of the pay-fixing plan provided for employees subject thereto. "In the absence of statutory exemption, the salary rates of personnel of all Federal agencies, both in the departmental and field service, are required to be fixed in accordance with the schedules or rates prescribed in the Classification Act, as amended" (20 Comp. Gen. 211, 212, Oct. 24, 1940; 14 id. 420, Nov. 27, 1934; 22 Comp. Gen. 401, Nov. 23, 1942; and numerous other decisions). In view of this general rule, and since approximately 40 percent of all Federal positions are subject to the pay scales of the Classification Act of 1923, as amended, it seemed logical in the preparation of this digest to group the laws fixing the basic pay of other employees as exceptions to the Classification Act.

Provisions of Law Excepting Positions From the Classification Act

Accordingly, the user of this digest will find that Parts I to IV, inclusive, contain the laws excepting employees from the provisions of the Classification Act. The laws of a continuing or permanent nature which apply to entire organizational units are described in Part I-A, page 9. Those applying to particular occupational groups or individual positions are described in Part I-B, page 13. Part I-C, page 36, contains provisions of law and other information concerning Government corporations.

No attempt has been made to compile exceptions to the Classification Act appearing in appropriation acts other than for the current

fiscal year (i. e., for the fiscal year ending June 30, 1945). The pay items appearing in these acts are included in Part II, page 46.

Parts I and II have been arranged alphabetically by agencies—the Executive Departments have been listed first, followed by the Independent Agencies. Bureaus or offices within a department or agency have also been listed alphabetically in most instances.

Part III, page 63, is a complete compilation of the laws fixing the rates of pay for positions in the Postal Service; and Part IV, page 73, contains the provisions of law requiring basic wage rates to be fixed by wage boards or by administrative action in accordance with prevailing rates paid for similar work in the locality.

Provisions of Law Granting Overtime Pay or Extra Pay

The provisions of law governing the payment of overtime compensation or extra compensation, as distinguished from those governing the basic pay of employees, have been compiled in Parts V to IX, inclusive. They have been arranged under the following subject-matter headings and each group is complete in itself:

- V. Wartime pay increases (apart from overtime pay), page 77.
- VI. Overtime pay, page 80.
- VII. Night pay differentials, page 91.
- VIII. Sunday and holiday pay, page 93.
- IX. Extra-continental pay differentials, page 99.

Miscellaneous Provisions of Law Relating to Pay of Federal Employees

Other provisions of law of a miscellaneous nature which relate to pay of employees has been included in Part X, page 101. This part contains provisions of law granting allowances for quarters, subsistence, etc.; additional compensation for additional duties; miscellaneous provisions which affect the application of the Classification Act of 1923, etc.

At the beginning of each part of this digest the user will find a brief description of the subject matter and of the arrangement which has been followed in listing the provisions of law therein.

It will be observed from the foregoing explanation of the subject-matter arrangement of material in this digest, that the various provisions of law authorizing the fixing of pay for all employees of a single department are not located in one place. This information, however, may be readily secured by consulting the appropriate parts of this digest. For example, to determine what positions in the Department of Agriculture are excepted from the Classification Act of 1923, reference should be made (under the heading "Agriculture") to Parts I-A, I-B, and I-C for permanent legislation affecting positions in the Department; Part II for provisions in the Department's appropriation act; and Part IV to see whether the Department has any legislation requiring rates to be fixed by wage boards or similar authority. Parts V through X contain laws of more or less general application and a reference to these parts will indicate whether or not positions in the Department of Agriculture are subject thereto.

PART I

Continuing Provisions of Law Excepting Positions from the Classification Act of 1923, as Amended

Authority for the exemption of positions from the Classification Act of 1923, as amended, is to be found in the Act itself, and in a considerable number of organic acts or other statutes of a permanent nature. These exemptions may consist of whole organizational units, groups of positions, or single positions. Provisions of permanent law which except entire organizational units from the Classification Act constitute Part I-A of this digest. Part I-B lists the provisions of law relating to exclusions of particular occupational groups and individual positions. Part I-C contains provisions of law and other information concerning Government corporations.

PART I-A

Continuing Provisions of Law Authorizing the Fixing of Basic Pay Rates Without Regard to the Classification Act of 1923, as Amended, for Entire Organizational Units

AGRICULTURE

Program for development of guayule and other rubber-bearing plants
7 U. S. C. 172 (Supp. III)

All positions necessary to carry out this program are excepted from the Classification Act of 1923, as amended.

See also entry under this part (Part I-A) for Federal Farm Mortgage Corporation.

BOARD OF GOVERNORS FEDERAL RESERVE SYSTEM

12 U. S. C. 241

The members (7) of the Board shall each receive an annual salary of \$15,000 payable monthly.

12 U. S. C. 214

The Board shall determine and prescribe the manner in which its obligations shall be allowed and paid and the salaries of its members and employees shall be governed solely by the rules and regulations of the Board * * *

EXPORT-IMPORT BANK (under Foreign Economic Administration)

Established under the N. I. R. Act—June 16, 1933, title I, sec. 2.

All positions under the National Industrial Recovery Act were excepted from the Classification Act of 1923, as amended.

FEDERAL DEPOSIT INSURANCE CORPORATION

12 U. S. C. 264 (b)

* * * Each (3) member of the board of directors shall receive compensation at the rate of \$10,000 annually. (The third member shall be the Comptroller of the Currency, who shall not receive additional compensation for such services).

12 U. S. C. 264 (k)

The board of directors is authorized "to determine and prescribe the manner in which its obligations shall be incurred and its expenses allowed and paid"—[This language excepts all positions in Federal Deposit Insurance Corporation from the Classification Act.]

FEDERAL FARM MORTGAGE CORPORATION (under Farm Credit Administration, Department of Agriculture)

12 U. S. C. 1620

The directors shall have power, without regard to the provisions of other laws applicable to the employment and compensation of officers and employees of the United States, to employ and fix the compensation and duties of such agents, officers, and employees of the corporation as may be necessary * * *. But the rates of compensation * * * shall not exceed the rates of compensation prescribed for comparable duties by the Classification Act of 1925, as amended.

FEDERAL HOME LOAN BANK ADMINISTRATION (under National Housing Agency)

12 U. S. C. 39

The board shall have the power to select, employ, and fix the compensation of such officers, employees, attorneys, and agents as shall be necessary * * * without regard to the provisions of other laws applicable to the employment or compensation of officers, employees, attorneys, and agents of the United States.

FEDERAL HOUSING ADMINISTRATION (under the National Housing Agency)

12 U. S. C. 1702

The Administrator may appoint such other officers and employees as he may find necessary and fix their compensation without regard to the provisions of other laws applicable to the employment or compensation of officers or employees of the United States.

FEDERAL RESERVE SYSTEM, BOARD OF GOVERNORS

Listed under Board of Governors Federal Reserve System above.

FEDERAL SAVINGS AND LOAN INSURANCE CORPORATION (under the National Housing Agency)

12 U. S. C. 1725 (c) (5)

To appoint and to fix the compensation, by its board of trustees, of such officers, employees, attorneys, or agents, as shall be necessary * * * without regard to the provisions of any other laws relating to the employment or compensation of officers or employees of the United States.

FOREIGN ECONOMIC ADMINISTRATION

See entry under this part (Part I-A) for Export-Import Bank.

GOVERNMENT PRINTING OFFICE (except positions in the Office of the Superintendent of Documents, which are subject to the Classification Act)

44 U. S. C. 40

Public Printer may determine pay for all employees of the Printing Office.

Minimum pay of \$0.90 per hour for journeymen printers, pressmen, and bookbinders set.

Provision for determination of wage rates, including compensation for night work and overtime, by means of conferences between Public Printer and representatives of trades affected. Joint Committee on Printing must approve and make final rates so established.

HOME OWNERS' LOAN CORPORATION (under National Housing Agency)

12 U. S. C. 1463 (j)

The corporation shall have power to select, employ, and fix the compensation of such officers, employees, or agents as shall be necessary * * * without regard to the provisions of other laws applicable to the employment or compensation of officers, employees, attorneys, or agents of the United States.

NATIONAL HOUSING AGENCY

See entries under this part (Part I-A) for:

Federal Home Loan Bank Administration;
Federal Housing Administration;
Federal Savings and Loan Insurance Corporation;
Home Owners' Loan Corporation.

OFFICE OF THE COORDINATOR OF INTER-AMERICAN AFFAIRS (under the Office for Emergency Management)

Act of June 28, 1944, Public Law 372, 78th Congress.

* * * corporations heretofore or hereafter created or caused to be created by the Coordinator primarily for operations outside the continental United States * * * may, in their discretion, employ and fix the compensation of officers and employees outside the continental limits of the United States without regard to the provisions of law applicable to the employment and compensation of officers and employees of the United States; * * *

POSTAL SERVICE

Act of February 28, 1925, 43 Stat. 1063, as amended.

The compensation of officers and positions in the Postal Service (field service of the Post Office Department) are fixed by the Postal Reclassification Act of February 28, 1925, as amended. The following positions, however, are subject to the Classification Act of 1923, as amended: Division superintendents, assistant division superintendents, assistant superintendents at large, assistant superintendent in charge of car construction, chief clerks, assistant chief clerks, and clerks in charge of sections in offices of division superintendents in the

Railway Mail Service (39 U. S. C. 602a); and positions in the Post Office Inspection Service (39 U. S. C. 603a). Custodial employees are subject to the pay ranges of the Classification Act (39 U. S. C. 139 (Supp. III)).

RECONSTRUCTION FINANCE CORPORATION

15 U. S. C. 604

The Corporation is authorized to select, employ, and fix the compensation of such officers, employees, attorneys, and agents as shall be necessary * * * without regard to the provisions of other laws applicable to the employment and compensation of officers or employees of the United States * * *.

STATE DEPARTMENT

Foreign Service

22 U. S. C. 3a

Officers: Quota and basic pay rate fixed:

- Class 1, 6% \$9,000 to \$10,000;
- Class 2, 7% \$8,000 to \$8,900;
- Class 3, 8% \$7,000 to \$7,900;
- Class 4, 9% \$6,000 to \$6,900;
- Class 5, 10% \$5,000 to \$5,900;
- Class 6, 14% \$4,500 to \$4,900;
- Class 7, \$4,000 to \$4,400;
- Class 8, \$3,500 to \$3,900;
- Unclassified, \$2,500 to \$3,400; (A) \$3,000, (B) \$2,750, and (C) \$2,500.

As many Foreign Service Officers above grade 6 as may be necessary may be detailed for inspection duties.

22 U. S. C. 23a

Senior clerks: class 1, \$4,000; class 2, \$3,750; class 3, \$3,500; class 4, \$3,200; class 5, \$3,000.

Junior clerks: class 1, \$2,750; class 2, \$2,500; class 3, all clerks whose compensation as fixed by the Secretary of State is less than \$2,500 per annum.

TENNESSEE VALLEY AUTHORITY

16 U. S. C. 831 (b)

Three members of the Board shall receive a salary at the rate of \$10,000 a year.

The Board shall without regard to the provisions of the Civil Service laws applicable to officers and employees of the United States, appoint such managers, assistant managers, officers, employees, attorneys, and agents as are necessary for the transaction of its business, fix their compensation * * *.

No regular employee shall receive a salary in excess of \$10,000 a year.

Where work involving employment of laborers and mechanics is done directly by the Corporation, prevailing wages shall be paid to such laborers and mechanics. Disputes concerning wage rates shall be referred to the Secretary of Labor for final decision.

U. S. SOLDIERS HOME

24 U. S. C. 46b

Notwithstanding any other provisions of law, the administration, control, * * * expenditure * * * of funds appropriated from the Soldiers' Home Permanent Fund (trust fund) shall be according to the laws governing and in effect prior to July 1, 1935, relating specifically to the U. S. Soldiers' Home, and in accordance with procedure followed prior to such date.

PART I-B

Continuing Provisions of Law Authorizing the Fixing of Basic Pay Rates Without Regard to the Classification Act of 1923, as Amended, for Particular Occupational Groups or Individual Positions

EXECUTIVE DEPARTMENTS

AGRICULTURE

5 U. S. C. 514a

* * * Undersecretary of Agriculture whose compensation shall be at the rate of \$10,000 per annum.

Sec. 706 (a), act of September 21, 1944, Public Law 425, 78th Congress.

The Department of Agriculture may employ persons or organizations, on a temporary basis, by contract or otherwise, without regard to the Classification Act of 1923, as amended: *Provided*, That no expenditure for such temporary employment shall be made unless provision is made therefor in the applicable appropriation and the cost thereof is not in excess of limitations prescribed therein.

Agricultural Adjustment Administration

7 U. S. C. 610 (a); 16 U. S. C. 500m

No salary in excess of \$10,000 per annum may be paid any officer, employee, or expert. * * * Experts are not subject to Classification Act.

Farm Credit Administration

12 U. S. C. 1411b, par. (5)

May fix the salaries of a secretary and experts without regard to the Classification Act of 1923, as amended.

[Note: H. R. No. 7248, Dec. 28, 1929 reads in part: "It is further ordered, with a view to assuring such uniformity as may seem practicable * * * that such Board (now Farm Credit Administration) will secure from" the Civil Service Commission, "in connection with the proposed appointment of any expert, an advisory opinion of the salary of the position in comparison with similar positions elsewhere in the Federal service. Ultimate decision as to compensation of such expert, however, will be retained by the Federal Farm Board as provided by statute".]

12 U. S. C. 1017

The Land Bank Commissioner is authorized * * * to fix the compensation of such officers, employees, attorneys, and agents as may be necessary to carry out the purposes of the Emergency Farm Mortgage Act of 1933 (48 Stat. 40), without regard to the laws applicable

to the * * * compensation of officers and employees of the United States: *Provided*, That no salary in excess of \$10,000 shall be paid to any person employed * * *

12 U. S. C. 1020a

* * * without regard to the provisions of law applicable to the employment and compensation of officers and employees of the United States, to employ and fix the compensation of such agents, officers, and employees as may be necessary (in connection with the execution of the act of January 29, 1937, 50 Stat. 5, providing for the making of crop production and harvesting loans) * * * but the compensation of such officers and employees shall correspond, so far as the Governor deems practicable, to the rates established by the Classification Act of 1925, as amended.

12 U. S. C. 652-653

These sections provided that the members (6) of the Federal Farm Loan Bureau shall receive an annual salary of \$10,000, and that one of the members shall be designated as the Land Bank Commissioner. Subsequent to the transfer of the Board to the Farm Credit Administration this authority has been used to compensate the Governor of the Farm Credit Administration, two Deputy Governors, and the Land Bank Commissioner at \$10,000 per annum each.

12 U. S. C. 638 (b)

The Production Credit Commissioner, the Cooperative Bank Commissioner, and the Intermediate Credit Commissioner shall receive an annual salary of \$10,000.

Public Law 425, 78th Congress, September 21, 1934

The Farm Credit Administration is authorized to purchase manuscripts, data, and special reports by personal service without regard to the provisions of any other Act, * * *

Federal Crop Insurance Corporation

7 U. S. C. 1515

Five members of advisory committee whose compensation shall be determined by the Board of Directors "but shall not exceed \$10 per day each while actually employed and actual necessary traveling and subsistence expenses, or a per diem allowance in lieu thereof".

Rural Electrification Administration

7 U. S. C. 901

The Administrator shall receive a salary of \$10,000 per annum.

7 U. S. C. 911

Attorneys, engineers, and experts are not subject to the Classification Act (Dec. of Comptroller General A-80867, Oct. 26, 1936).

Soil Conservation Service

16 U. S. C. 590 (d)

Any person with technical or practical knowledge may be employed and compensated * * * on a basis to be determined by the Civil Service Commission.

Sugar Production and Control

7 U. S. C. 1171

The Secretary of Agriculture * * * may fix the compensation of attorneys, economists, experts * * * without regard to the Classification Act. Provided that no salary in excess of \$10,000 p. a. shall be paid.

Tobacco Inspection

7 U. S. C. 511 (m)

Tobacco inspectors and supervisors employed hereunder for periods of 6 months or less during any 12-month period may be appointed without reference to the Classification Act.

War Food Administration

Act of September 21, 1944, Public Law 425, 78th Congress

The War Food Administrator is authorized to employ personnel in accordance with the provisions of law applicable to the appointment and compensation of persons employed by the Agricultural Adjustment Agency.

[Experts excepted from the Classification Act.]

COMMERCE

Office of the Secretary

5 U. S. C. 591a

* * * an Under Secretary * * * at a compensation rate of \$10,000 per annum.

Bureau of the Census

13 U. S. C. 203

* * * the Director of the Census may appoint, without regard to the Classification Act, as many temporary employees in the District of Columbia as necessary during the decennial census period, at rates of compensation to be fixed by him, * * * (salaries are established on a per diem basis).

Special agents, supervisors, supervisors' clerks, enumerators, and interpreters * * * without regard to * * * the Classification Act * * * shall receive compensation at rates to be fixed by the Director of the Census; *Provided*, That special agents appointed at a per diem rate shall not be paid in excess of \$8 per diem except as herein after provided; and that the compensation on a piece-price basis may be fixed without limitation as to the amount earned per diem; *Provided further*, That during the decennial census period the Director * * * may fix the compensation of not to exceed 25 special agents at * * * not to exceed \$12 per diem.

Bureau of Standards

Act of July 2, 1942, 56 Stat. 400

* * * part-time or intermittent employment of such scientists and technicians as may be contracted for by the Secretary of Commerce at not exceeding \$25 per diem.

Civil Aeronautics Administration

49 U. S. C. 422a (Supp. III)

* * * an Administrator at \$10,000 per annum.

49 U. S. C. 755

The Administrator may * * * fix the compensation of experienced instructors, airmen, medical and other professional examiners and experts in training or research without regard to (other Federal compensation laws).

49 U. S. C. 422 (b)

The Administrator may engage for temporary service such duly qualified consulting engineers or agencies, or other qualified persons as are necessary * * * and fix the compensation of such engineers, agencies, or persons without regard to the Classification Act.

Civil Aeronautics Board

49 U. S. C. 422a (Supp. III)

* * * five board members to be compensated at the rate of \$10,000 per annum.

49 U. S. C. 422 (b)

The Board may engage for temporary service such duly qualified consulting engineers or agencies, or other qualified persons as are necessary * * * and fix the compensation of such engineers, agencies, or persons without regard to the Classification Act.

Inland Waterways Corporation

49 U. S. C. 154c

Chairman of The Board of Directors * * * any civilian so appointed to receive a salary not to exceed \$10,000 a year, to be fixed by the Secretary of Commerce.

INTERIOR*Office of the Secretary*

5 U. S. C. 481a

The position of Under Secretary is established * * * with compensation at the rate of \$10,000 per annum.

Act of February 29, 1944, Public Law 241, 78th Congress.

Two Assistant Secretaries shall have salaries of \$8,000 per annum.

Alaska, Territory of

Act of April 3, 1944, Public Law 282, 78th Congress.

"the salary of the secretary of the Territory of Alaska is fixed at \$7,500 per annum"

Alaska Game Commission

Act of July 1, 1943, 57 Stat 304

* * * 4 members of the Commission shall receive no compensation for their services as members thereof, except a per diem of \$10 for

each member for each day going to and from and in actual attendance at meetings of the Commission, but the total salary or per diem compensation of the member from the second judicial division shall not exceed \$1,500, and that of any other of the members, * * * the sum of \$900 in any one fiscal year.

Bonneville Power Administration

16 U. S. C. 832a

The Administrator of the Bonneville Project shall receive a salary of \$10,000 a year. An assistant administrator, chief engineer, and general counsel shall each receive compensation at not to exceed \$7,500 per annum.

16 U. S. C. 832i

* * * attorneys, engineers, and other experts without regard to the Classification Act at not to exceed \$7,500 per annum.

Bureau of Mines

Act of July 2, 1942, 56 Stat. 548

Effective immediately, and for the duration of the year and 6 months thereafter, the Secretary of the Interior, or any official to whom he may delegate such authority, may, without regard to the Classification Act of 1923, as amended, appoint skilled and unskilled laborers, mechanics, and other persons engaged in a recognized trade or craft, including foremen of such groups, employed at experimental plants and laboratories of the Bureau of Mines. (This authority extended to include appointment of such employees at helium plants and properties related thereto by the act of October 26, 1942, 56 Stat. 1033.)

Bureau of Reclamation

43 U. S. C. 373a

The Commissioner of Reclamation shall receive a salary of \$10,000 per annum.

Act of April 22, 1940, 54 Stat. 148

That the Secretary of the Interior is authorized in his judgment and discretion, to employ for consultation purposes on important reclamation work ten consulting engineers, geologists, appraisers, and economists, at rates of compensation to be fixed by him, but not to exceed \$80 per day for any engineer, geologist, appraiser, or economist so employed: * * *

Fort Peck Project

16 U. S. C. 833h

The Secretary of the Interior is authorized to appoint attorneys, engineers, and other experts (at not to exceed \$7,500) without regard to the Classification Act.

National Park Service

Act of July 1, 1930, 46 Stat. 839 [D. C. Code 4-108]

Pay rates of United States Park Police are fixed at the same rates as District of Columbia Metropolitan Police Force, i. e.,

Major and Superintendent.....	\$8,000.
Assistant Superintendent.....	\$6,000.
Inspectors.....	\$3,000.
Lieutenants.....	\$3,050.
Sergeants.....	\$2,750.
Privates.....	\$1,000 base salary with annual increase of \$100 until \$2,400 per month.

16 U. S. C. 430z-1

The Secretary of the Interior may employ, by contract or otherwise, landscape architects, architects, artists, engineers, and/or other expert consultants in accordance with the usual customs of the several professions, without regard to the Classification Act. (Spanish War Memorial Park.)

*Office of Indian Affairs**Indian Arts and Crafts Board*

25 U. S. C. 305a

Executive officers without regard to the Classification Act of 1923, as amended.

Puerto Rico Reconstruction Administration (limited projects maintained during fiscal year 1944; no information concerning activities in fiscal year 1945)

This Administration established by E. O. 7075 of May 28, 1935, issued pursuant to Emergency Relief Appropriation Act of 1935. All positions established under authority of Emergency Relief Appropriation Acts excepted from the Classification Act of 1923, as amended.

JUSTICE

5 U. S. C. 293

The Solicitor General shall receive a salary of \$10,000 per year.

5 U. S. C. 293a

The President may appoint an Assistant to the Attorney General by and with the advice and consent of the Senate at the rate of \$9,000 per annum.

Conduct of Customs Matters

5 U. S. C. 296

The Assistant Attorney General in charge of customs matters may receive a salary of \$8,000 per annum. * * * The Attorney General shall stipulate with special attorneys and counselors at law the amount of compensation (in customs cases).

United States Attorneys

28 U. S. C. 579

Salaries for attorneys for the Southern district of New York,

Northern district of Illinois, and the District of Columbia may be fixed at rates not exceeding \$10,000.

28 U. S. C. 504

The principal Assistant to the District Attorney for the District of Columbia shall be paid a salary not in excess of \$4,000 per annum as the Attorney General may from time to time determine.

5 U. S. C. 312

The Attorney General may employ attorneys and counselors-at-law as he may think necessary to assist the district attorneys and shall stipulate with such assistant attorneys and counsel the amount of compensation.

Board of Parole

18 U. S. C. 723a

* * * three members to be appointed by the Attorney General at a salary of \$7,500 each per annum.

Bureau of Prisons

18 U. S. C. 753

The Director shall be paid a salary at the rate of \$10,000 a year.

Federal Bureau of Investigation

5 U. S. C. 300e

The compensation of the Director shall be \$10,000 per annum.

Attendants on juries

28 U. S. C. 505

* * * may receive \$3 per diem to be paid by the marshal for actual attendance upon the order of the courts.

Field deputies to marshals

28 U. S. C. 583

May receive gross fees, including mileage, not to exceed \$1,500 per fiscal year; and, in addition, actual necessary expenses, not exceeding \$9 per day, while trying to arrest under process a person convicted of crime. May elect to receive actual expenses in lieu of mileage. Attorney General may make additional allowance, not in any case to make aggregate annual compensation more than \$2,500 or more than gross fees earned.

Immigration and Naturalization Service

8 U. S. C. 109

Immigrant inspectors are divided into five classes: grade 1, salary \$2,100; grade 2, salary, \$2,300; grade 3, salary, \$2,500; grade 4, salary, \$2,700; grade 5, salary, \$3,000. (Inspectors shall be promoted successively to grades 2 and 3 at the beginning of the next quarter following

1 year's satisfactory service * * * in the next lower grade; and to grades 4 and 5 for meritorious service after no less than one year's service in grades 3 and 4, respectively: * * *)

LABOR

Wage and Hour Division

29 U. S. C. 204

The Administrator * * * shall receive compensation at the rate of \$10,000 a year.

NAVY

Office of the Secretary

5 U. S. C. 421h

Compensation of the Under Secretary shall be at the rate of \$10,000 per annum

34 U. S. C. 556

Whenever deemed by him to be advantageous to the national defense, and providing that in the opinion of the Secretary of the Navy the existing facilities of the Naval Establishment are inadequate, the Secretary is authorized to employ, by contract or otherwise, outside architectural or engineering corporations, firms, or individuals for the production and delivery of the designs, plans, drawings and specifications required for the accomplishment of any naval public works or utilities project or the construction of any naval vessel, aircraft, or part thereof without regard to the Classification Act.

Naval Operations

5 U. S. C. 434

The Chief of Naval Operations shall receive the pay of \$10,000 per annum

United States Naval Academy

34 U. S. C. 1071

* * * such number of professors and instructors, including one professor as librarian, * * * shall receive such compensation for their services as may be prescribed by the Secretary of the Navy.

STATE

5 U. S. C. 152 (b)

Counselor * * * with a salary of \$10,000 per annum

The Commissioner, International Boundary Commission—United States and Mexico, receives compensation at the rate \$10,000 a year according to the Federal Register—No other information is available.

5 U. S. C. 167, 168a

Collection, editing, etc., of territorial papers: Not more than 5 persons who are specially qualified for the editorial work necessary in arranging such territorial papers for publication, and not to exceed

5 historical experts, especially informed on the various phases of the territorial history of the United States, without regard to the Classification Act of 1923, as amended.

TREASURY

Office of the Secretary

5 U. S. C. 214

The compensation of the Underscretary of the Treasury shall be at the rate of \$10,000 per annum—

5 U. S. C. 1334 (Reorganization Plan III, June 1940)

Fiscal Assistant Secretary * * * shall receive a salary of \$10,000 per annum.

5 U. S. C. 216a

Secretary of the Treasury may fix the compensation of five assistants at * * * not to exceed \$10,000 per annum.

Bureau of Customs

5 U. S. C. 281

Commissioner of Customs shall receive a salary at the rate of \$10,000 per annum.

19 U. S. C. 6a

Customs Clerks, entrance salary, \$1,700;

Clerks having one year's satisfactory service, \$1,800;

Clerks having two years' satisfactory service, \$1,900;

Clerks having three years' satisfactory service, \$2,000;

Clerks having four years' satisfactory service, \$2,100;

(Thereafter promotion of clerks to higher grades shall be in accordance with existing law.)

Bureau of Internal Revenue

26 U. S. C. 3100

The Commissioner of Internal Revenue shall be entitled to a salary of \$10,000 a year.

26 U. S. C. 3914

Collectors of Internal Revenue: Allowances shall be made by the Secretary, upon the recommendation of the Commissioner, for salary and office expenses of collectors * * *

(b) * * * no collector shall receive a salary in excess of \$7,500 per year.

(Salaries are fixed by reference to levels and rates of the Classification Act with CAF-14 set as the maximum.)

Bureau of Narcotics

5 U. S. C. 982

The Commissioner of Narcotics shall receive a salary of \$9,000 per annum.

Comptroller of the Currency

12 U. S. C. 2

The Comptroller of the Currency shall receive a salary at the rate of \$15,000 a year.

12 U. S. C. 482

The Comptroller of the Currency shall fix the salaries of all bank examiners.

12 U. S. C. 481

Employees paid from assessments on banks or affiliates thereof are excepted from the Classification Act of 1923, as amended.

12 U. S. C. 9a

The salaries of the Deputy Comptrollers of the Currency and other employees provided for in Section 9 of this title shall be fixed in advance by the Comptroller of the Currency. (The Comptroller determines the fees of bank receivers in accordance with the standing of the man in banking circles and on the basis of the size of the job to be performed.)

Office of the General Counsel

26 U. S. C. 3050

The General Counsel * * * shall receive compensation of \$10,000 per annum.

26 U. S. C. 3031

* * * an Assistant General Counsel (Chief Counsel) for the Bureau of Internal Revenue at a rate not in excess of \$10,000 per annum.

26 U. S. C. 3031c

The Assistant General Counsel's compensation shall be fixed by Secretary of Treasury without regard to Classification Act but not to exceed \$10,000 per annum.

Secret Service

3 U. S. C. 63

The members of the White House police force shall receive salaries at the rates provided for in the corresponding grades of the Metropolitan police force. (See entry under District of Columbia Government.)

WAR*Office of the Secretary*

5 U. S. C. 181a

The compensation of the Under Secretary of War shall be at the rate of \$10,000 per annum.

5 U. S. C. 182

The Assistant Secretary of War shall receive a salary of \$10,000 per annum.

Assistant Secretary of War (Air) is listed in the Official Register at \$10,000. 5 U. S. C. 182a provides for an additional Assistant Secre-

tary of War, Aeronautics, whose salary shall be fixed in accordance with the Classification Act.

5 U. S. C. 221

Secretary of War may contract for or employ outside architectural or engineering corporations, firms, or individuals for the production and delivery of the designs, plans, drawings and specifications required for the accomplishment of any public works or utilities project of the War Department without reference to (the Classification Act).

16 U. S. C. 832f

The Secretary of War (in connection with the Bonneville project) may fix the compensation of attorneys, engineers, and other experts without regard to the Classification Act, compensation not to exceed \$7,500.

16 U. S. C. 833h

Fort Peck Project: The Secretary of War is authorized to appoint attorneys, engineers, and other experts (at not to exceed \$7,500) without regard to the Classification Act.

Office of the Chief of Engineers

33 U. S. C. 503a

"Expert assistance in the various arts and sciences" upon rivers-and-harbors work.

INDEPENDENT AGENCIES

ALIEN PROPERTY CUSTODIAN¹

50 App. U. S. C. 6 provides that "The President is authorized to appoint, prescribe the duties of, and fix the salary (not to exceed \$5,000 per annum) of an official to be known as the Alien Property Custodian. * * * *HIT* E. O. 9095, March 11, 1942, establishing the office of Alien Property Custodian provides that "the Alien Property Custodian shall receive compensation at such rates as the President shall approve * * *." The 1944 Official Register lists his salary at \$10,000 per annum.

AMERICAN BATTLE MONUMENTS COMMISSION

36 U. S. C. 121

Members shall serve without compensation except that their actual expenses in connection with the work of the Commission may be paid from any funds appropriated * * *.

AMERICAN MEXICAN CLAIMS COMMISSION

Act of December 18, 1942, 56 Stat. 1058.

Three Commissioners shall receive a salary at the rate of \$10,000 a year. * * * A secretary, and such legal, clerical, and technical assistants as may be necessary, * * * without regard to the Classification Act of 1923, as amended.

¹ Under the Executive Office of the President.

ARCHITECT OF THE CAPITOL

Sec. 6, act of August 1, 1941, 55 Stat. 615.

The compensation of any employees under the Office of the Architect of the Capitol whose tenure of employment is temporary or of uncertain duration may be fixed by the Architect of the Capitol without reference to the provisions of the Classification Act of 1923, as amended.

Note: By General Orders No. 1, 2, and 3, August 15, 1941, the Architect of the Capitol applied the above act to elevator operators, janitor laborers, senior balancers (foremen), and assistant heating room attendants, and the clerk at the House Office Buildings, and fixed their salaries uniformly at \$1,200, \$1,140, \$1,200, and \$1,200, respectively.

BUREAU OF THE BUDGET²

31 U. S. C. 16 (Supp. III)

A Director and an Assistant Director who shall receive salaries of \$10,000 a year each.

CIVIL SERVICE COMMISSION

5 U. S. C. 632

The Commissioners shall each receive a salary of \$10,000 per annum.

5 U. S. C. 635

The Chief Examiner shall be entitled to receive a salary at the rate of \$9,500 per annum * * *

DISTRICT OF COLUMBIA GOVERNMENT

People's Counsel

Act of December 15, 1926, 44 Stat. 321 (D. C. Code 43-205)

The people's counsel shall receive a salary at the rate of \$7,500 a year.

Alcoholic Beverage Control Board

Act of January 24, 1924, 48 Stat. 321 (D. C. Code 25-104)

The salary of each of the members of the Board shall be \$5,000 per annum.

Board of Tax Appeals

Act of August 17, 1937, as amended, 53 Stat. 1108 (D. C. Code 47-2402)

The Commissioners shall appoint a board of one person, whose salary shall be \$8,000 per annum.

Board of Cosmetology (D. C. Code 2-1319)

Board of Dental Examiners (D. C. Code 2-313)

Board of Examiners and Registrars of Architects (D. C. Code 2-1012)

Nurses' Examining Board (D. C. Code 2-408)

Board of Podiatry Examiners (D. C. Code 2-700)

Under the sections of the D. C. Code cited, members of the foregoing boards receive a fee of \$10 per day.

The Secretary of the Board of Cosmetology shall not exceed \$9,000 per year (D. C. Code 2-1302 (c)); the Executive Secretary of the

² Office for Emergency Management.

Nurses' Examining Board may receive a salary not to exceed the rate of \$200 a month (D. C. Code 2-408).

Board of Barber Examiners (D. C. Code 2-1112)

Compensation of the members (3) of the Board at the rate of \$9 per day.

Commission on Licenses to Practice the Healing Arts in D. C. (D. C. Code 2-135)

Members of the several examining boards and all officers and employees of the Commission shall be paid at such rates as the Commission deems proper.

Board of Optometry (D. C. Code 2-507)

Board of Pharmacy (D. C. Code 2-600)

Board of Examiners in Veterinary Medicine (D. C. Code 2-806)

Board of Accountancy (D. C. Code 2-908).

Under the sections of the D. C. Code cited, members of the foregoing boards are paid such reasonable compensation as the Commissioners of the District of Columbia may determine if, on June 30th of each year, any balance remains from fees collected by these boards.

Members of the Board of Review, Board of Examiners in Veterinary Medicine, shall be paid a fee of not more than \$10 for each candidate examined, payment to be made from the deposit of the appellant if the finding is adverse to him, but otherwise from the funds of the Board of Examiners (D. C. Code 2-806).

District Boarding Commission

Act of December 20, 1944, Public Law 507, 78th Congress.

The members (3) shall be paid compensation at the rate of \$2,400 each per annum. Inspectors, examining physicians, and other personnel, whose compensation shall be fixed by the Commission.

Public Utilities Commission

Act of December 15, 1926, 44 Stat. 920 (D. C. Code 43-201).

* * * each appointed commissioner shall receive \$7,500 per annum.

Fire Department

Act of July 1, 1930, 46 Stat. 830, as amended by Act of May 5, 1944, Public Law 297, 78th Congress.

Pay rates of the members of the Fire Department are fixed as follows:

Chief Engineer.....	\$8,000
Deputy Chief Engineers.....	5,000
Battalion Chief Engineers.....	4,500
Fire Marshals.....	5,000
Deputy Fire Marshals.....	3,000
Inspectors.....	2,400
Captains.....	3,000
Lieutenants.....	3,050
Sergeants.....	2,750
Superintendent of Machinery.....	5,000
Assistant Superintendent of Machinery.....	3,000
Pilots.....	2,000

Pay rates of the members, etc.—Continued.

Marine Engineers.....	\$2,000
Assistant Marine Engineers.....	2,400
Marine Firemen.....	2,100
Privates.....	1,000

(Base with annual increase of \$100 up to \$2,400.)

Metropolitan Police

Act of July 1, 1930, 46 Stat. 839, (D. C. Code 4-108).

Pay rates fixed as follows:

Major and Superintendent.....	\$8,000 per annum.
Assistant Superintendents.....	\$5,000 per annum each.
Inspectors.....	\$4,500 each.
Captains.....	\$3,800 each.
Lieutenants.....	\$3,050 each.
Sergeants.....	\$2,750 each.
Privates.....	\$1,200 base salary with annual increase of \$100 up to \$2,400 per annum.
Corporals.....	\$2,000 per annum each—Act of June 28, 1944, Public Law 371, 78th Congress (Appropriation Act).

Motor-Vehicle Parking Agency

Act of February 16, 1942, 56 Stat. 90, 93

Compensation of the members of the agency to be fixed without regard to the Classification Act (not to exceed \$500 per annum).

Recorder of Deeds

Act of September 29, 1943, 57 Stat. 569

The Recorder of Deeds shall be paid a salary at the rate of \$8,000 per annum.

National Training School for Girls

Act of September 29, 1943, 57 Stat. 569

Superintendent * * * shall be paid a salary at the rate of \$3,800 per annum. (Salary in Appropriation Act of June 28, 1944 (Public Law 371, 78th Congress) provided for at \$2,700 per annum.)

Defense Housing Anticities

Act of April 10, 1942, 56 Stat. 212, 213

Summs advanced to D. C. Commissioners under this Act are available for "employment of engineering and other professional services and other technical and administrative personnel without reference to" the Classification Act of 1923, as amended.

Board of Education

District of Columbia Code, secs. 601-631

Basic salary and longevity increases for various classes of teachers, librarians, administrative and supervisory officers of schools set by statute. Board of Education classifies and assigns all teachers, school officers, and employees to salary schedules.

Act of June 4, 1935, 49 Stat. 320

One retired army officer, may receive, in addition to retired pay, the pay of a teacher in public high schools, as professor of military science and tactics at public high schools, not to exceed \$1,800 per annum.

District Unemployment Compensation Board

Act of June 4, 1943, 57 Stat. 117

Representatives of employees and representatives of employers on appeal tribunals: "Each such representative shall be paid for each day on which he actively engaged or was present and prepared to engage in the conduct of any such hearings, such sums, not in excess of \$10, as the Board shall by regulation prescribe."

Members of the Board (representatives of employees and employers): "shall be paid \$10 for each day of active service," 57 Stat. 121.

Recreation Board

Act of April 29, 1942, 56 Stat. 264

The Board is authorized to employ, on a part-time basis, at rates of pay to be fixed by the Board without reference to the Classification Act of 1923, as amended * * * such teachers, custodial, and other employees of the United States, the District of Columbia, and the Board of Education, * * * as may be necessary to keep in operation and to conduct therein appropriate phases of the recreation program authorized by this Act, * * *. The Superintendent is authorized to employ for a 90-day period as full- or part-time employees, such referees, umpires, swimming-pool guards and attendants, gymnasium and playground supervisors, and other similar special employees as may be necessary without reference to the Classification Act of 1923, as amended. (Refention beyond 90 days subject to approval of the Board.)

EMPLOYEES COMPENSATION COMMISSION

Act of March 18, 1943, 57 Stat. 23

Procurement outside the United States of special services without regard to the classification laws.

EXECUTIVE OFFICE OF THE PRESIDENT

3 U. S. C. 45

* * * The compensation for the position (3) of Secretary to the President shall be at the rate of \$10,000 per annum.

3 U. S. C. 45a

The President is authorized to fix the compensation of each (4) administrative assistant at the rate of not more than \$10,000 per annum.

FEDERAL COMMUNICATIONS COMMISSION

47 U. S. C. 154 (d)

* * * Each (7) Commissioner shall receive an annual salary of \$10,000 payable in monthly instalments.

47 U. S. C. 154 (f)

Without regard to the Classification Act, the Commission may fix the salaries of: A secretary (at not to exceed \$7,500); a chief engineer (at not to exceed \$9,000) and not more than three assistants (at not to exceed \$7,500); a chief accountant (at not to exceed \$9,000) and not more than three assistants (at not to exceed \$7,500); a general counsel (at not to exceed \$9,000) and not more than three assistants (at not to exceed \$7,500); a director for each division (at not to exceed \$7,500); secretaries to Commissioners (at not to exceed \$4,000); and temporary counsel for special services.

FEDERAL DEPOSIT INSURANCE CORPORATION

12 U. S. C. 264 (b)

* * * Each (3) member of the board of directors shall receive compensation at the rate of \$10,000 annually. (See Part I-A for statutory exception of all Federal Deposit Insurance Corporation positions from the Classification Act.)

FEDERAL HOME LOAN BANK ADMINISTRATION (National Housing Agency)

12 U. S. C. 1437

Each (3) member of the Federal Home Loan Bank Board shall receive a salary at the rate of \$10,000 per annum. (Under E. O. 9070, the Chairman member is now designated as the *Commissioner*; and the other two member positions became vacant. The position of *Governor* of the Federal Home Loan Bank System listed in the Official Register at \$10,000 probably is paid under this authority. Under E. O. 9070, the name was changed to Federal Home Loan Bank Administration.) (See Part I-A for statutory exception from the Classification Act of all positions in Federal Home Loan Bank Administration.)

FEDERAL HOUSING ADMINISTRATION (National Housing Agency)

12 U. S. C. 1702

The Commissioner of the Federal Housing Administration shall receive compensation at the rate of \$10,000 per annum. (The Administrator of the Federal Housing Administration made a commissioner in National Housing Agency by E. O. 9070, February 24, 1942, at same salary.) (See Part I-A for statutory exception from the Classification Act of all positions in Federal Housing Administration.)

FEDERAL POWER COMMISSION

16 U. S. C. 752

Each (5) Commissioner shall receive a salary of \$10,000 per annum.

16 U. S. C. 703

The Commission may fix the salaries of secretary, chief engineer, general counsel, solicitor, and chief accountant without regard to the Classification Act.

16 U. S. C. 825i

* * * The Commission * * * may fix the compensation of such officers, attorneys, and experts as may be necessary * * * without regard to other laws applicable to the * * * compensation of officers and employees of the United States.

16 U. S. C. 832i

The Federal Power Commission (in connection with the Bonneville project) may fix the compensation of attorneys, engineers, and other experts without regard to the Classification Act—compensation not to exceed \$7,500.

15 U. S. C. 717g

* * * Officers, attorneys, examiners, and experts regulating transportation and sale of natural gas, without regard to the Classification Act of 1923, as amended.

16 U. S. C. 833h

Port Peak Project: The Federal Power Commission is authorized to appoint attorneys, engineers, and other experts (at not to exceed \$7,500) without regard to the Classification Act.

FEDERAL PUBLIC HOUSING AUTHORITY (National Housing Agency)

42 U. S. C. 1403

The Administrator shall receive a salary of \$10,000 a year. (U. S. Housing Authority became Federal Public Housing Authority under E. O. 9070. Positions in the Federal Public Housing Authority created by E. O. 9070 are subject to the Classification Act of 1923, as amended.)

FEDERAL RESERVE SYSTEM, BOARD OF GOVERNORS

12 U. S. C. 241

The members (7) of the Board shall each receive an annual salary of \$15,000 payable monthly. (See Part I-A for statutory exception of other positions from the Classification Act.)

FEDERAL SECURITY AGENCY

Social Security Board

42 U. S. C. 501

Each (3) member of the Social Security Board shall receive a salary at the rate of \$10,000 per annum.

Public Health Service

Act of July 1, 1914, Public Law 410, 78th Congress.

SEC. 208 (c). * * * special consultants * * * and their compensation may be fixed without regard to the Classification Act of 1923, as amended.

(d) * * * individual scientists, * * * may be designated to receive fellowships, appointed for duty with the Service without regard * * * to the Classification Act of 1923, as amended, * * *.

SEC. 209 (c). Members of the National Advisory Health Council

and members of the National Advisory Cancer Council, * * * while attending conferences or meetings of their respective Councils or while otherwise serving at the request of the Surgeon General, shall be entitled to receive compensation at a rate to be fixed by the Administrator, but not exceeding \$25 per diem, * * *

FEDERAL TRADE COMMISSION

15 U. S. C. 42

Each (5) Commissioner shall receive a salary of \$10,000 a year payable in the same manner as the salaries of the judges of the courts of the United States.

FEDERAL WORKS AGENCY

Office of the Administrator

5 U. S. C. 1331 (Reorganization Plan I)

The Administrator shall receive \$12,000 per annum. An Assistant Administrator shall receive \$9,000 per annum.

Act of December 20, 1944, Public Law 540, 78th Congress.

Useful projects in the Virgin Islands.—All construction with respect to projects shall be by contract: *Provided, however,* That repairs or improvements to existing structures or facilities and incidental work in connection with new structures or facilities may be accomplished by the employment of persons without regard to the * * * Classification laws. The rates of pay, hours of work, and terms of employment for persons engaged on projects shall be fixed by the Administrator.

* * * including the employment of engineers, architects, and consultants without regard to * * * classification laws; * * *

Public Buildings Administration

40 U. S. C. 1a (Supp. III)

The Commissioner of Public Buildings shall receive a salary of \$10,000 per annum.

40 U. S. C. 5a

Landscape architects, architects, engineers, artists, other expert consultants may be employed, for a period not to exceed one year, at prevailing rates for such services, without reference to * * * Classification Act of 1923, as amended.

40 U. S. C. 277

Not more than \$6 per day shall be paid to any person employed outside of the District of Columbia, in any capacity whatever, whose compensation is paid from appropriations for public buildings in course of construction, but the Federal Works Administrator may, in his discretion, authorize payment in cities of 80,000 or more inhabitants of a sum not exceeding \$8 per day for such purposes.

Public Roads Administration

23 U. S. C. 59 (Supp. III)

The Commissioner of Public Roads shall receive a salary of \$10,000 per annum.

GENERAL ACCOUNTING OFFICE

Act of April 5, 1941, 55 Stat. 112 provides

"That the salary of the Comptroller General shall be at the rate of \$12,000 per annum effective on the date of enactment of this Act, so long as the position is held by the present incumbent."

Act of June 26, 1943, 57 Stat. 181 provides

That the salary of the Assistant Comptroller General shall be at the rate of \$9,000 per annum effective on the date of enactment of this Act, so long as the position is held by the present incumbent.

[The permanent legislation fixing the salaries of these two positions is found in 31 U. S. C. 32 which provides that a Comptroller General of the United States and an Assistant Comptroller General of the United States shall * * * receive the salaries of \$10,000 and \$7,500 a year, respectively * * *]

GOVERNMENT PRINTING OFFICE

44 U. S. C. 336

The salary of the Public Printer shall be \$10,000 per annum and the salary of the Deputy Public Printer shall be \$7,500 per annum. See Part I-A for statutory exception from the Classification Act of positions in Government Printing Office.

INTERSTATE COMMERCE COMMISSION

49 U. S. C. 18

The Commissioners (11) shall each receive an annual salary of \$12,000 per annum.

45 U. S. C. 24

The Director of Locomotive Inspection shall receive a salary of \$7,500 per annum, * * * and the assistant directors (2) are to receive \$6,000 each per annum.

45 U. S. C. 26

District locomotive boiler inspectors receive a salary of \$4,000 each; annual allowance for office rent, stationery, and clerical assistance * * * not to exceed \$1,000 in the case of any inspector.

NATIONAL ARCHIVES

44 U. S. C. 300a, b

The salary of the Archivist shall be \$10,000 annually—

44 U. S. C. 304

The director of the Federal Register shall be appointed by the President * * * and receive a salary to be fixed by the President, not to exceed \$5,000 per year.

NATIONAL CAPITAL HOUSING AUTHORITY (formerly
Alley Dwelling Authority)

D. C. Code 5-105 (c)

Architectural and engineering services on specific projects (not on a permanent basis) without regard to the Classification Act of 1923, as amended.

NATIONAL CAPITAL PARK AND PLANNING COMMISSION

40 U. S. C. 71 (b)

The Commission may employ a director of planning and other expert city planners, such as engineers, architects, and landscape architects * * * at per diem rates not in excess of those paid for similar services elsewhere and as may be fixed by the Commission without regard to the Classification Act.

NATIONAL GALLERY OF ART

20 U. S. C. 74

The Director, assistant director, secretary, and chief curator without regard to the Classification Act.

NATIONAL HOUSING AGENCY

Office of the Administrator

E. O. 9070, Feb. 24, 1942

The Administrator shall receive a salary of \$12,000 unless Congress shall otherwise provide.

See also entries under this part (Part I-B) for:

Federal Home Loan Bank Administration;

Federal Housing Administration;

Federal Public Housing Authority.

NATIONAL LABOR RELATIONS BOARD

29 U. S. C. 154.

Each (3) member of the Board shall receive a salary of \$10,000 a year.

NATIONAL MEDIATION BOARD

45 U. S. C. 154

Each (3) member of the board shall receive a salary at the rate of \$10,000 per annum.

OFFICE OF PRICE ADMINISTRATION

50 App U. S. C. 921 (Supp. III)

The Administrator shall receive compensation at the rate of \$12,000 per annum.

Under an Opinion of the Attorney General, all personnel of local War Price and Rationing Boards are exempted from the Classification Act of 1923, as amended. (Prevailing rate for similar work in locality of each board is determined by district manager and established by regional administrator. The rate in E. O. schedule closest to prevailing rate is applied to the individual position. OPA Field Administrative Letter No. 7, Supplement No. 1).

OFFICE OF WAR MOBILIZATION AND RECONVERSION

Act of October 3, 1944, Public Law 458, 78th Congress

Sec. 101 (a): The Director of War Mobilization and Reconversion shall receive compensation at the rate of \$13,000 per annum.

Sec. 101 (d) : Deputy Directors and expert administrative, technical, and professional personnel may be employed and their compensation fixed without regard to (The Classification Act of 1923, as amended).

Sec. 102 (c) : Members (12) of the Advisory Board (to the Director) shall receive a per diem allowance of \$25 for each day spent in actual meetings of the Board or at conferences held upon the call of the Director * * *

Retraining and Reemployment Administration

Act of October 3, 1944, Public Law 458, 78th Congress

Sec. 301 : The Retraining and Reemployment Administrator * * * to receive a salary at the rate of \$12,000 per annum. The same person may serve as Administrator and as Administrator of Veterans' Affairs, but in such case he shall receive only the salary provided by this section.

Sec. 303 : * * * Assistant Administrators and expert administrative, technical, and professional personnel may be employed and their compensation fixed without regard to The Classification Act of 1923, as amended.

Surplus Property Board

Act of October 3, 1944, Public Law 457, 78th Congress

Sec. 5 (a) : The three members of the Board shall each receive a salary of \$12,000 per annum.

Sec. 5 (b) : Without regard to the provisions of * * * the Classification Act of 1923, as amended, the Board may appoint such special assistants, and may employ such certified public accountants, qualified cost accountants, industrial engineers, appraisers, and other experts, and fix their compensation, and may contract with such certified public accounting firms and qualified firms of engineers, as may be necessary to carry out its functions.

Office of Contract Settlement

Act of July 1, 1944, Public Law 395, 78th Congress.

Sec. 4 (a) : The Director * * * shall receive compensation at the rate of \$12,000 per year.

Sec. 4 (d) : Without regard to the provisions of the * * * Classification Act of 1923, the Director may appoint a Deputy Director and may employ certified public accountants, qualified cost accountants, industrial engineers, appraisers, and other experts, and fix their compensation, and contract with certified public accounting firms and qualified firms of engineers.

Sec. 13 (d) (1) : The Director shall appoint an Appeal Board composed of such number of members as he deems necessary from time to time to hear appeals * * *. He shall, without regard to * * * the Classification Act of 1923, * * * fix the compensation * * * of the members of the Appeal Board: *Provided* That no member shall receive compensation at a rate in excess of \$10,000 per annum * * *

PANAMA CANAL

48 U. S. C. 1305

The Governor shall receive \$10,000 per annum.

RAILROAD RETIREMENT BOARD

45 U. S. C. 228j

Each of said members (3) shall receive a salary of \$10,000 per year * * *

45 U. S. C. 362 (1)

The Board may fix the salary of a Director of Unemployment Insurance at the rate of \$10,000 per annum.

45 U. S. C. 228 (v) (c)

* * * the Board may select 2 actuaries—a third to be designated by the Secretary of the Treasury. Compensation of the members of the committee of actuaries, exclusive of the member designated by the Secretary of the Treasury, shall be fixed by the Board on a per diem basis.

45 U. S. C. 361c

* * * for engaging persons or organizations, by contract or otherwise for any special technical or professional services, determined necessary by the Board, including but not restricted to accounting, actuarial, statistical, and reporting services.

RECONSTRUCTION FINANCE CORPORATION

15 U. S. C. 603

The directors (5) shall receive \$10,000 per annum. See Part I-A for statutory exception from the Classification Act of all positions in R. F. C.

SECURITIES AND EXCHANGE COMMISSION

15 U. S. C. 78d

Each (5) Commissioner shall receive a salary at the rate of \$10,000 a year.

15 U. S. C. 78d (b); 11 U. S. C. 605; 15 U. S. C. 77ann (d).

The Commission is authorized to fix the compensation of such officers, attorneys, and examiners and other experts as may be necessary without regard to the Classification Act.

SELECTIVE SERVICE SYSTEM

50 App. U. S. C. 310a-3

* * * The President may fix the compensation of a Director of Selective Service at a rate not in excess of \$10,000 per annum.

The President is authorized "to prescribe the necessary rules and regulations to carry out the provisions of this act," and "to appoint and fix the compensation of such other officers, agents and employees as he may deem necessary to carry out the provisions of this act." Under this language the President is authorized to fix salary rates by regulation, or to prescribe by regulation the procedure for fixing such salary rates, either in accordance with, or without regard to, the provisions of the Classification Act (20 Comp. Gen. 211, Oct. 24, 1940.) State Directors of Selective Service and State Procurement officers have been exempted from the Classification Act.

The President may appoint necessary clerical and stenographic employees for local boards and fix their compensation without regard to the Classification Act * * *

TAX COURT OF THE UNITED STATES, THE

26 U. S. C. 1102a

Each (16) judge shall receive a salary at the rate of \$10,000 per annum.

7 U. S. C. 659

Processing Tax Board of Review

* * * such officers, attorneys, economists and other experts without regard to the Classification Act * * * as are necessary * * * No compensation at a rate in excess of \$8,500 per annum shall be paid to any such appointee.

TENNESSEE VALLEY AUTHORITY

16 U. S. C. 831 (b)

Three members of the Board at \$10,000 a year. See Part I-A for statutory exception of T. V. A. positions from the Classification Act.

U. S. MARITIME COMMISSION

46 U. S. C. 1111a

Each (6) member shall receive a salary at the rate of \$12,000 per annum. (N. B. Only the Chairman receives a salary of \$12,000. The other members receive \$10,000 by appropriation acts. See Act of June 27, 1942, 56 Stat. 421; Act of June 26, 1943, 57 Stat. 194, Act of June 27, 1944, Public Law 358, 78th Cong.)

46 U. S. C. 1257

Each (3) member of the Maritime Labor Board shall receive a salary at the rate of \$10,000 per annum.

46 U. S. C. 1111e

The Commission may appoint and * * * fix the salaries of a secretary, a director for each of not to exceed five divisions, a general counsel, a clerk to each member of the Commission, and not more than three assistants, a clerk to the general counsel, not more than a total of 20 naval architects or marine engineers, 20 special experts, 22 examiners, 12 attorneys, and two inspectors for each vessel at each shipyard * * * without regard to the Classification Act. No employee so appointed may receive an annual salary at a rate in excess of that provided under the Classification Act.

46 U. S. C. 1119a (Supp. III) (act of Feb. 6, 1941)

Emergency Cargo Ship Construction (appropriation act to remain available until expended): The employment of personnel engaged in the maintenance, repair, operation, or management of plants or facilities shall be without regard to classification laws.

U. S. TARIFF COMMISSION

19 U. S. C. 1330 (c)

Each (6) Commissioner shall receive a salary of \$11,000 a year. (N. B. For a number of years, the salaries of the commissioners

have been limited to \$10,000 by appropriation acts; the latest is Public Law 358, 78th Cong., approved June 27, 1944.)

19 U. S. C. 1331a

The Commission shall appoint a secretary who shall receive a salary of \$7,500 per annum * * *

VETERANS ADMINISTRATION

38 U. S. C. 11a

The Administrator shall receive a salary of \$12,000 per year.

38 U. S. C. 11a-1

The Administrator may employ medical consultants * * * without regard to the Classification Act.

38 U. S. C. 459a

* * * The Administrator may contract for translators without regard to the Classification Act.

38 U. S. C. 722

Special boards to review claims of Veterans without regard to the Classification Act.

WAR SHIPPING ADMINISTRATION

46 U. S. C. 1128e (Supp. III)

Experts in marine insurance "without regard to the laws, rules, or regulations relating to the employment of employees of the United States."

PART I-C

Corporations

For a number of years Government corporations were regarded as entities distinct from the Federal Government and employees of such corporations were not regarded as being in the executive civil service. Consequently the usual laws with respect to the employment and compensation of employees of the United States were not applied to Government-owned corporations. Beginning in the 1930's it was recognized that Government corporations, i. e., those wholly owned or controlled by the United States, should be subject to the usual laws respecting Government agencies in the absence of specific statutory exception.

For the past several years Congress, in creating corporations, has frequently excepted positions therein from the Classification Act of 1923, as amended. On the other hand, in some cases it has specifically required that corporations fix the compensation of officers and employees in accordance with that Act. A number of corporations have been created administratively with no specific provision concerning the fixing of pay of employees. Very little information is available concerning some of these corporations.

that corporations which are subject to the provisions of the Classification Act, as amended, have been included as well as those specifically exempted. In addition, for information purposes, corporations have been listed although no information is available concerning the method of fixing pay for employees.

AGRICULTURE

Commodity Credit Corporation

Created under authority of E. O. No. 6340 of Oct. 16, 1933, pursuant to the provisions of the National Industrial Recovery Act (48 Stat. 195). Positions under the National Industrial Recovery Act were exempted from the Classification Act of 1923, as amended. The Department of Agriculture has elected to follow the Classification Act pay scales and the Civil Service Commission, upon request of the Department, has allocated positions in the Commodity Credit Corporation.

Farm Credit Administration

Banks for Cooperatives (12 U. S. C. 1134).

Production Credit Corporations (12 U. S. C. 1131).

Federal Intermediate Credit Banks (12 U. S. C. 1092).

The members of the several farm credit boards of the farm credit districts are ex-officio directors of the above corporations. The directors are authorized, subject to the approval of the Farm Credit Administration, "to employ and fix the compensation of such officers and employees" as may be necessary. There is no specific exception of positions in these corporations from the Classification Act. The Farm Credit Administration believes that they are exempted because of their corporate nature. 12 U. S. C. 1138f provides that "no director, officer, or employee of the Central Bank for Cooperatives, or of any Production Credit Corporation, * * * or Bank for Cooperatives shall be paid compensation at a rate in excess of \$10,000 per annum. No officer or employee of the Farm Credit Administration engaged in carrying out the provisions * * * [in connection with these corporations] shall be paid compensation at a rate in excess of \$10,000 per annum."

Federal Farm Mortgage Corporation

Excepted from the Classification Act. (See Part I-A for statutory provision.)

Federal Land Banks

12 U. S. C. 477a provides that " * * * Any compensation that may be provided by the board of directors of any Federal land bank for officers or employees shall be subject to the approval of the Farm Credit Administration." Although not specifically exempted by law, positions in Federal Land Banks have not been considered as subject to the Classification Act.

Regional Agricultural Credit Corporations

12 U. S. C. 1148 authorized the Reconstruction Finance Corporation to create Regional Agricultural Credit Corporations. " * * * such corporations shall be managed by officers and agents to be appointed

by the Reconstruction Finance Corporation under such rules and regulations as its boards of directors may prescribe. * * *

Positions under Reconstruction Finance Corporation are excepted from the Classification Act (15 U. S. C. 604). E. O. No. 6084, March 27, 1933, transferring regional agricultural credit corporations to Farm Credit Administration, also transferred to Farm Credit Administration the "functions * * * relating to the appointment of officers and employees to manage" the corporations.

Federal Crop Insurance Corporation (in liquidation)

7 U. S. C. 1507 requires the Secretary of Agriculture to fix the compensation of officers and employees *in accordance with the Classification Act of 1923, as amended.*

Federal Surplus Commodities Corporation

15 U. S. C. 713; authorized the Secretary of Agriculture to employ persons "in accordance with the provisions of law applicable to the employment of persons in the Agricultural Adjustment Administration". Positions in the A. A. A., with the exception of experts, are *subject to the Classification Act.* (The Federal Surplus Commodities Corporation was merged into Agricultural Marketing Administration—now War Food Administration).

BANKS FOR COOPERATIVES

Listed under Agriculture, Farm Credit Administration, this part (Part I-C).

CARGOES INCORPORATED

Listed under Foreign Economic Administration this part (Part I-C).

COMMODITY CREDIT CORPORATION

Listed under Agriculture this part (Part I-C).

CORPORATION OF FOREIGN SECURITY HOLDERS (Securities and Exchange Commission)

15 U. S. C. 77d

The Corporation shall have power * * * by and with the consent and approval of the Commission, to select, employ, and fix the compensation of officers, directors, members of committees, employees, attorneys, and agents of the Corporation, without regard to the provisions of other laws applicable to the employment and compensation of officers or employees of the United States.

DEFENSE HOMES CORPORATION

Listed under National Housing Agency this part (Part I-C).

DEFENSE PLANT CORPORATION

DEFENSE SUPPLIES CORPORATION

Listed under Reconstruction Finance Corporation this part (Part I-C).

DISASTER LOAN CORPORATION

Listed under Reconstruction Finance Corporation this part (Part I-C).

EXPORT-IMPORT BANK OF WASHINGTON

Listed under Foreign Economic Administration this part (Part I-C).

FARM CREDIT ADMINISTRATION CORPORATIONS

Listed under Agriculture this part (Part I-C)

FEDERAL CROP INSURANCE CORPORATION

Listed under Agriculture this part (Part I-C).

FEDERAL DEPOSIT INSURANCE CORPORATION

See Part I-A for Statutory exemption from Classification Act.

FEDERAL FARM MORTGAGE CORPORATION

Listed under Agriculture, Farm Credit Administration, this part (Part I-C).

FEDERAL HOME LOAN BANK ADMINISTRATION

Listed under National Housing Agency this part (Part I-C).

FEDERAL INTERMEDIATE CREDIT BANKS

Listed under Agriculture, Farm Credit Administration, this part (Part I-C).

FEDERAL LAND BANKS

Listed under Agriculture, Farm Credit Administration, this part (Part I-C).

FEDERAL NATIONAL MORTGAGE ASSOCIATION

Listed under Reconstruction Finance Corporation this part (Part I-C).

FEDERAL PRISON INDUSTRIES, INC. (under Department of Justice).

Created by E. O. 6917, December 11, 1934, pursuant to the Act of June 23, 1934 (48 U. S. C. 744i-744n). The Board of Directors (5) consists of one representative of industry, labor, agriculture, retailers and consumers, and of the Attorney General who serve without compensation. "The President shall transfer to said corporation the duty of determining in what manner and to what extent industrial operations shall be carried on in Federal penal and correctional institutions and may transfer to said corporation any part or all of the other powers and duties now vested in the Attorney General * * * by the act of May 27, 1930 (46 Stat. 392)." [The act of May 27, 1930 provided that the prison industries working-capital fund shall be administered and disbursed by or under the direction of the Attorney General, and shall be available for the employment of necessary civilian officers and employees.] There is no specific provision with respect to the compensation of employees, although the act of June 23, 1934 provides that the Corporation is authorized to employ the fund [prison industries working-capital fund] as operating capital * * * "in accordance with the laws generally applicable to the expenditures of the several departments and establishments of the Government." The Civil Service Commission has not allocated positions for the Cor-

poration. No information is available as to whether the Department considers positions therein as subject to the Classification Act.

FEDERAL PUBLIC HOUSING AUTHORITY

Listed under National Housing Agency this part (Part I-C).

FEDERAL SAVINGS AND LOAN INSURANCE CORPORATION

Listed under National Housing Agency this part (Part I-C).

FEDERAL SURPLUS COMMODITIES CORPORATION

Listed under Agriculture this part (Part I-C).

FOREIGN ECONOMIC ADMINISTRATION

Cargoes, Incorporated (Lend-Lease)

This corporation was created by the office of Lend Lease Administration. It is Government owned and controlled. There is no legislation governing the corporation but it is understood that the positions therein (all in the field service) are administratively allocated to grades under the Classification Act.

Export-Import Bank of Washington

Excepted from Classification Act by the National Industrial Recovery Act. (See Part I-A for statutory provision.)

Petroleum Reserves Corporation

Created by the Reconstruction Finance Corporation pursuant to section 5d of the RFC Act (15 U. S. C. 604b, Supp. III).

Excepted from the Classification Act by virtue of authority vested in RFC (15 U. S. C. 604).

Rubber Development Corporation

Establishment of this corporation was announced by the Secretary of Commerce on February 20, 1943 (apparently established under authority of Reconstruction Finance Corporation Act, as amended). E. O. 9361, July 15, 1943, transferred stock, and personnel of RFC used in administration of the corporation to Office of Economic Warfare; subsequently transferred to FEA by E. O. 9380, September 25, 1943. Excepted from Classification Act by virtue of authority vested in RFC (15 U. S. C. 604).

United States Commercial Company

Created March 27, 1942 as a subsidiary of R. F. C. Positions excepted from the Classification Act by virtue of authority vested in RFC (15 U. S. C. 604).

HOME OWNERS LOAN CORPORATION

Listed under National Housing Agency this part (Part I-C).

INTER-AMERICAN CORPORATIONS

See Office of Coordinator of Inter-American Affairs this part (Part I-C).

METALS RESERVE COMPANY

Listed under Reconstruction Finance Corporation this part (Part I-C).

INLAND WATERWAYS CORPORATION (under Department of Commerce)

49 U. S. C. 154 (c)

The Secretary of Commerce may appoint an individual from civil life * * * (or detail an officer from the Military Establishment * * *) as Chairman of the Board * * * any civilian so appointed to receive a salary not to exceed \$10,000 a year, to be fixed by the Secretary. (Chairman's salary is fixed at \$10,000 per annum.)

49 U. S. C. 154 (a)—Board of Directors

The Secretary of Commerce shall appoint an advisory board of six members * * * who shall receive *no salary* for their services on the Board but, under regulations and in amounts prescribed by the Secretary, may be paid by the Corporation a reasonable per diem compensation for attending meetings of the Board and for time spent on special services of the Corporation, and their traveling expenses to and from such meetings, or when assigned to such special service. (The rate set by the Secretary is \$25 per diem.)

49 U. S. C. 155

The Corporation * * * (f) may appoint, fix the compensation of, * * * such officers, employees, attorneys, and agents as are necessary * * * (i) May * * * conduct the business of a common carrier by water, * * *

There is no specific exception of positions in the corporation from the Classification Act. However, such positions have not been considered subject to that Act because the corporation was set up by Congress with the intent that it should operate as any private common carrier would operate. Employees engaged in operation of transportation facilities are hired and their compensation fixed through collective bargaining. Compensation agreement based on prevailing rates in the community.

The Warrior River Terminal Company

The capital stock of the company is owned by the Inland Waterways Corporation (per U. S. Government Manual). No other information available.

NATIONAL HOUSING AGENCY

Federal Public Housing Authority (formerly the United States Housing Authority).

The United States Housing Authority was created in the Department of the Interior by Act of Congress (42 U. S. C. 1463) as "a body corporate * * * which shall be an agency and instrumentality of the United States."

42 U. S. C. 1404 specifically provides that compensation of employees shall be fixed in accordance with the Classification Act of 1923, as amended. U. S. Housing Authority transferred to Federal Works Agency (Reorganization Plan I); subsequently transferred to Federal Public Housing Authority by E. O. 9070, February 24, 1942.

Defense Homes Corporation

"Incorporated pursuant to letter of the President to Secretary of the Treasury on October 18, 1940, allocating funds to Federal Loan

Administration to provide homes in areas of extensive defense activities. Transferred to FPHA in National Housing Agency by E. O. 9070 of February 24, 1942* (quoting U. S. Government Manual). No further information available. The Civil Service Commission has not been requested to allocate positions in this corporation.

Federal Home Loan Bank Administration

Federal Savings and Loan Insurance Corporation

Home Owners Loan Corporation

Positions in the above corporations are excepted from the Classification Act of 1923, as amended. See Part I-A for statutory provisions.

United States Housing Corporation (in liquidation)

*Incorporated July 10, 1918, under laws of New York. Charged with liquidation of Government's housing undertakings incident to mobilization for the World War. * * * [quoting United States Government Manual]. No other information available.

OFFICE OF COORDINATOR OF INTER-AMERICAN AFFAIRS

The following corporations under the office for Inter-American Affairs are listed in the Congressional Record for February 20, 1945 (page 1330):

Institute of Inter-American Affairs

Institute of Inter-American Transportation

Inter-American Educational Foundation, Incorporated

Inter-American Navigation Corporation (in liquidation)

Prencinradio Incorporated

No information available concerning these corporations. However, the National War Agency Appropriation Act, 1945 (Pub. Law 372-78th Cong.) provides that: " * * * corporations heretofore or hereafter created or caused to be created by the Coordinator primarily for operation outside the continental United States * * * may, in their discretion, employ and fix the compensation of officers and employees outside the continental limits of the United States without regard to the provisions of law applicable to the employment and compensation of officers and employees of the United States; * * *"

Positions in the Office of the Coordinator are subject to the Classification Act.

PANAMA RAILROAD COMPANY

Privately incorporated under the laws of the State of New York April 7, 1849, and acquired by purchase June 28, 1902. Acquisition was had under an act to provide for the construction of a canal (32 Stat. 481). Secretary of War is the principal stockholder on behalf of the United States. Positions probably have never been considered as subject to the Classification Act.

PETROLEUM RESERVES CORPORATION

Listed under Foreign Economic Administration this part (Part I-C).

PRODUCTION CREDIT CORPORATIONS

Listed under Agriculture, Farm Credit Administration this part (Part I-C).

RECONSTRUCTION FINANCE CORPORATION

See Part I-A for statutory exception from the Classification Act of the Reconstruction Finance Corporation (15 U. S. C. 604). The following corporations under the Reconstruction Finance Corporation are also excepted from the Classification Act:

Defense Plant Corporation

Defense Supplies Corporation

Metals Reserve Company

Rubber Reserve Company

War Damage Corporation (created as the War Insurance Corporation)

The foregoing corporations were created by the Reconstruction Finance Corporation pursuant to section 5d of the Reconstruction Finance Corporation Act, as amended (15 U. S. C. 606b, Supp. III). The act of March 27, 1942 (15 U. S. C. 606b-2, Supp. III) further delineated the powers of the War Damage Corporation. All of these corporations are excepted from the Classification Act by virtue of authority vested in Reconstruction Finance Corporation (15 U. S. C. 604.)

Federal National Mortgage Association

Organized pursuant to title III of the National Housing Act of June 27, 1934 (19 U. S. C. 1716). Title I of this act authorized the Federal Housing Administrator to fix the compensation of officers and employees "without regard to the provisions of other laws applicable to the employment or compensation of officers or employees of the United States." (19 U. S. C. 1702). The Association was placed under Federal Loan Agency by Reorganization Plan I.

The H. F. C. Mortgage Company

15 U. S. C. 606i authorizes Reconstruction Finance Corporation to subscribe for stock of mortgage associations, companies, etc. Pursuant to this authority Reconstruction Finance Corporation subscribed to the capital stock of the Reconstruction Finance Corporation Mortgage Company, which was organized under laws of Maryland on March 14, 1935. Positions excepted from Classification Act by virtue of authority vested in Reconstruction Finance Corporation (15 U. S. C. 604.)

Disaster Loan Corporation

Created by Congress (15 U. S. C. 605k), to be "managed by officers and agents to be appointed by the Reconstruction Finance Corporation." Reconstruction Finance Corporation positions excepted from Classification Act by 15 U. S. C. 604.

REGIONAL AGRICULTURAL CREDIT CORPORATIONS

Listed under Agriculture, Farm Credit Administration, this part (Part I-C).

RUBBER DEVELOPMENT CORPORATION

Listed under Foreign Economic Administration this part (Part I-C).

RUBBER RESERVE COMPANY

Listed under Reconstruction Finance Corporation this part (Part I-C).

SMALLER WAR PLANTS CORPORATION

50 App. U. S. C. 1101 (Supp. III)

Corporation created by Congress by Act of June 11, 1942. Positions in the corporation are subject to the Classification Act of 1923.

TENNESSEE VALLEY AUTHORITY

See Part I-A for statutory exception from the Classification Act of 1923, as amended.

TEXTILE FOUNDATION, INCORPORATED

15 U. S. C. 501-505

Created by Congress by act of June 10, 1930, 46 Stat. 530. The Board of Directors consists of the Secretaries of Commerce and Agriculture and three individuals familiar with the textile industry. The Act authorizes the corporation to "appoint officers and agents". There is no specific exception from the Classification Act, but the Civil Service Commission has not been requested to allocate positions under this corporation.

UNITED STATES COMMERCIAL COMPANY

Listed under Foreign Economic Administration this part (Part I-C).

UNITED STATES HOUSING CORPORATION

Listed under National Housing Agency this part (Part I-C).

UNITED STATES SPRUCE PRODUCTION CORPORATION (in liquidation)

Created pursuant to an act making appropriations for the support of the Army (40 Stat. 888) to stimulate spruce production for aircraft construction during World War I. Positions probably not considered subject to Classification Act.

VIRGIN ISLANDS COMPANY

(Under Department of the Interior.)

"The Virgin Islands Company, a Federal Government Agency, was created to carry out a comprehensive study for the economic and social rehabilitation of the people of the Virgin Islands. The operations of the Company consist of sugarcane cultivation, the production of rum, and such other activities as may be deemed advisable in the interest of the people of the Islands." [Quoting from United States Government Manual.] No legislation could be found concerning this Company, and no information is available concerning the fixing of compensation of employees.

WAR DAMAGE CORPORATION

Listed under Reconstruction Finance Corporation this part (Part I-C).

WARRIOR RIVER TERMINAL COMPANY

Listed under Inland Waterways Corporation this part (Part I-C).

The following Government corporations are listed in the Congressional Record of February 20, 1945, page 1336 (list furnished by General Accounting Office):

Colonial Mica, New Jersey Corporation.
Copper Recovery Corporation, Delaware.
Federal Subsistence Transients Corporation, Delaware.
Puerto Rico Cement Corporation, Puerto Rico.
Steel Recovery Corporation, Delaware.
War Emergency Pipelines, Inc.
War Hemp Industries, Inc., Delaware.
War Materials, Inc., Delaware.

No information available concerning the compensation of employees of the above corporations. Further information concerning the nature of these corporations is given on page 21, Senate Document No. 227—Seventy-eighth Congress, second session.

PART II

Current 1945 Appropriation Language Authorizing the Fixing of Basic Pay Without Regard to the Classification Act of 1923, as amended

Funds appropriated by Congress for personal services must be expended in accordance with the Classification Act of 1923, as amended, unless the appropriation item concerned, or the organic act of the agency or some other statute, contains an express exemption. Specific and unambiguous language must be used in authorizing exemptions. In the absence of such language, expenditures of funds appropriated for personal services are required to be made in accordance with the Classification Act.

No attempt has been made to compile exemptions to the Classification Act appearing in appropriation acts other than for the current fiscal year (i. e., for the fiscal year ending June 30, 1945). The appropriation items contained in this part have been arranged alphabetically by agencies—the Executive departments have been listed first, followed by the independent agencies. Bureaus and offices within a department or agency have also been listed alphabetically in most instances.

EXECUTIVE DEPARTMENTS

AGRICULTURE

Department of Agriculture Appropriation Act, 1945 (Public Law 367, 78th Cong., approved June 28, 1944):

Agricultural Research Administration

* * * including the salary of the Administrator at \$9,200 per annum.

Bureau of Agricultural Economics

* * * including the salary of the Chief of the bureau at \$10,000 per annum.

Bureau of Plant Industry

National Arboretum: Not to exceed \$2,500 may be expended by contract or otherwise for the services of consulting landscape architects without reference to the Classification Act of 1923, as amended.
* * *

Farm Credit Administration

Not to exceed \$10,000 for purchase of manuscripts, data, and special reports by personal service without regard to the provisions of any other Act;

Farm Security Administration

Compensation of experts may be fixed without regard to the Classification Act.

Forest Service

* * * including the salary of the Chief Forester at \$9,200 per annum.

Office of Information

In the preparation of motion pictures or exhibits * * * not exceeding a total of \$10,000 may be used for the temporary employment, by contract or otherwise, of specialists, technicians, and experts, without regard to the Classification Act of 1923, as amended.

War Food Administration

Other personal services * * * in accordance with the provisions of law applicable to the * * * compensation of persons employed by the Agricultural Adjustment Agency [experts exempted from the Classification Act], including not to exceed \$50,000 for the temporary employment of persons or organizations by contract or otherwise without regard to the Classification Act of 1923, as amended;

Loans, Grants, and Rural Rehabilitation

Not to exceed \$87,000 for compensation of experts without regard to the Classification Act of 1923, as amended;

COMMERCE

Department of Commerce Appropriation Act, 1945 (Pub. Law 365—78th Cong., approved June 28, 1944):

Bureau of the Census

Compiling census reports, etc.: Temporary employees at per diem or hourly rates to be fixed by the Director of the Census without regard to the Classification Act;

Census of Agriculture, etc.: * * * including the employment by the Director, at rates to be fixed by him, of personnel * * * without regard to the * * * classification laws;

Bureau of Standards

The Secretary of Commerce may contract for scientists and technicians at not exceeding \$25 per diem.

Civil Aeronautics Administration

Office of the Administrator—employment of attorneys and examiners on a fee basis (not to exceed \$7,500).

Civil Aeronautics Board

* * * temporary employment of attorneys, examiners, consultants, and guards on a contract or fee basis without regard to section 3709 of the Revised Statutes;

Coast and Geodetic Survey

Part-time or intermittent employment of architects, engineers, scientists, and technicians as may be contracted for by the Secretary of Commerce * * * at a rate not exceeding \$25 per diem.

Loan Agencies (Commerce)

* * * not to exceed \$10,000 for the temporary employment of persons or organizations for special services by contract or otherwise without regard to * * * the * * * classification laws;

INTERIOR

Interior Department Appropriation Act, 1945 (Public Law 369, 78th Cong., approved June 28, 1944).

Bureau of Mines

Investigation of raw-material resources for steel production—not to exceed \$75,000 for temporary employment of engineers, architects, or firms or corporations thereof, by contract or otherwise, without regard to * * * classification laws;

Production of alumina from low-grade bauxite, etc.—not to exceed \$30,000 for temporary employment of engineers, architects, or firms or corporations thereof, by contract or otherwise, without regard to * * * classification laws, that are necessary to design and construct the buildings and plant units;

Magnesium pilot plants and research—not to exceed \$30,000 for temporary employment of engineers, architects, or firms, or corporations thereof, by contract or otherwise, without regard to the * * * classification laws necessary to design and construct the buildings and pilot plants;

National Park Service

National Capital Parks: per diem employees at rates of pay approved by the Director not exceeding current rates for similar services in the District of Columbia;

Solid Fuels Administration for War

* * * including the employment without regard to * * * classification laws of a Deputy Administrator at not to exceed \$10,000 per annum and not to exceed twenty-eight technical employees;

Territory of Hawaii

* * * including salaries of * * * The Secretary (\$5,800), and the private secretary to the Governor (\$3,875);

JUSTICE

Department of Justice Appropriation Act, 1945 (Public Law 365, 78th Cong., approved June 28, 1944):

Legal Activities and General Administration

* * * \$250,000 * * * shall be available for the employment, on duties properly chargeable to each of said appropriations, of special assistants to the Attorney General without regard to the Classification Act of 1923, as amended.

Antitrust Division

Experts may be hired at such rates of compensation as may be authorized or approved by the Attorney General provided they do not exceed \$10,000 per annum.

Lands Division

* * * , including employment of experts at such rates of compensation as may be authorized or approved by the Attorney General.

Veterans Insurance Litigation Division

* * * experts may be employed at such rates of compensation as may be authorized or approved by the Attorney General.

*Miscellaneous salaries * * * field*

* * * experts * * * at such rates of compensation as may be authorized or approved by the Attorney General.

*Salaries * * * of special attorneys, etc.*

For compensation of special attorneys and assistants to the Attorney General and to U. S. district attorneys * * * to aid in special matters * * * and for payment of foreign counsel * * * \$200,000 * * * compensation * * * to any person * * * shall not exceed the rate \$10,000 per annum.

Conduct of Customs Cases

Assistant Attorney General, special Attorneys and Counselors at law * * * to be employed and their compensation fixed by the Attorney General; necessary clerical assistance and other employees * * * to be employed and their compensation fixed by the Attorney General, including experts at such rates of compensation as may be authorized or approved by the Attorney General.

Immigration and Naturalization Service

Not to exceed \$100,000 * * * may be expended for the employment of personnel, exclusive of attorneys, without regard to * * * the Classification Act of 1923, as amended, and not to exceed \$25,000 to meet unforeseen emergencies of a confidential character to be expended under the direction of the Attorney General, * * *.

LABOR

Labor-Federal Security Appropriation Act, 1945 (Public Law 373, 78th Cong., approved June 28, 1944):

Bureau of Labor Statistics

* * * not to exceed \$45,000 for the temporary employment of experts without regard to the * * * classification laws;

NAVY

Naval Appropriation Act, 1945 (Public Law 347, 78th Cong., approved June 23, 1944):

Office of the Secretary

Senior Executive Officer at not to exceed \$7,000. * * * The appropriations for the Naval Establishment * * * shall be available for * * * payment of employment * * * for a period not to exceed the duration of the year of such specialists as may be contracted for by the Secretary, at a rate not exceeding \$25 per diem for any person so employed.

Bureau of Aeronautics

* * * scientists and technicians may be contracted for by the Secretary of the Navy on a part-time or intermittent basis at not exceeding \$25 per diem.

Bureau of Navigation

Professor of international law—Naval War College—salary fixed at \$2,000 per annum.

Bureau of Ordnance

* * * part-time and intermittent scientists and technicians as may be contracted for by the Secretary, not to exceed \$25 per diem.

Bureau of Ships

* * * part-time and intermittent scientists and technicians as may be contracted for by the Secretary, not to exceed \$25 per diem.

Bureau of Supplies and Accounts

* * * part-time and intermittent specialists as may be contracted for by the Secretary, not to exceed \$25 per diem.

Bureau of Yards and Docks

Maintenance: Payment on a strictly part-time or intermittent employment basis * * * of such engineers, architects, and technicians as may be contracted for by the Secretary. * * * At a rate of pay not to exceed \$25 per diem.

Public works: Payment on a strictly part-time or intermittent employment basis * * * of scientists, technicians and other personnel, at not to exceed \$25 per diem.

Naval Research Laboratory

Temporary employment of such scientific and technical civilian assistants as may become necessary at rates of pay not exceeding \$25 per diem * * *

STATE

Department of State Appropriation Act, 1945 (Public Law 365, 78th Cong., approved June 28, 1944):

Office of the Secretary

Under Secretary of State, \$10,000 * * * not to exceed \$6,500 for employees engaged on piece work at rates to be fixed by the Secretary of State

Vice Board of Appeals

Salaries may be paid the members at a rate not exceeding \$10,000 a year.

International conferences (emergency)

For all necessary expenses of participation by the United States, upon approval by the President, in international activities which arise from time to time in the conduct of foreign affairs and for which specific appropriations have not been provided pursuant to treaties, conventions, or special Acts of Congress, including personal services in the District of Columbia or elsewhere without regard to * * * classification laws; * * *

Salaries, Ambassadors and Ministers

For salaries of ambassadors and ministers * * * at such salary rates, not exceeding \$10,000 per annum each for ministers (except one

at not exceeding \$12,000 per annum) and not exceeding \$17,500 per annum each for ambassadors, as the President may determine, notwithstanding the provisions of any other law * * * including also salaries as authorized by section 1740, Revised Statutes, as amended by the Act of April 24, 1909 (22 U. S. C. 3, 121): *Provided*, That no salary shall be paid to any official receiving any other salary from the United States Government: *Provided further*, That during the continuance of the present war and for 6 months after its termination, any Ambassador or Minister * * * who, on account of emergent conditions abroad, is unable properly to serve the United States at his regular post of duty,—may be appointed or assigned to serve in any capacity in which a Foreign Service officer is authorized by law to serve, and notwithstanding the provisions of any other law, the payment * * * of the salary of such officer, while serving under such assignment is hereby authorized: *Provided further*, That no person, while serving under such emergency appointment or assignment, shall receive compensation in excess of \$9,000 per annum while serving in the continental United States or in excess of \$40,000 per annum while serving elsewhere.

Second Deficiency Appropriation Act, 1944 (Public Law 375, 784th Cong., approved June 28, 1944):

Foreign Service: The appropriations for "Salaries, Ambassadors and Ministers", in the Department of State Appropriation Acts for the fiscal years 1944 and 1945 shall be available also for the payment, not to exceed \$10,000 per annum, of the salary of any person who, incident to reestablishment of representation in areas liberated from the enemy and prior to recognition by the United States of the governments of the countries concerned, may be or has been designated or assigned to serve as Commissioner, Adviser, or in any similar representative capacity and who, prior to such designation, has served as ambassador or minister, having previously been legally appointed to serve as a diplomatic, consular, or Foreign Service officer of the United States.

First Supplemental Appropriation Act, 1945 (Public Law 529, 78th Cong., approved December 22, 1944):

Cultural relations with China and the neighboring countries and continents of the Near East and Africa

* * * compensation, allowances, and grants to citizens of the United States and the above countries who are students, professors, or technical experts, at such rates and under such regulations as may be determined by the Secretary of State * * *;

* * * and not to exceed \$10,000 * * * for temporary employment of persons or organizations, by contract or otherwise, without regard to the * * * classification laws.

Conference of Allied Ministers of Education in London

* * * personal services * * * without regard to * * * classification laws:

TREASURY

Treasury Department Appropriation Act, 1945 (Public Law 293, 78th Cong., approved April 22, 1944):

Bureau of Engraving and Printing

* * * including wages of rotary press plate printers at per diem rates and all other plate printers at piece rates to be fixed by the Secretary of the Treasury, not to exceed the rates usually paid for such work.

Procurement Division

That per diem employees engaged in work in connection with operations of the fuel yards may be paid rates of pay approved by the Secretary of the Treasury not exceeding current rates for similar services in the District of Columbia.

WAR

Military Appropriation Act, 1945 (Public Law 374, 78th Cong., approved June 28, 1944):

Not to exceed \$200,000 of the appropriations for military activities shall be available * * * for the temporary employment of persons (not to exceed \$25 per day) or organizations, by contract or otherwise, without regard to * * * classification laws:

Whenever * * * the Secretary of War should deem it to be advantageous to the national defense, and if in his opinion the existing facilities of the War Department are inadequate, he is * * * authorized to employ, by contract or otherwise, without reference to * * * classification laws, * * * and at such rates of compensation (not to exceed \$25 per day) as he may determine, the services of architects, engineers, or firms or corporations thereof, and other technical and professional personnel as may be necessary.

Air Corps

* * * for the services of not more than four (4) consulting engineers at experimental stations of the Air Corps as the Secretary of War may deem necessary, at rates of pay to be fixed by him not to exceed \$25 a day for not exceeding 60 days each and necessary traveling expenses.

Chemical Warfare Service

* * * part-time or intermittent employment of such scientists and technicians as may be contracted for by the Secretary of War, in his discretion, at a rate of pay not exceeding \$25 per diem for any person so employed.

Medical Department

for the pay of male and female nurses, not including the Army Nurse Corps, and of Cooks and other civilians employed for the proper care of sick officers and soldiers, under such regulations fixing their number, qualifications, assignments, pay, and allowances as shall have been or shall be prescribed by the Secretary of War;

Ordnance Department

Not to exceed \$150,000 for services of such consultants as the Secretary of War may deem necessary, at rates of pay to be fixed by him not to exceed \$25 per day * * *

INDEPENDENT AGENCIES

AMERICAN BATTLE MONUMENTS COMMISSION

Independent Offices Appropriation Act, 1945 (Public Law 358, 78th Cong., approved June 27, 1944):

Notwithstanding the requirements of existing laws * * * and under such terms and conditions as the Commission in its discretion deems necessary and proper, the Commission may * * * engage, by contract or otherwise, the services of architects * * * and other technical and professional personnel. * * *

AMERICAN COMMISSION FOR THE PROTECTION AND SALVAGE OF ARTISTIC AND HISTORIC MONUMENTS IN WAR AREAS

Second Deficiency Appropriation Act, 1944 (Public Law 375, 78th Cong., approved June 28, 1944):

* * * not to exceed \$15,000 for the temporary employment of persons or organizations by contract or otherwise without regard to the * * * classification laws.

ARCHITECT OF THE CAPITOL

Legislative and Judiciary Appropriation Act, 1945 (Public Law 356, 78th Cong., approved June 26, 1944):

Capital Buildings

The compensation of the position of supervising engineer shall be at the rate of \$6,000 per annum so long as the position is held by the person who was the incumbent thereof on May 15, 1941.

Senate Office Building

* * * including four female attendants in charge of ladies retiring rooms at \$1,500 each.

BOTANIC GARDEN

Legislative and Judicial Appropriation Act, 1945 (Public Law 354, 78th Cong., approved June 26, 1944):

* * * not exceeding \$3,000 for miscellaneous temporary labor without regard to the Classification Act of 1923, as amended.

BUREAU OF THE BUDGET

Independent Offices Appropriation Act, 1945 (Public Law 358, 78th Cong., approved June 27, 1944):

* * * not to exceed \$35,000 for temporary employment of persons or organizations by contract or otherwise without regard to * * * the Classification Act of 1923, as amended * * *

National defense activities: including the temporary employment (not exceeding \$30,000) of persons or organizations by contract or otherwise, without regard to * * * the Classification Act of 1923, as amended;

COMMITTEE FOR CONGESTED PRODUCTION AREAS

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

The temporary employment of persons or organizations, by contract, or otherwise, without regard to * * * classification laws (not to exceed \$15,000);

COMMITTEE ON FAIR EMPLOYMENT PRACTICE¹

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

Salary of a Chairman at not to exceed \$8,000 per annum and six other members at not to exceed \$25 per diem when actually engaged;

Temporary employment of persons, by contract or otherwise, without regard to * * * classification laws (not to exceed \$8,000);

DISTRICT OF COLUMBIA GOVERNMENT

District of Columbia Appropriation Act, 1945 (Public Law 371, 78th Cong., approved June 28, 1944):

General Administration

* * * \$14,400 for examination of estimates of appropriations without regard to the * * * classification laws;

Auditor's Office

* * * \$2,000 for the employment of a real estate expert without regard to classification laws;

Courts

Commission on Mental Health—Executive secretary at \$3,200 per annum and physician-members at \$1,000 per annum, * * *

Department of Civilian Defense

The employment of personal services without regard to * * * classification laws;

Health Department

Two physicians at \$4,000 per annum each * * *

Gleason Dale Tuberculosis Sanitarium: * * * compensation of consulting physicians at rates to be fixed by the Commissioners, and not to exceed \$3,000 for temporary per diem services; * * *

Gallinger Hospital: One superintendent at \$8,000 per annum; one deputy superintendent at \$6,000 per annum; not to exceed five full-time chief medical officers at \$6,000 per annum each and two associate medical officers at \$4,000 per annum each, * * *; not to exceed \$20,000 for temporary per diem services;

Metropolitan Police Department

For all expenses necessary to enable the Commissioners * * * to maintain public order and protect life and property in said District from January 15 to January 25, 1945, without regard to the * * * classification laws; Corporals at \$2,600 per annum each.

National Capitol Parks

Per diem employees at rates of pay approved by the Secretary of the Interior, not exceeding current rates of pay for similar employment in the District of Columbia.

¹ This agency is one of the constituent agencies of the Office for Emergency Management.

Washington Aqueduct

The preparation of plans and specifications for structures and facilities for increasing the water supply for the District of Columbia * * * including engineering and other professional services by contract or otherwise, without regard to * * * classification laws;

Public Welfare

Adult assistance: Necessary expenses, including personal services without regard to the Classification Act of 1923, as amended, for the carrying out * * * of a "penny milk" program for the school children * * * and for carrying out of a food-conservation program in the District of Columbia, including the supervision of "Victory" gardens and the canning of the products thereof;

National Training School for Girls: * * * the salary of the superintendent * * * shall be at the rate of \$2,700 per annum.

District Training School: * * * compensation of consulting physicians at rates to be fixed by the Commissioners. * * *

Public Works

Central garage: Three chauffeurs for the Executive office at \$1,800 per annum each.

Department of Inspections: Two members of the plumbing board at \$150 per annum each; two members of the board of examiners, steam engineers, at \$300 per annum each, (the inspector of boilers to serve without additional compensation); \$5 per diem to each member of board of survey, other than the inspector of buildings, while actually employed in surveys of * * * dangerous and unsafe buildings.

Street and Bridge Division: That in connection with the highway planning survey, * * * this appropriation shall be available for the employment of engineering or other professional services by contract or otherwise, and without regard to * * * classification laws.

First Supplemental Appropriation Act, 1945 (Public Law 529, 78th Cong., approved December 22, 1944): The employment of consulting engineering services by contract or otherwise without regard to * * * classification laws, * * *

EMPLOYEES COMPENSATION COMMISSION

Labor-Federal Security Appropriation Act, 1945 (Public Law 673, 78th Cong., approved June 28, 1944):

* * * not to exceed \$1,000 for temporary experts and assistants * * * to be paid at a rate not exceeding \$8 per day * * *

FEDERAL COMMUNICATIONS COMMISSION

Independent Offices Appropriation Act, 1945 (Public Law 358, 78th Cong., approved June 27, 1944):

* * * not to exceed \$9,000 for salary of Director of the Foreign Broadcast Intelligence Service * * *

* * * not to exceed \$40,000 for the temporary employment of persons or organizations, by contract or otherwise, without regard to * * * the classification laws * * *

FEDERAL SECURITY AGENCY

Labor-Federal Security Appropriation Act, 1945 (Public Law 373, 78th Cong., approved June 28, 1944):

Office of the Administrator

The salary of the Administrator shall be at the rate of \$12,000 per annum so long as the incumbent thereof is Chairman of the War Manpower Commission:

Not to exceed \$2,500 for temporary employment of persons, by contract or otherwise, for special services determined necessary by the Administrator, without regard to * * * classification laws.

National Youth Administration liquidation: Such personnel as may be required for the purposes hereof without regard to * * * classification laws;

Community war service: * * * not to exceed \$15,000 for the temporary employment of persons by contract or otherwise without regard to * * * classification laws;

Temporary aid to enemy aliens and other restricted persons: * * * That the Administrator may make expenditures from this appropriation, by advances or grants of funds or otherwise, to such Federal or other agencies as he may designate, expenditures by such other agencies to be without regard to * * * classification laws.

Office of Vocational Rehabilitation

* * * not to exceed \$3,000 for temporary employment of specialists in the fields of medicine and surgery, by contract or otherwise, without regard to * * * classification laws:

Social Security Board

* * * the salary of an executive director at the rate of \$9,500 per year.

For * * * the procurement of information relating to the death of individuals entitled to benefits * * * as authorized by the Administrator for personal services on a piece-work basis or otherwise * * * without regard to * * * classification laws, * * *

FEDERAL WORKS AGENCY

Independent Offices Appropriation Act, 1945, (Public Law 358, 78th Cong., approved June 27, 1944):

Office of the Administrator

* * * a general counsel at \$10,000 per annum

Not to exceed \$4,000 for the temporary employment of persons or organizations by contract or otherwise, for special services determined by the Administrator to be necessary, without regard to * * * and classification laws,

Public Buildings Administration

Under appropriations for public buildings and grounds * * * per diem employees may be paid at rates approved by the Commissioner of Public Buildings, not exceeding current rates for similar services in the place where such services are employed, * * *

Public Roads Administration

* * * and (not exceeding \$15,000) for the temporary employment, by contract or otherwise, of technical consultants and experts without regard to * * * and classification laws.

FOREIGN ECONOMIC ADMINISTRATION¹

Foreign Economic Administration Appropriation Act, 1945 (Public Law 352, 78th Cong., approved June 30, 1944):

* * * including salaries of the Administrator at \$15,000 per annum during the incumbency of the present Administrator, and four assistants to the Administrator at \$9,000 per annum each;

* * * temporary employment of persons or organizations by contract or otherwise without regard to the * * * classification laws (not exceeding \$100,000):

GOVERNMENT PRINTING OFFICE

Legislative and Judiciary Appropriation Act, 1945 (Public Law 354, 78th Cong., approved June 26, 1944):

For salaries and expenses of preparing semi-monthly and session indexes of the Congressional Record * * * (Chief indexer at \$3,480, one cataloger at \$3,180, two catalogers at \$2,400 each, and one cataloger at \$2,100.)

INTERSTATE COMMERCE COMMISSION

Independent Offices Appropriation Act, 1945, (Public Law 358, 78th Cong., approved June 27, 1944):

Chief Counsel, Director of Finance, Director of Traffic, Director, Motor Transport Regulation \$10,000 each per annum.

NATIONAL ADVISORY COMMITTEE FOR AERONAUTICS

Independent Offices Appropriation Act, 1945, (Public Law 358, 78th Cong., approved June 27, 1944):

* * * including one Director of Aeronautical Research at not to exceed \$10,000 per annum * * *

* * * and not to exceed \$2,500 for temporary employment of consultants, at not to exceed \$50 per diem, by contract or otherwise, without regard to the * * * classification laws;

NATIONAL CAPITAL PARK AND PLANNING COMMISSION

Second Deficiency Appropriation Act, 1944 (Public Law 375, 78th Cong., approved June 28, 1944):

* * * technical services at rates of pay not to exceed those usual for similar services elsewhere and without regard to the Classification Act of 1923, as amended;

NATIONAL HOUSING AGENCY

Independent Offices Appropriation Act, 1945 (Public Law 358, 78th Cong., approved June 27, 1944):

¹ This agency is one of the constituent agencies of the Office for Emergency Management.

Office of the Administrator

* * * not to exceed \$5,000 for temporary employment of persons or organizations, by contract or otherwise, for legal or other special services without regard to * * * classification laws;

Federal Public Housing Authority

* * * temporary employment of persons or organizations, by contract or otherwise, for legal or other special services, without regard to * * * the * * * classification laws,

NATIONAL MEDIATION BOARD

Independent Offices Appropriation Act, 1945 (Public Law 373, 78th Cong., approved June 28, 1944):

* * * For all necessary expenses of the National Railway Labor panel, including compensation of the members thereof at not to exceed \$50 per day * * *

National Railroad Adjustment Board

* * * \$85,000 shall be available only for compensation not in excess of \$50 per day and expenses of referees, * * *

NATIONAL WAR LABOR BOARD

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

* * * salaries at not to exceed \$10,000 per annum each for the four public members and not to exceed \$9,000 per annum each for the four alternate public members of the board;

* * * actual transportation and not to exceed \$25 per diem in lieu of subsistence, whether or not in a travel status, of other members, alternate members and associate members of the Board while serving as such without other compensation from the United States;

OFFICE OF CENSORSHIP

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

A director and a deputy director at not exceeding \$10,000 and \$9,000 per annum, respectively;

Not to exceed \$20,000 for temporary personal services without regard to * * * classification laws;

OFFICE OF CIVILIAN DEFENSE

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

* * * salary of the Director at not to exceed \$10,000 per annum

OFFICE OF THE COORDINATOR OF INTER-AMERICAN AFFAIRS

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

* * * not to exceed \$15,000 for the temporary employment of persons or organizations by contract or otherwise without regard to the * * * classification laws;

* This agency is one of the constituent agencies of the Office for Emergency Management.

That corporations heretofore or hereafter created or caused to be created by the Coordinator primarily for operation outside the continental United States * * * may, in their discretion, employ and fix the compensation of officers and employees outside the continental limits of the United States without regard to the provisions of law applicable to the * * * compensation of officers and employees of the United States:

OFFICE OF DEFENSE TRANSPORTATION¹

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

* * * including salary of the Director not to exceed \$12,000

OFFICE OF ECONOMIC STABILIZATION¹

Second Deficiency Appropriation Act, 1944 (Public Law 375, 78th Cong., approved June 28, 1944):

* * * including salaries of the Director at \$15,000 per annum and one assistant to the Director at \$9,000 per annum;

* * * temporary employment (not to exceed \$10,000) of persons or organizations by contract or otherwise, without regard to * * * classification laws;

OFFICE OF PRICE ADMINISTRATION

Second Deficiency Appropriation Act, 1944 (Public Law 375, 78th Cong., approved June 28, 1944):

* * * not to exceed \$30,000 for the temporary employment of persons or organizations, by contract or otherwise, without regard to * * * classification laws;

OFFICE OF SCIENTIFIC RESEARCH AND DEVELOPMENT¹

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

* * * the employment by contract or otherwise, without regard to * * * classification laws, not to exceed \$25 per day for individuals, of engineers, scientists, civilian analysts, technicians, or other necessary professional personnel or firms, corporations, or other organizations thereof;

OFFICE OF STRATEGIC SERVICES

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

* * * salaries of a Director at \$10,000 per annum, one assistant director and one deputy director at \$9,000 per annum each;

That \$37,000,000 of this appropriation may be expended without regard to the provisions of law and regulations relating to the expenditure of Government funds or the employment of persons in the Government service, and \$35,000,000 of such \$37,000,000 may be expended for objects of a confidential nature, such expenditures to be accounted for solely on the certificate of the Director of the Office of Strategic Services and every such certificate shall be deemed a sufficient voucher for the amount therein certified.

¹ This agency is one of the constituent agencies of the Office for Emergency Management.

OFFICE OF WAR INFORMATION¹

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

* * * the employment of a Director and Associate Director at not exceeding \$12,000 and \$10,000 per annum, respectively;

* * * not to exceed \$75,000 for the temporary employment in the United States of persons by contract or otherwise without regard to the * * * classification laws; * * * employment of persons outside the continental limits of the United States without regard to the * * * classification laws;

PANAMA CANAL

War Department Civil Appropriation Act, 1945 (Public Law 352, 78th Cong., approved June 26, 1944):

Salary of the Governor, \$10,000

The Governor of the Panama Canal is * * * authorized to employ by contract or otherwise * * * at such rates (Not to exceed \$50 per day for individuals * * *) as he may determine, the services of architects, engineers, and other technical and professional personnel, or firms or corporations thereof, as may be necessary.

PETROLEUM ADMINISTRATION FOR WAR

National War Agency Appropriation Act, 1945, (Public Law 372, 78th Cong., approved June 28, 1944):

* * * not to exceed \$425,000 for personal services without regard to the * * * classification laws but no part of this sum shall be used to compensate any person who has been transferred from a classification pay status to an ungraded pay status;

SMALLER WAR PLANTS CORPORATION

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

* * * salary of the Chairman of the Board at \$10,000 per annum;
* * * not to exceed \$500,000 for the temporary employment of persons or organizations by contract or otherwise without regard to the * * * classification laws for special services, including audits * * *;

SMITHSONIAN INSTITUTION

Independent Offices Appropriation Act, 1945 (Public Law 358, 78th Cong., approved June 27, 1944):

National Gallery of Art

That * * * the Classification Act of 1923, as amended, shall not apply to the restoration and repair of works of art for the National Gallery of Art, the cost of which shall not exceed \$15,000.

UNITED STATES MARITIME COMMISSION

Independent Offices Appropriation Act, 1945 (Public Law 358, 78th Cong., approved June 27, 1944):

Commissioners (except the Chairman) at a salary of \$10,000 each * * *.

¹ This agency is one of the constituent agencies of the Office for Emergency Management.

* * * and not to exceed \$460,500 for the employment by contract or otherwise of persons, firms, or corporations for the performance of legal and other special services, without regard to * * * the * * * classification laws:

UNITED STATES TARIFF COMMISSION

Independent Offices Appropriation Act, 1945 (Public Law 358, 78th Cong., approved June 27, 1944):

* * * the salaries of the Commissioners shall be at the rate of \$10,000 per annum

VETERANS ADMINISTRATION

Independent Offices Appropriation Act, 1945 (Public Law 358, 78th Cong., approved June 27, 1944):

* * * and notwithstanding any provisions of law to the contrary, the Administrator is authorized to expend not to exceed \$5,000 of this appropriation for actuarial services * * * to be obtained by contract, * * * at such rates of compensation as he may determine to be reasonable; * * * That the Administrator is hereby authorized to employ medical consultants for duty on such terms as he may deem advisable and without regard to the * * * classification laws:

WAR MANPOWER COMMISSION¹

Labor-Federal Security Appropriation Act, 1945 (Public Law 373, 78th Cong., approved June 28, 1944):

Employment Office Facilities and Services

* * * contract janitorial services at not to exceed \$300 for any individual; * * * *Provided further*, that pending the return to State control after the war emergency of the Employment Service facilities, * * * and personnel loaned by the States to the United States Employment Service, no portion of the sum herein appropriated shall be expended by any Federal agency for any salary, to any individual engaged in employment-service duties in any position within any local or field or State office, which substantially exceeds the salary which would apply to such position and individual if the relevant State merit system applied and if State operation of such office had continued without interruption: * * *

Training-Within-Industry Service

* * * including the temporary employment of persons by contract or otherwise without regard to * * * classification laws;

WAR PRODUCTION BOARD¹

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944):

* * * salary of the Chairman at \$15,000 per annum, and salaries of six vice chairmen or principal officials at \$10,000 per annum each; * * * not to exceed \$20,000 for the temporary employment of persons or organizations, by contract or otherwise, without regard to the * * * classification laws

¹ This agency is one of the constituent agencies of the Office for Emergency Management.

WAR REFUGEE BOARD²

First Supplemental Appropriation Act, 1945 (Public Law 529, 78th Cong., approved December 22, 1944) :

* * * including the employment of personnel without regard to the * * * classification laws (Not to exceed \$50,200) ;

WAR RELOCATION AUTHORITY²

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944) :

* * * salary of the Director not to exceed \$10,000 per annum ;

WAR SHIPPING ADMINISTRATION¹

National War Agency Appropriation Act, 1945 (Public Law 372, 78th Cong., approved June 28, 1944) :

* * * including the employment and compensation of persons
 * * * such employment and compensation to be in accordance with laws applicable to the employment and compensation of persons by the United States Maritime Commission * * * [Maritime Commission is authorized to fix the compensation of the following positions without regard to the Classification Act: Secretary, director for each of not to exceed 5 divisions, a general counsel, a clerk to each member of the Commission, and not more than three assistants, a clerk to the general counsel, not more than a total of 20 naval architects or marine engineers, 20 special experts, 22 examiners, 12 attorneys, and two inspectors for each vessel at each shipyard at which vessels are being constructed * * * No employee so appointed may receive an annual salary at a rate in excess of that provided under the Classification Act.]

* * * not to exceed \$25 per diem in lieu of subsistence of persons serving while away from their permanent homes or regular places of business in an advisory capacity to or employed by the Administration without other compensation from the United States or at \$1 per annum ;

* * * and the employment, on a contract or fee basis, of persons, firms, or corporations for the performance of special services, including legal services, without regard to * * * classification laws ;

¹ This agency is one of the constituent agencies of the Office of Emergency Management.

² Under the Executive Office of the President.

³ Under Department of the Interior.

PART III

POSTAL SERVICE

Continuing Provisions of Law Fixing Basic Pay Rates for Positions in the Postal Service

The method of fixing pay in the Postal Service (i. e., the field service of the Post Office Department) is based on a statutory listing of classes of positions, each having its own pay scale fixed by Congress in the Act of February 28, 1925, as amended.

It was difficult to follow a simple arrangement in listing the provisions of law in this part. In order to coordinate them as much as possible, the following headings have been used:

First-Class Post Offices

Salaries of Postmasters and employees other than in automatic grades (based on gross postal receipts).

Second-Class Post Offices

Salaries of postmasters and assistant postmasters (based on gross postal receipts).

Third-Class Post Offices

Salaries of postmasters (based on gross postal receipts).

Salaries of Assistant Postmasters.

Fourth-Class Post Offices

Postmasters.

Superintendents and Assistant Superintendents at Classified Stations

Clocks and Carriers

Miscellaneous Employees

Motor Vehicle Service (includes all types of positions)

Postal Employees subject to salary ranges of the Classification Act of 1923

FIRST-CLASS POST OFFICES

Salaries of Postmasters (39 U. S. C. 54) and employees other than in automatic grades (39 U. S. C. 86) at first-class post offices are based on the gross postal receipts for the preceding calendar year:

Postal receipts (in thousands)	Post- master	Assis- tant Post- master	Super- intend- ent of mails	Assis- tant Super- intend- ent of mails	Fore- man	Postal clerk	Money order clerk	Assis- tant and mail- ers	Book- keepers	Sta- tion messen- gers
\$0 but less than \$50	55,200	\$4,500	\$2,450							
50 but less than 500	3,200	2,050	2,450							
500 but less than 175	3,400	2,050	2,450							
175 but less than 500	3,000	2,700	2,550							
500 but less than 1,125	2,700	2,800	2,700			\$2,200				
1,125 but less than 2,250	3,000	2,900	2,800			2,000				
2,250 but less than 3,500	3,000	3,000	2,900			2,000				
3,500 but less than 4,750	4,000	3,300	3,050	\$2,500	2,500					
4,750 but less than 6,000	4,500	3,500	3,100	2,500	2,500					
6,000 but less than 8,000	4,500	3,500	3,200	2,500	2,500					
8,000 but less than 10,000	5,000	3,500	3,300	2,500	2,500	\$2,000	\$2,000			
10,000 but less than 15,000	5,000	3,500	3,500	2,500	2,500	2,100	2,800			
\$1,000 but less than \$2,000	3,500	3,700	2,700	2,500	2,000	3,500	3,000	\$2,000	\$2,000	\$2,000
\$1,500 but less than \$3,000	7,000		2,700	2,500	2,000					
\$3,000 but less than \$5,000	4,000	3,800	2,800	2,500	2,000	3,100	3,000	2,000	2,000	2,000
\$5,000 but less than \$7,000	8,000		2,700	2,500	2,000					
\$7,000 but less than \$10,000	4,100	3,900	2,800	2,500	2,000	3,000	3,000	2,000	2,000	2,000
\$10,000 but less than \$15,000	4,100	3,900	2,800	2,500	2,000	3,000	3,000	2,000	2,000	2,000
\$15,000 but less than \$20,000	4,300	4,300	2,900	2,500	2,000	3,500	3,500	2,000	2,000	2,000
\$20,000 but less than \$30,000	4,300	4,300	2,900	2,500	2,000	3,500	3,500	2,000	2,000	2,000
\$30,000 but less than \$40,000	4,300	4,300	2,900	2,500	2,000	3,500	3,500	2,000	2,000	2,000
\$40,000 but less than \$50,000	4,300	4,300	2,900	2,500	2,000	3,500	3,500	2,000	2,000	2,000
\$50,000 but less than \$75,000	4,300	4,300	2,900	2,500	2,000	3,500	3,500	2,000	2,000	2,000
\$75,000 and upwards	4,300	4,300	2,900	2,500	2,000	3,500	3,500	2,000	2,000	2,000

¹ Where receipts are \$4,000,000 but less than \$20,000,000; Superintendent of delivery's salary shall be the same as that for superintendent of mails; assistant superintendents of delivery salary shall be the same as that for assistant superintendents of mails (30 U. S. C. 17, 18).

² Additional positions where receipts are \$20,000,000 and upwards:

Superintendent of delivery, \$4,700.

Assistant superintendent of delivery, \$2,800, \$2,800, \$3,100, \$3,000, \$3,000, \$4,100.

Superintendent of registry, \$3,200.

Assistant superintendent of registry, \$2,800, \$2,800, \$3,100, \$3,000, \$3,100.

Superintendent of money order, \$3,200.

Assistant superintendent of money order, \$4,000.

Author, \$4,000.

Note: In fixing the salary of the postmaster and supervisory employes in the post office at Washington, D. C., the Postmaster General may, in his discretion, add not to exceed 75 percent to the gross receipts of that office (30 U. S. C. 17 and 18, respectively).

Note: Division of Postmasters to Classes, 30 U. S. C. 13:

Postmasters shall be divided into four classes:

The first class shall embrace all those whose annual salaries are \$8,200 or more.

The second class shall embrace all those whose annual salaries are less than \$3,200 but not less than \$2,400.

The third class shall embrace all those whose annual salaries are less than \$2,400 but not less than \$1,600.

The fourth class shall embrace all postmasters whose annual compensation amounts to less than \$1,600 exclusive of commissions on money orders issued.

SECOND-CLASS POST OFFICES

Salaries of postmasters (30 U. S. C. 54) and assistant postmasters (30 U. S. C. 88) in second-class post offices are based on gross postal receipts for the preceding calendar year:

Receipts	Postmaster	Assistant Post Master
\$5,000 but less than \$62,000	\$2,400	\$2,200
\$3,000 but less than \$45,000	2,500	2,300
\$2,000 but less than \$35,000	2,600	2,400
\$1,500 but less than \$25,000	2,700	2,500
\$1,000 but less than \$15,000	2,800	2,600
\$750 but less than \$10,000	2,900	2,700
\$500 but less than \$7,500	3,000	2,800
\$250 but less than \$3,750	3,100	2,900
\$100 but less than \$1,500	3,200	3,000

THIRD-CLASS POST OFFICES

Salaries of postmasters (30 U. S. C. 54) in third-class post offices are based on gross postal receipts for the preceding calendar year:

Receipts	Salary	Receipts	Salary
\$1,500 but less than \$1,000	\$1,000	\$2,000 but less than \$2,500	\$1,500
\$1,000 but less than \$1,500	1,200	\$2,500 but less than \$3,000	1,600
\$750 but less than \$1,000	1,300	\$3,000 but less than \$3,500	1,700
\$500 but less than \$750	1,400	\$3,500 but less than \$4,000	1,800
\$250 but less than \$500	1,500	\$4,000 but less than \$4,500	1,900
\$100 but less than \$250	1,600	\$4,500 but less than \$5,000	2,000
\$50 but less than \$100	1,700		

Salaries of Assistant Postmasters at third-class post offices:

30 U. S. C. 89

The Postmaster General may provide for the employment of assistant postmasters at third-class post offices where the salary of the postmaster is \$2,200 or \$2,500 per annum—at a salary of \$800 per annum (within limitation of appropriation for clerical services).

30 U. S. C. 54

When the gross postal receipts of third-class post office for each of two consecutive calendar years are less than \$1,500, or in any calendar year are less than \$1,000, it shall be relegated to the fourth class.

FOURTH-CLASS POST OFFICES

Act of March 20, 1944, Public Law 271, 78th Congress.

The compensation of *postmasters* of the fourth class shall be annual salaries, * * * to be ascertained and fixed by the Postmaster General from their respective quarterly returns * * * for the cal-

endar year immediately preceding the adjustment, based on gross postal receipts at the following rates,

Receipts	Salary	Receipts	Salary
Less than \$50.....	\$27	\$250 but less than \$500.....	\$50
\$50 but less than \$100.....	34	\$500 but less than \$750.....	62
\$100 but less than \$150.....	41	\$750 but less than \$1,000.....	74
\$150 but less than \$200.....	48	\$1,000 but less than \$1,250.....	84
\$200 but less than \$250.....	55	\$1,250 but less than \$1,500.....	92
\$250 but less than \$300.....	62	\$1,500 but less than \$2,100.....	100
\$300 but less than \$350.....	69	\$2,100 but less than \$5,000.....	138
\$350 but less than \$400.....	76		
\$400 but less than \$450.....	82		

The salaries of postmasters at newly established offices of the fourth class shall be fixed at the lowest salary rate, except that whenever unusual conditions prevail at such office the Postmaster General, in his discretion, may advance any such office to the appropriate salary rate indicated by the receipts of the preceding quarter.

Note: The salaries of postmasters and assistant postmasters shall be readjusted at the beginning of each fiscal year: * * *

SUPERINTENDENTS AND ASSISTANT SUPERINTENDENTS AT CLASSIFIED STATIONS

Salaries of *superintendents* (39 U. S. C. 94) and *assistant superintendents* (39 U. S. C. 95) at classified stations¹ shall be based on the number of employees assigned thereto and the annual postal receipts, * * * each \$25,000 of postal receipts shall be considered equal to one additional employee.

Number of employees	Superintend-ent	Assistant Superintend-ent
1 and not exceeding 5.....	\$1,000	
6 and not exceeding 15.....	1,500	
16 and not exceeding 35.....	2,000	
36 and not exceeding 64.....	2,500	
65 and not exceeding 91.....	3,000	65,000
92 and not exceeding 100.....	3,000	2,000
101 and not exceeding 120.....	3,000	2,000
121 and not exceeding 150.....	3,500	2,700
151 and not exceeding 250.....	3,800	2,800
251 and not exceeding 350.....	3,800	3,100
351 and upward.....	3,800	3,400

CLERKS AND CARRIERS

Clerks in first- and second-class offices; carriers, city delivery service

39 U. S. C. 103

Clerks in first- and second-class post offices and letter carriers in the City Delivery Service shall be divided into five grades: 1st grade—\$1,700; 2d grade—\$1,800; 3d grade—\$1,900; 4th grade—\$2,000; 5th grade—\$2,100. (Promoted successively after one year's satisfactory service in each grade to the next higher grade until they reach the 5th grade (39 U. S. C. 103).

¹ Classified station is a unit of the main Post Office which is operated by employees with civil service status. Stations which are not "classified" are operated under contracts with individuals and are known as "contract stations."

Substitute clerk at first- and second-class post offices and carriers

39 U. S. C. 113

The pay of substitute, temporary, or auxiliary clerks at first- and second-class post offices and substitute letter carriers in the City Delivery Service shall be at the rate of 65 cents per hour. For salary rate of substitutes after one year of service.²

Substitute clerks at other than first- and second-class offices

39 U. S. C. 105

Substitute clerks when assigned to perform the work of regular employees absent on vacations, or when performing auxiliary or temporary work, shall be paid at the rate of 30 cents an hour. Other temporary employees connected with the Postal Service shall be paid at the usual rate for each day's service.

Special clerks

39 U. S. C. 110

There shall be two grades of special clerks—1st grade—\$2,200; 2d grade—\$2,300.

Clerks at third-class offices:

Postmasters at third class offices are granted an allowance for clerk hire, the amount of which is based upon the salary of the postmaster. The postmaster fixes the salaries of the individual clerks in his discretion. 39 U. S. C. 81 provides the following amounts for clerk hire:

Allowance:	Postmaster's salary	Allowance - Cont.	Postmaster's salary
\$250	\$1,100	\$870	\$1,800
\$300	1,200	\$900	1,900
\$350	1,300	\$1,000	2,000
\$400	1,400	\$1,100	2,100
\$450	1,500	\$1,200	2,200
\$500	1,600	\$1,300	2,300
\$550	1,700		

The Postmaster General may modify these allowances but in no case shall they be reduced by such modification more than 25 percent.

Clerks in Rural Service

39 U. S. C. 200

The Postmaster General may classify clerks in the Rural Free Delivery Service into four classes, graded even hundreds of dollars, at \$500, \$1,000, \$1,500, and not exceeding \$1,200 per annum.

² Act of March 24, 1943, Public Law 268, 79th Cong.

That substitute postal employees, after 2,448 hours of * * * service as such substitute, including service as a special-delivery messenger, shall be paid * * * at the rate of the annual salary assigned by regular employees of the first grade, the hourly rate to be computed by dividing the annual salary of such regular employees by the number 2,448; and thereafter the rate of pay of such substitute employees shall be increased to the annual rate of the next higher grade of such regular employees, computed in the same manner, upon the completion of each additional period of 2,448 hours of * * * service, and they shall have attained the rate for the highest successive rate of regular pay or shall have reached appointment to a regular position; *Provided*, That there shall be no case that any increase in the rate of pay of such employees within a twelve-month period. * * *

Sec. 2. Upon appointment to a regular position * * * an employee shall receive credit for actual service performed as a substitute, including that served as a special-delivery messenger on the basis of 1 year for each unit of 2,448 hours, and shall be promoted in the grade to which such employee would have progressed had his original appointment been to grade 1. * * *

Railway Mail Clerks

39 U. S. C. 610, 611

Railway postal clerks shall be divided into two classes, A and B, and into 7 grades: Grade 1—\$1,900; grade 2—\$2,000; grade 3—\$2,150; grade 4—\$2,300; grade 5—\$2,450; grade 6—\$2,600; grade 7—\$2,700. (Original appointments shall be made to the rank of substitute railway postal clerk, and promotions shall be made successively * * * following a total satisfactory service of 306 days in the next lower grades.)

Note: Clerks are promoted successively but such promotions do not always run through the full range of grades. Whether or not particular groups of clerks progress beyond a particular grade depends upon the class of the office in which employed. For details see 30 U. S. C. 617, 618, 618a, 619, 621, 622, 623.

Clerks, Terminal Railway Post Offices

39 U. S. C. 618a

Clerks in charge of terminals, tours, or crews consisting of less than 20 employees shall be of grade 5 (\$2,450). Clerks in charge of terminals, tours, or crews consisting of 20 or more employees shall be of grade 6 (\$2,600). Clerk in charge of terminals having 75 or more employees shall be of grade 7 (\$2,700).

30 U. S. C. 614

Substitute railway postal clerks shall be paid for services actually performed at the rate of \$1,850 per annum * * *. For salary rate of substitutes after one year of service, see footnote 2, page 67.

Note: Clerks and special clerks in the Motor Vehicle Service are included under heading "Motor Vehicle Service," this Part.

Clerks at Division Headquarters of P. O. Inspectors

30 U. S. C. 628

Clerks are divided into 6 grades as follows: grade 1—\$1,900; grade 2—\$2,000; grade 3—\$2,150; grade 4—\$2,300; grade 5—\$2,450; grade 6—\$2,600. One chief clerk at each division headquarters at a salary of \$3,000. (Clerks promoted successively to grade 5 following one year's satisfactory service in the next lower grade, and not to exceed 35 per centum of the force to grade 6 for meritorious service in grade 5.)

Village Delivery Carriers

30 U. S. C. 106

The pay of carriers in the Village Delivery Service, under such rules and regulations as the Postmaster General may prescribe, shall be from \$1,150 to \$1,350 per annum. The pay of substitute letter carriers in the Village Delivery Service shall be at the rate of 50 cents per hour.

Rural Carriers

30 U. S. C. 197 (Supp. III) (Rural Delivery Service)

Salary of carriers serving a rural route of 30 miles 6 days a week shall receive \$1,800; on routes less than 30 miles, \$60 per mile per annum for each mile or major fraction thereof. * * * Each rural carrier assigned to a route served 6 days a week shall receive \$20 a mile per annum for each mile or fraction thereof in excess of 30 miles,

based on actual mileage; on routes served 3 days a week shall receive \$10 a mile per annum for each mile or fraction thereof in excess of 30 miles. (The Postmaster General is authorized to make adjustments in the case of heavily patronized routes not in excess of 42 miles in length. The total salary including the adjustment is limited to \$2,100 per annum.)

Carriers Serving Triweekly Routes

39 U. S. C. 198

A rural carrier serving one triweekly route shall be paid a salary * * * on the basis of a route one-half the length of the route served by him, * * * one serving two triweekly routes shall be paid a salary * * * on the basis of a route one-half of the combined length of the two routes.

Carriers of Patch Mail

39 U. S. C. 205

The Postmaster General may, in his discretion, allow and pay additional compensation to rural letter carriers who are required to carry patch mail to intermediate post offices, or for intersecting loop routes, in all cases where it appears that the earnings of such carriers increases the expense of the equipment required by the carrier or materially increases the amount of labor performed by him, such compensation not to exceed the sum of \$12 per annum for each mile such carrier is required to carry such patch or patches.

Substitute Carriers

39 U. S. C. 201

Under such regulations as the Postmaster General may prescribe, a substitute carrier may be employed at the expense of the regular carrier, to temporarily perform the service on any rural free-delivery mail route.

39 U. S. C. 202

Acting or substitute rural letter carriers shall be paid at the usual rate for each day's service.

Carriers on Water Routes

39 U. S. C. 204

In the discretion of the Postmaster General the pay of any rural carrier on a water route who furnishes his own power boat and is employed during the summer months may be fixed at an amount not exceeding \$900 in any one calendar year.

39 U. S. C. 208

The compensation of the carrier of mail on Lake Winnepesaukee from the post office at Laconia, N. H., who furnishes his own equipment shall be \$1,800 per annum.

Marine Carriers

39 U. S. C. 115

Marine carriers assigned to the Detroit River Marine Service shall be paid an annual salary of \$300 in excess of the highest salary paid carriers in the City Delivery Service.

MISCELLANEOUS EMPLOYERS

Messengers, Watchmen, and Mail Handlers²

39 U. S. C. 101

Messengers, watchmen, and mail handlers in first- and second-class post offices shall be divided into two grades: first grade—\$1,500; second grade—\$1,000. (Promoted to second grade after a year's satisfactory service in grade 1. Substitutes paid at the rate of 55 cents per hour.) For salary rate of substitutes after 1 year of service, see footnote 2, page 67.

Mail Handlers,² Railway Mail Service

39 U. S. C. 606, 607

Mail handlers in the Railway Mail Service shall be divided into 2 grades: first grade—\$1,500; second grade—\$1,000. (Promoted to grade 2 after 1 year's satisfactory service.) Substitutes paid at the rate of 55 cents per hour. For salary rate of substitutes after 1 year of service, see footnote 2, page 67.

Requisition Fillers and Packers

39 U. S. C. 801

Salary of requisition fillers and packers shall be: 1 foreman—\$2,400 per annum; 10 requisition fillers and 9 packers at \$1,800 each per annum.

Special Delivery Messengers

39 U. S. C. 107

The postmaster may employ any persons, including clerks and assistants, at third- and fourth-class offices, as messengers, on such terms as he shall fix as compensation for such delivery.

39 U. S. C. 169a

For making special delivery, there may be paid to the messenger or other person making such delivery 9 cents for matter of first class weighing not in excess of two pounds, 10 cents for matter of other than first class weighing not in excess of two pounds, 15 cents for mail matter of any class weighing more than two pounds but not in excess of 10 pounds, and 20 cents for mail matter of any class weighing in excess of 10 pounds.

39 U. S. C. 170

* * * The postmaster * * * at the end of each month may pay to such person or persons employed a sum not exceeding 80 percent of the face value of all stamps of the face value of 10 cents received and recorded during that month.

Employees in charge of records and adjustments of accounts in State depositories for surplus postal funds and central accounting offices.

39 U. S. C. 92

At State depositories for surplus postal funds and central accounting offices, where the gross receipts are less than \$500,000, and no postal

² Prior to the act of March 20, 1904, Public Law 289, 78th Cong., mail handlers were classified as "laborers."

cashier is provided, the employee in charge of such records and adjustments of the accounts shall be allowed an increase of \$200 per annum; if receipts are \$500,000 and less than \$5,000,000, the postal cashier shall be allowed an increase of \$200 per annum. At all central accounting offices where the bookkeeper in charge performs the duties of auditor, he shall be designated chief bookkeeper, at a salary equal to that of the assistant cashier of the highest grade at that office.

Mechanical Labor Force

30 U. S. C. 137

In no case shall the rates of compensation for the mechanical labor force be in excess of the rates current at the time and in the place where personal services are employed in connection with the operation of public buildings * * * including telephone operators for the operation of telephone switchboards or equivalent telephone switchboard equipment in such buildings jointly serving in each case two or more governmental activities.

Agents on Mail Steamers to Foreign Ports

30 U. S. C. 673

Agent in charge of mail on board of mail steamers * * * a salary of \$2,000 a year.

Printers, mechanics, etc., Stamped Envelope Agency

30 U. S. C. 824

Printers, mechanics, and skilled laborers, employees of the U. S. Stamped Envelope Agency at Dayton, Ohio, shall for the purpose of promotion and compensation be deemed a part of the clerical force.

MOTOR VEHICLE SERVICE (includes all types of positions).

30 U. S. C. 116

Employees in the Motor Vehicle Service shall be classified as follows:

Superintendents.—\$2,400, \$2,600, \$2,800, \$3,000, \$3,400, \$3,600, \$3,800, and \$4,000 per annum. Provided, That where receipts are \$20,000,000 and up, salaries shall be \$4,300 per annum.

Assistant Superintendents.—\$2,500, \$2,600, and \$2,800 per annum.

Chiefs of rewards.—\$2,200, \$2,300, \$2,400, \$2,500, \$2,600, \$2,800, and \$3,000.

Chiefs of supplies.—\$2,200, \$2,300, and \$2,400.

Chief dispatchers.—\$2,300 and \$2,500.

Route supervisors.—\$2,400, \$2,500, and \$2,600.

Dispatchers.—\$2,100, \$2,200, and \$2,300.

Chief mechanics.—\$2,400, \$2,500, \$2,600, \$2,800, and \$3,000.

Mechanics in charge.—\$2,200, \$2,300, and \$2,400.

Special mechanics.—\$2,100, \$2,200, and \$2,300.

General mechanics divided into 3 grades—first grade—\$1,900; second grade—\$2,000; third grade—\$2,100. (Promoted successively after 1 year's satisfactory service in each grade to the next higher grade.)

Clerks shall be divided into five grades: First grade—\$1,700; second grade—\$1,800; third grade—\$1,900; fourth grade—\$2,000; fifth

grade—\$2,100. (Promoted successively after 1 year's satisfactory service in each grade to the next higher grade.)

Special clerks (first- and second-class offices) two grades: first grade \$2,200; second grade \$2,300.

Mechanics' helpers salary grades shall be \$1,600, \$1,700, \$1,800; original appointments shall be made at \$1,600. (Promoted successively after 1 year's satisfactory service in each grade to the next high grade.)

Driver-mechanics shall be divided into five grades: first grade \$1,600; second grade—\$1,700; third grade—\$1,800; fourth grade \$1,900; fifth grade—\$2,000. (Promoted successively after 1 year's satisfactory service in each grade to the next higher grade.)

Garagemen drivers shall be divided into two grades: first grade \$1,550; second grade—\$1,650. (Promoted after 1 year's satisfactory service in the first grade to the second grade.)

Substitute employees.—Special mechanics at the rate of 75 cts per hour; general mechanics at the rate of 70 cents per hour; clerks and driver-mechanics at 65 cents per hour; and garagemen-drivers the rate of 55 cents per hour. For salary rate of substitutes after 1 yr of service, see footnote 2, page 67.

POSTAL EMPLOYEES SUBJECT TO SALARY RANGES OF THE CLASSIFICATION ACT OF 1923

Custodial employees

39 U. S. C. 139 (Supp. III)

The Act of February 28, 1925, Postal Salary Classification Act, hereby amended to include officers and employees of the custodial service of the Post Office Department: *Provided*, That the salary range of the designated grades shall be as allocated by the Post Office Department under the provisions of the Classification Act of 1923, amended: * * *

(Promoted successively after 1 year's satisfactory service in one rate of the grade to which allocated—act of July 1, 1944, Public Law 496, 78th Cong.)

Post Office Inspection Service

39 U. S. C. 699a

The Postmaster General is authorized and directed to adjust the compensation of post-office inspectors and inspectors in charge * * * to correspond to the rates established by the Classification Act of 1923 as amended.

Railway Mail Service Supervisory Employees

39 U. S. C. 602a

The Postmaster General is authorized and directed to adjust the compensation of division superintendents, assistant division superintendents, assistant superintendents at large, assistant superintendents in charge of car construction, chief clerks, assistant chief clerks, and clerks in charge of sections in offices of division superintendents, Railway Mail Service, to correspond to the rates established by the Classification Act of 1923, as amended.

PART IV

Provisions of Law Requiring Basic Wage Rates To Be Fixed by Wage Boards or by Administrative Action in Accordance With Prevailing Rates Paid for Similar Work in the Locality

Rates of pay for positions of mechanics, manual workers, and laborers in the Federal service are generally fixed in accordance with prevailing rates paid for similar work by private employers in the locality where work is performed. Congress as early as 1862 recognized the principle of paying prevailing wage rates by requiring rates in navy yards to be so determined. Although from time to time it has required specific agencies to fix rates for trades and laboring positions in accordance with prevailing rates for similar work in the locality, not all Federal agencies are covered by such legislation. Legislation requiring the payment of prevailing wage rates rarely specifies the method to be used in determining what the prevailing rates are in the various localities. In fixing wage rates for these positions in accordance with prevailing rates the agencies have used three methods, namely, wage board procedures, administrative procedures, and collective bargaining.

Many agencies having employees in mechanical trades and laboring positions, although not specifically required by law to do so, have adopted wage board procedures or other procedures for fixing rates of pay for these positions in accordance with prevailing rates. The methods adopted for determining prevailing rates, the composition of the wage boards, and the extent of employee representation varies with the different agencies. For a discussion of the various methods see *Determination of Wage Rates for Mechanical and Laboring Positions in the Federal Service in the Monthly Labor Review* (November 1944) published by the Bureau of Labor Statistics, Department of Labor.

Existing provisions of law requiring the fixing of rates in accordance with prevailing rates paid for similar work in the locality are as follows (listed alphabetically by agency):

DISTRICT OF COLUMBIA GOVERNMENT

Act of June 28, 1941, Public Law 371, 78th Congress

Hereafter the Commissioners, or their duly designated representatives, are authorized to employ temporarily such laborers, skilled laborers, drivers, hostlers, and mechanics as may be required exclusively in connection with sewer, water, street, and road work, and street cleaning, or the construction and repair of buildings and bridges, furniture and equipment, and any general or special engineering or construction or repair work, at per diem rates of pay to be fixed and adjusted from time to time by a wage board and approved by the Commissioners, * * * said laborers, skilled laborers, drivers, hostlers, and mechanics to be employed to perform such work as may not be required by law to be done under contract, and to pay for such services and expenses

from the appropriations under which such services are rendered and expenses incurred.

National Capital Parks

Act of June 28, 1944, Public Law 371, 78th Congress

Per diem employees at rates of pay approved by the Secretary of the Interior, not exceeding current rates of pay for similar employment in the District of Columbia.

FEDERAL WORKS AGENCY

Public Buildings Administration

Act of June 27, 1944, Public Law 358, 78th Congress (Appropriation Act)

Under appropriations for public buildings and grounds * * * per diem employees may be paid at rates approved by the Committee on Public Buildings, not exceeding current rates for similar services in the place where such services are employed, * * *

INTERIOR

Boulder Dam

43 U. S. C. 618n

All laborers and mechanics employed in the construction of any part of the project, or in the operation, maintenance, or replacement of any part of Boulder Dam, shall be paid not less than the prevailing rate of wages or compensation for work of a similar nature prevailing in the locality of the project. In the event any dispute arises as to what are prevailing rates, the determination thereof shall be made by the Secretary of the Interior, and his decision, subject to the concurrence of the Secretary of Labor, shall be final.

Bureau of Mines

Act of July 2, 1943, 56 Stat. 548

Effective immediately, and for the duration of the war and six months thereafter, the Secretary of the Interior, or any official to whom he may delegate such authority, may, without regard to the Classification Act of 1923, as amended, appoint skilled and unskilled laborers, mechanics, and other persons engaged in a recognized trade or craft, including foremen of such groups, employed at experimental plants and laboratories of the Bureau of Mines. (This authority is intended to include appointment of such employees at helium plants and properties related thereto by the Act of October 26, 1942, 56 Stat. 1008)

National Park Service

Act of June 28, 1944, Public Law 369, 78th Congress

National Capital Parks: per diem employees at rates of pay approved by the Director not exceeding current rates for similar services in the District of Columbia.

GOVERNMENT PRINTING OFFICE

44 U. S. C. 40

Public Printer *May employ, at such rates of wages and salaries * * * as he may deem for the interest of the Government in

just to the persons employed, * * * such journeymen, apprentices, laborers, and other persons as may be necessary for the work of the Government Printing Office." (Positions in the office of the Superintendent of Documents are subject to the Classification Act.)

Minimum pay of \$0.90 per hour for journeymen printers, pressmen, and bookbinders set.

Provision for determination of wage rates, including compensation for night work and overtime by means of conferences between Public Printer and representatives of trades affected. Joint Committee on Printing must approve and make final rates so established.

NATIONAL CAPITAL PARK AND PLANNING COMMISSION

Act of June 28, 1944, Public Law 375, 78th Congress

* * * technical services at rates of pay not to exceed those usual for similar services elsewhere and without regard to the Classification Act of 1923, as amended.

NAVY

Navy Yards

34 U. S. C. 505

The rate of wages of the employees in the navy yards shall conform as nearly as is consistent with public interest, with those of private establishments in the immediate vicinity of the yards, to be determined by commandants of navy yards, subject to the approval and revision of the Secretary of the Navy.

PANAMA CANAL ZONE

48 U. S. C. 1305

* * * salaries or compensation * * * shall in no instance be more than 25 per centum the salary or compensation paid for the same or similar services to persons employed by the Government in the continental United States * * *

POSTAL SERVICE

39 U. S. C. 137

Mechanical Labor Force

In no case shall the rates of compensation for the mechanical labor force be in excess of the rates current at the time and in the place where personal services are employed in connection with the operation of public buildings * * * including telephone operators for the operation of telephone switchboards or equivalent telephone switchboard equipment in such buildings jointly serving in each case two or more Government activities.

TENNESSEE VALLEY AUTHORITY

16 U. S. C. 831 (b)

Where work involving employment of laborers and mechanics is done directly by the Corporation, prevailing wages shall be paid to such laborers and mechanics. Disputes concerning wage rates shall be referred to the Secretary of Labor for final decision.

TREASURY

Bureau of Engraving and Printing

Act of April 22, 1944, Public Law 203, 78th Congress

* * * including wages of rotary press plate printers at per diem rates and all other plate printers at piece rates to be fixed by the Secretary of the Treasury, not to exceed the rates usually paid for such work.

Bureau of the Mint

31 U. S. C. 268

* * * the workmen employed in the several mints shall be allowed such wages as may be customary and reasonable according to their respective stations and occupations, to be determined by the superintendent, and approved by the Director of the Mint.

31 U. S. C. 282

The compensation of * * * workmen in the *away office at New York* shall be regulated in the same manner as is prescribed in regard to mints.

Procurement Division

Act of April 22, 1944, Public Law 203, 78th Congress

That per diem employees engaged in work in connection with operations of the fuel yards may be paid rates of pay approved by the Secretary of the Treasury not exceeding current rates for similar services in the District of Columbia.

PART V

Provisions of Law Relating to Wartime Pay Increases (Apart From Overtime Pay)

In addition to statutory provisions which have granted employees overtime pay for overtime work, there are other provisions of law which, apart from pay for overtime work, have increased the aggregate pay of certain groups of Government employees. These statutory provisions are described below.

WAR OVERTIME PAY ACT

Employees subject to the War Overtime Pay Act¹ who receive additional compensation in lieu of overtime compensation

War Overtime Pay Act of 1943, approved May 7, 1943, 57 Stat. 75 (50 App. U. S. C. 1401-1415-Supp. 111)

1. (a) Employees whose hours of duty are intermittent or irregular;
(b) Officers and employees in or under the legislative and judicial branches (with certain exceptions²); and

(c) Subject to the approval of the Civil Service Commission, officers and employees whose hours of work are governed by those of private establishments which they serve and for whom on this account, overtime work schedules are not feasible receive additional compensation, in lieu of overtime compensation, at the rate of (1) \$300 per annum if the earned basic compensation is at a rate less than \$2,000 per annum, or (2) 15 percent of so much of the earned basic compensation as is not in excess of a rate of \$2,000 per annum if the earned basic compensation is at a rate of \$2,000 per annum or more.

2. Part-time employees and employees whose compensation is based upon other than a time period basis, are paid additional compensation

¹ The War Overtime Pay Act applies to all civilian officers and employees in or under the United States Government including Government-owned or controlled corporations, except—

1. Elected officials.
2. Heads of departments and agencies.
3. Officers and employees in or under the field service of the Post Office Department.
4. Employees whose wages are fixed on a daily or hourly basis and adjusted from time to time in accordance with prevailing rates by wage board or similar administrative authority serving the same purpose.
5. Employees in or under the Government Printing Office or the Tennessee Valley Authority whose wages are fixed on a monthly or yearly basis and adjusted from time to time in accordance with prevailing rates by wage board or similar administrative authority serving the same purpose.
6. Employees outside the continental United States, including Alaska, who are paid in accordance with local prevailing native wage rates for the area in which employed.
7. Officers and employees of the Inland Waterways Corporation.
8. Officers and members of crews employed on vessels through War Shipping Administration (L. C., in which the act of March 24, 1943, 57 Stat. 45, are applicable).
9. Employees of the Transportation Corps of the Army on vessels operated by the United States.
10. Vessel employees of the Coast and Geodetic Survey.

² Except those in the Library of Congress or the Botanic Garden, and per annum employees in or under the Office of the Architect of the Capitol who are regularly required to work not less than 48 hours per week.

at the rate of 15 percent of so much of their earned basic compensation as is not in excess of a rate of \$2,000 per annum.

3. Regular full-time employees whose overtime compensation at the rate of time and one-half for any pay period is (1) less than a rate of \$300 per annum if their base pay is less than \$2,000 a year, or (2) less than 15 percent of that part of salary not in excess of \$2,000 a year if their base pay is \$2,000 or more a year, are entitled to additional compensation to this extent in lieu of overtime compensation, but not to exceed 25 percent of their earned basic compensation for the pay period.⁵

The provisions of this Act are in effect until June 30, 1945 (unless an earlier date is prescribed by Congress).

DISTRICT OF COLUMBIA GOVERNMENT

District of Columbia Government and White House Police Force

Act of April 1, 1943, 57 Stat. 57, as amended by the Act of March 11, 1944, Public Law 253, 78th Congress.

Until June 30, 1945 (unless an earlier date is prescribed by Congress) the employees listed below are entitled to additional compensation at the following rates:

(a) \$900 per annum if such additional compensation does not cause the aggregate compensation of the employee to exceed the rate of \$5,000 per annum;

(b) Ten percent increase in their compensation if employees are paid on a per diem basis but such increase shall not in any case exceed \$25 per month.

1. Officers and members of the Metropolitan Police Force, United States Park Police in the District of Columbia, and White House Police Force.

2. Officers and members of the Fire Department.⁶

3. Teachers, school officers, and other employees of the Board of Education.

4. All other employees of the District of Columbia Government except employees whose wages are fixed on a daily or hourly basis and adjusted from time to time in accordance with prevailing rates by wage boards or similar administrative authority serving the same purpose⁷ and employees who occupy positions subject to the Classification Act of 1923, as amended.⁸

POSTAL SERVICE

Act of April 9, 1943, 57 Stat. 59 (39 U. S. C. 835, Supp. 111)

Until June 30, 1945 (unless an earlier date is prescribed by Congress) officers and employees in the Postal Service⁹ (field service of the Post Office Department) shall receive additional compensation at the following rates:

(a) Full-time per annum employees: \$300 per annum.

⁵ Rate of additional compensation in accordance with amendment of September 30, 1944, Public Law 448, 78th Cong.

⁶ Base compensation is fixed by the act of July 1, 1939 (51 Stat. 830) and the act of September 14, 1932 (42 Stat. 841).

⁷ These employees receive overtime pay for employment in excess of 40 hours a week under the act of March 28, 1934 (48 U. S. C. 671c).

⁸ These employees are subject to the War Overtime Pay Act of 1943 (57 Stat. 70).

⁹ I. e., employees whose rates of compensation are prescribed by the act of February 28, 1923, as amended (Postal Salary Classification Act), and those paid from appropriations made for the field service of the Post Office Department.

(b) Employees paid on an hourly, fee, part time, or per diem basis: 15 percent of their earned basic compensation (the increase not to exceed an average of \$25 per month).

(c) Allowance to third-class postmasters for clerk hire increased by 15 per centum, but such increase in * * * allowance shall not in any case exceed an average of \$25 per month.

(The additional compensation at the rate of \$300 per annum shall not be considered in computing or fixing earned basic compensation for any purpose under this act.)

PART VI

Provisions of Law Relating to Overtime Pay

Overtime pay is compensation for work performed outside of employee's regular scheduled basic work-week. No permanent law uniformly identifies service as overtime when performed by a salaried employee, i. e., one paid on a per annum basis. Outside the Post Service, there is no permanent 40-hour statute or other permanent law which states the exact number of hours a day or a week require for full-time work in salaried employments, after which overtime begins. Under general law, the head of each agency determines what constitutes the regular work week and what constitutes overtime work for salaried employees. For trades, crafts, and labor positions, however, a regular 40-hour work-week has been established by permanent statute.

At the present time there is considerable variation in overtime pay of different groups of employees in the Federal service:

Prior to the national defense program salaried employees, with few exceptions, were not entitled to extra pay for overtime work. Under temporary wartime law, regular full-time salaried employees have been granted extra pay for employment in excess of 40 hours a week at the rate of one and one-half times their regular rate of pay (computed on the basis of 360 days a year and 8 hours a day). In the absence of specific legislation, such as the War Overtime Pay Act of 1943, salaried employees are subject to existing general law which provides that overtime service may be required in the discretion of the head of the agency but that any extension of working hours shall be without additional compensation. Certain inspectional groups and employees in the Postal Service who are paid on an annual basis, however, are entitled to overtime pay for overtime work under permanent law.

In the Postal Service overtime work (exclusive of work on Sundays or holidays) is identified by permanent laws either (a) as work in excess of 8 hours a day or (b) as work on Saturdays. Employees are usually paid in cash for work in excess of 8 hours a day. For Saturday work they are granted compensatory time off or paid in cash. The laws identifying overtime work, and authorizing either overtime payment or compensatory time off, however, are not service-wide but cover specified occupational groups. Under temporary wartime law the Postmaster General is authorized, if the exigencies of the service require it, to grant overtime pay, in lieu of compensatory time off, for any Saturday work to groups of employees which, under permanent law, could be so paid only for work on the last three Saturdays of the calendar year. For those postal occupations for which overtime pay is authorized, overtime is computed on the basis of 300

(305)¹ days a year and 8 hours a day (or in the case of railway postal clerks assigned to road duty, 6 $\frac{3}{4}$ hours a day).

The act of March 28, 1934 (permanent law) authorizes overtime pay for employment in excess of 40 hours a week, at the rate of time and one half, to employees whose wages are fixed in accordance with prevailing rates in the locality (trades, crafts, and labor positions) by wage boards or similar administrative authority. For mechanics and laborers engaged on construction of public works, etc., subject to the 8-hour day law of August 1, 1892, as amended by the act of March 3, 1913, certain wartime authorities grant overtime compensation for employment in excess of 8 hours a day. (These authorities are set forth in detail in this part.) In the case of mechanics and laborers affected by these authorities who are also subject either to the Act of March 28, 1934, or to the War Overtime Pay Act of 1943, overtime is service in excess of 40 hours a week; in other instances it is service in excess of 8 hours a day. A wartime law (act of July 2, 1940) also authorizes overtime pay for hours in excess of 40 a week worked by laborers and mechanics of the War Department engaged in the manufacture or production of military equipment, munitions, or supplies.

Inspectional Groups

The nature of the duties of certain groups of salaried employees engaged in customs, immigration and naturalization, marine or steamboat, ship radio, and meat inspection, requires them to be occasionally called upon to work overtime during unusual hours in addition to their regular hours of duty. Insofar as regularly scheduled, ordinary overtime is concerned, these groups are subject to the same laws as other salaried employees outside the Postal Service, which have already been described. However, for each such group a permanent statute provides for overtime pay for special periods of overtime service and also premium rates for work on Sundays and holidays². These special periods occur at irregular hours at night. This overtime service is performed for the convenience or profit of carriers, shippers, etc., who may reimburse the Government for the overtime service rendered by the inspectional group concerned.

The provisions of law with respect to overtime pay described herein have been arranged under the following headings:

1. Salaried employees generally.
2. Postal employees.
3. Employees whose wages are fixed in accordance with prevailing rates (trades, crafts, and labor groups).
4. Inspectional groups.

Under each of these headings the provisions of permanent law have been indicated first, followed by any temporary wartime legislation applicable to the particular group.

¹ The divisor 305 is intended to be the number of calendar days in the year less the number of Sundays and legal holidays. Subsequent to the designation of Armistice Day as a legal holiday the divisor of 304 was used in legislation covering laborers (mail handlers) in the Railway Mail Service.

² See Part VIII for provisions granting premium rates for work on Sundays and holidays.

SALARIED EMPLOYEES

*Permanent Law**Laws Relating to Hours of Duty and Prohibiting Payment of Additional Compensation for Overtime Service*

5 U. S. C. 29

It shall be the duty of the heads of the several Executive departments, in the interest of the public service, to require of all clerks and other employees, of whatever grade or class, in their respective departments, not less than 7 hours of labor each day, except Sundays and declared public holidays by law or Executive order: *Provided*, That the heads of the departments may, by special order, stating the cause, further extend the hours of any clerk or employee in their departments, respectively; but in case of an extension it shall be without additional compensation. (Additional compensation for extension hours also generally prohibited by 5 U. S. C. 22 (R. S., 161), 69, 70, 71 (N. B. Does not apply to employees in the field service.)

Exception to Foregoing General Rule:

Government Printing Office, Office of the Superintendent of Documents

44 U. S. C. 75

Salariated employees whose basic pay is subject to the Classification Act of 1923, as amended, may be paid overtime compensation (and all extra compensation for night, Sunday, and holiday work) "at rate not in excess of rates of additional compensation for such work allowed to other employees at the Government Printing Office" (44 U. S. C. 40)

5 U. S. C. 29a

Each head of a department or independent establishment shall issue general public regulations, not inconsistent with law, setting forth the hours of duty per day and per week for each group of employees. * * *

*Saturday half-holiday law*³

5 U. S. C. 29a

On and after March 3, 1931, 4 hours, exclusive of time for lunch, shall constitute a day's work on Saturdays throughout the year with pay or earnings for the day the same as on other days when full time is worked, for all civil employees of the Federal Government and the District of Columbia, exclusive of employees of the Postal Service, employees of the Panama Canal on the Isthmus, and employees of the Interior Department in the field, whether on the hourly, per diem, per annum, piecework, or other basis, *Provided*, That in all cases where for special public reasons, * * * the services of such employees cannot be spared, such employees shall be entitled to an equal shortening of the workday on some other day * * *

³The Saturday half-holiday law has been suspended for the effective period of the Executive Pay Act of 1945, i. e., until June 30, 1945. By memorandum to heads of agencies Dec. 25, 1942, the President directed the establishment of "a general minimum work schedule of a 4-day, 48-hour week for both the departmental and field service."

Exception to Saturday half-holiday law

5 U. S. C. 26 b, 26c

Employees at Homes, Hospitals, or Combined Facilities of the Veterans' Administration and certain employees of the International Boundary Commission may be excepted from the provisions of section 26a above when the public interest requires it.

*Temporary Wartime Law**War Overtime Pay Act of 1943*

50 App. U. S. C. 1401-1415 (Supp. III)

This statute, which will terminate June 30, 1945, (a) authorizes payment for service performed in excess of 40 hours a week; (b) provides that agencies may at their option pay for work in excess of 48 hours a week either in cash or by granting compensatory time off; and authorizes the Civil Service Commission to promulgate regulations for the purpose of coordinating and supervising administration of the Act.⁴

This act applies to all civilian officers and employees (including officers and employees whose wages are fixed on a monthly or yearly basis and adjusted from time to time in accordance with prevailing rates by wage boards, or similar administrative authority serving the same purpose, except those in or under the Government Printing Office or the Tennessee Valley Authority) in or under the United States Government, including Government-owned or controlled corporations, and to those employees of the District of Columbia Municipal Government who occupy positions subject to the Classification Act of 1923, as amended, except that this Act shall not apply to (a) elected officials; (b) judges; (c) heads of departments, independent establishments, and agencies; (d) officers and employees in the field service of the Post Office Department; (e) employees whose wages are fixed on a daily or hourly basis and adjusted from time to time in accordance with prevailing rates by wage boards or similar administrative authority serving the same purpose; (f) employees outside the continental limits of the United States, including Alaska, who are paid in accordance with local prevailing native wage rates for the area in which employed; (g) officers and employees of the Inland Waterways Corporation; (h) officers and members of crews employed on vessels through War Shipping Administration (i. e., to whom the act of March 24, 1943, 57 Stat. 45, are applicable); (i) employees of the Transportation Corps of the Army on vessels operated by the United States; and (j) vessel employees of the Coast and Geodetic Survey.

Overtime Pay Rates and Computation Methods Under War Overtime Pay Act of 1943

Straight-time hourly rates are derived from per annum rates by dividing by 2,880 (360 times 8), on the principle that a per annum rate is basic payment for 360 days of 8 hours each.

⁴ Such regulations have been issued in C. S. C. Departmental Circulars: No. 454, May 8, 1943; Supp. 1, May 25, 1943; Supp. 2, July 9, 1943; No. 455, December 18, 1943; and No. 424, Supp. 3, October 31, 1944; Supp. 4, January 26, 1945.

Overtime hourly rates are $1\frac{1}{2}$ times these straight-time hourly rates. In the computation of overtime hourly rates, only that part of salary not in excess of \$2,000 a year may be used.

Certain minimum extra earnings are granted to regular, full-time employees when in any pay period they earn, in actual overtime pay less than these amounts. In case overtime pay earned by a regular full-time employee for any pay period is (1) less than a rate of \$300 a year if his base pay is less than \$2,000 a year or (2) less than 15% of that part of salary not in excess of \$2,000 a year if his base pay is \$2,000 or more a year, he is granted additional compensation to this extent in lieu of overtime pay, but not to exceed 25% of his earned basic compensation for the pay period. (Amendment of Sept. 30, 1914, Public Law 448, 78th Cong.)⁵

Note: Under the War Overtime Pay Act of 1918, most employees who work 48 hours a week at a basic annual rate of \$2,000 or less receive an increase of 21.87 percent in pay for working 20 percent more in hours. The equivalent "savings" of \$2,000 results in overtime pay at less than straight-time rates for employees in higher salary brackets.

POSTAL SERVICE

Permanent Law

The 8-hour day in the Postal Service, with extra pay for time over 8 hours, dates back to the act of May 24, 1888 (25 Stat. 157), covering letter-carriers.

Overtime work (exclusive of work on Sundays or holidays) is identified by permanent laws either (1) as work in excess of 8 hours a day or (2) as work on Saturdays. The laws, however, are not service-wide in this respect, but cover specified occupational groups.

Overtime pay for work in excess of 8 hours a day

One set of statutory provisions specifies that certain employees "shall be required to work not more than eight hours a day."⁶ Work in excess of this maximum is overtime. Payment is made in one way for work in excess of 8 hours a day. The overtime hourly rates are computed by dividing the annual rate by 306 (which gives the overtime daily rate) and again by 8 (which gives the overtime hourly rate). This rule covers—

(a) Special clerks, clerks, and laborers in first and second class post offices, and carriers in City Delivery Service (39 U. S. C. 117).

(b) Special clerks, clerks, dispatchers, mechanics-in-charge, special mechanics, general mechanics, mechanics' helpers, driver-mechanic and garagemon-drivers in the Motor Vehicle Service (39 U. S. C. 116).

(c) Employees of the pneumatic tube system (39 U. S. C. 118).

(d) Laborers (mail handlers) in the Railway Mail Service (U. S. C. 607a).

(e) Employees of the custodial service (act of July 1, 1914, Public Law 406, 78th Cong.).

Authority to pay in *cash* (computed on the basis of 306 days a year and 8 hours a day) or in *compensatory time off*, at the option of the

⁵ See also Part V, Provisions of Law Relating to Wartime Pay Increases (part of Overtime Pay).

employee, for work in excess of 8 hours a day,* applies to * * *
 Railway Postal Clerks. (39 U. S. C. 613, 629).

Railway Postal Clerks Assigned to Road Duty

For railway postal clerks assigned to road duty, work in excess of an average of 6 hours and 40 minutes a day for 305 days a year (including proper allowances for service required on lay-off periods) is identified as overtime. Such overtime may be paid in cash (computed on the basis of 306 days a year and 8 hours a day) or in compensatory time off, at the option of the employee (39 U. S. C. 630, 632).

Overtime Work on Saturdays

Another set of permanent statutory provisions specifically identifies work on Saturdays as overtime. The effect is to make Monday through Friday the regular basic administrative workweek (Act of August 14, 1935, as amended, 39 U. S. C. 832). Under these provisions, *compensatory time off* is granted for work on Saturdays, or at the option of the Postmaster General, if the exigencies of the service require it, payment may be made in cash for work on the last three Saturdays of the calendar year (computed on the basis of 306 days a year and 8 hours a day). The following groups are covered:

- (a) Supervisory employees, special clerks, clerks, laborers (mail handlers), watchmen, and messengers in first and second class post offices.
- (b) Employees of the Motor Vehicle Service and the pneumatic tube system.
- (c) Carriers in City Delivery Service and in the village delivery service.
- (d) Employees in the Railway Mail Service.
- (e) Clerks at division headquarters of post office inspectors.
- (f) Employees of the Stamped Envelope Agency.
- (g) Employees of the mail equipment shops.

Authority under permanent law, 39 U. S. C. 832, to grant *compensatory time off only* for work on Saturdays (identified as overtime) applies to—

- (a) Cleaners, janitors, telephone operators, and elevator conductors, paid from appropriations of the First Assistant Postmaster General.
- (b) Employees of the Custodial Service, except part-time and clerical forces.

Temporary Wartime Law

Act of June 12, 1944

The Act of June 12, 1944, Public Law 334, 78th Congress, which expires on June 30, 1945, unless an earlier date is fixed by Congress authorizes the Postmaster General, if the exigencies of the service require it, to grant overtime pay, in lieu of compensatory time off, for any Saturday work to groups which, under permanent law, could be so paid only for work on the last three Saturdays of the calendar year. (Overtime is computed on the basis of 306 days a year and 8 hours a day). These groups are:

*In assignments other than to terminal railway post offices and transfer offices, or to road duty, overtime is work which averages more than 8 hours daily for 305 days a year, including proper allowances for service required on lay-off periods (39 U. S. C. 613, 629).

- (a) Supervisory employees, special clerks, clerks, laborers (handlers), watchmen, and messengers in the first and second post offices.
- (b) Employees of the Motor Vehicle Service and the pneumatic tube system.
- (c) Carriers in City Delivery Service and in the village delivery service.

- (d) Employees in the Railway Mail Service.
- (e) Clerks at division headquarters of post office inspectors.
- (f) Employees of the Stamped Envelope Agency.
- (g) Employees of the mail equipment shops.

The same act authorizes overtime pay at the option of the Postmaster General for Saturday work to two groups which under present law are entitled only to compensatory time off:

- (a) Cleaners, janitors, telephone operators, and elevator conductors, paid from appropriations of the First Assistant Postmaster General.
- (b) Employees of the Custodial Service except part-time and casual forces.

This act also identified Saturday work as overtime for certain additional groups, for which either compensatory time off or overtime pay may be granted for Saturday work. (Overtime is computed the basis of 306 days a year and 8 hours a day):

- (a) Employees of the Air Mail Service.
- (b) Employees upon the field roll of the Division of Equipment and Supplies.

The act of June 12, 1944 further provides that "Postmasters of first, second, and third classes, and post-office inspectors, shall be on duty not less than forty-eight hours per week, and shall be paid for the additional eight hours, as additional pay for working an additional time, as follows:"

Salaries	Percentage increase on regular post office salaries
Over \$5,000 and not over \$7,000	5 percent.
Over \$7,000 and not over \$8,000	10 percent.
Over \$8,000 and not over \$1,000	15 percent.
\$2,000 or under	20 percent.

No postmaster whose percentage compensation is \$8,000 or over shall receive any additional compensation for such overtime work.

EMPLOYEES WHOSE WAGES ARE FIXED IN ACCORDANCE WITH PREVAILING RATES (TRADE CRAFTS, AND LABOR GROUPS)

Permanent Law

5 U. S. C. 673c

The weekly compensation, minus any general percentage reduction which may be prescribed by Act of Congress, for the several trade and occupations, which is set by wage boards or other wage-fixing authorities shall be re-established and maintained at rates not lower than necessary to restore the full weekly earnings of such employees in accordance with the full-time weekly earnings under the respective wage schedules in effect on June 1, 1932: *Provided*, That the regula-

hours of labor shall not be more than 40 per week; and all overtime shall be compensated for at the rate of not less than time and one-half * * *.

40 U. S. C. 324

The service and employment of all laborers and mechanics * * * employed by the Government of the United States or the District of Columbia * * * upon a public work and * * * in connection with dredging or rock excavation in any river or harbor of the United States or of the District of Columbia, is limited and restricted to 8 hours in any one calendar day * * * and it shall be unlawful * * * to work more than 8 hours in any calendar day, except in case of extraordinary emergency.

Note: This act does not expressly authorize overtime pay for such emergency work, but overtime pay may be authorized by regulations issued by competent authority or in contracts of employment. 25 Comp. Dec. 404, Jan. 30, 1918; 25 Comp. Dec. 350, Nov. 6, 1918. However, since enactment of 5 U. S. C. 678c (providing for a 40-hour week and for overtime compensation), employees subject thereto who are required to work in excess of 8 hours a day, in cases of extraordinary emergency, are not entitled to overtime unless they are required to work in excess of 40 hours a week. 13 Comp. Gen. 265, Apr. 6, 1934.

When private industry pays for overtime work as such, authorization to pay for overtime services is implied in permanent statutes or annual appropriation acts, such as the following, which authorize or direct the payment of rates in conformity with the prevailing rate of wages for work of a similar nature in private industry in the vicinity:

34 U. S. C. 505.....	Navy.
31 U. S. C. 208.....	Bureau of the Mint.
Annual appropriation acts (see act of Apr. 22, 1944, Public Law 203, 78th Cong.)	Bureau of Engraving and Printing.
44 U. S. C. 40.....	Government Printing Office.
Annual appropriation acts (40 U. S. C. 277a and act of June 27, 1944, Public Law 358, 78th Cong.)	Public Buildings Administration.
48 U. S. C. 1305 (and Public Law 352, 78th Cong.)	Panama Canal.
16 U. S. C. 831b.....	Tennessee Valley Authority.
39 U. S. C. 137.....	Post Office Department.
43 U. S. C. 618a.....	Boulder Dam Project.

Temporary Wartime Law

5 U. S. C. 180a

* * * the regular working hours of laborers and mechanics employed by the War Department, who are engaged in the manufacture or production of military equipment, munitions or supplies shall be 8 hours per day or 40 hours per week during the period of any national emergency declared by the President to exist: *Provided*, That under such regulations as the Secretary of War may prescribe, such hours may be exceeded, but compensation for employment in excess of forty hours in any workweek, computed at a rate not less than one and one-half times the regular rate, shall be paid to such laborers and mechanics.

The following wartime Executive orders suspend for the duration of the war the 8-hour maximum limitation of a day's work (40 U. S. C. 321 above) and provide for extra compensation at overtime rate for overtime service in excess of 8 hours a day:

E. O. No.	Date	Agency
8048	Aug. 8, 1941	War.
8070	Aug. 20, 1941	War, Hawaii.
8231	Aug. 29, 1942	Interior and Federal Works Agency, Alaska.
9251	Oct. 2, 1942	Civil Accounts Administration, War.
9256	Dec. 28, 1942	Interior.
9320	July 7, 1943	Interior, Alaska.
9324	Aug. 9, 1943	Agriculture and War Post Administration.
9334	Dec. 7, 1943	Veterans' Administration.
9411	May 11, 1944	

Rates of Overtime Pay

In the case of laborers and mechanics paid at basic rates established by wage boards, the rate of overtime pay is one and one-half times the regular rate (see note 5 U. S. C. 673c)—that is, the overtime hour rate is 50 percent more than the straight time hourly rate.

INSPECTIONAL GROUPS

Permanent Law

Customs (Treasury)

19 U. S. C. 261, 267

The Secretary of the Treasury shall fix a reasonable rate of extra compensation for overtime services of inspectors, storekeepers, weighers, and other customs officers and employees who may be required to remain on duty between the hours of 5 p. m. and 8 a. m., * * * to perform services in connection with the lading or unlading of cargo or the lading of cargo or merchandise for transportation in bond or for exportation in bond or for exportation with benefit of drawback, or in connection with the receiving or delivery of cargo on or from the wharf, or in connection with the unlading, receiving, or examination of passengers' baggage, such rates to be fixed on the basis of one-half day's additional pay for each two hours or fraction thereof of at least one hour that the overtime extends beyond 5:00 o'clock p. m. (but not to exceed 2½ days' pay for the full period from 5:00 o'clock p. m. to 8:00 a. m.), * * *. The said extra compensation shall be paid by the master, owner, agent, or consignee of such vessel or other conveyance. (See also 19 U. S. C. 1450, 1451, 1452 and Act of June 3, 1944, Public Law 328, 78th Congress).

Immigration and Naturalization Service (Justice)

on a basis of one-half days' additional pay for each two hours or fraction thereof of at least one hour that the overtime extends beyond 5 o'clock p. m. (but not to exceed two and one-half days' pay for the full period from 5 o'clock p. m. to 8 o'clock a. m.) * * *

8 U. S. C. 109b

The said extra compensation shall be paid by the master, owner, agent, or consignee of such vessel or other conveyance arriving in the United States from a foreign port * * *: *Provided*, That this section shall not apply to the inspection at designated ports of entry of passengers arriving by international ferries, bridges, or tunnels, or by aircraft, railroad trains, or vessels on the Great Lakes and connecting waterways, when operating on regular schedules.

Marine Inspectors (Commerce)

46 U. S. C. 382b

The Secretary of Commerce shall fix a reasonable rate of extra compensation for overtime services of local inspectors of steam vessels and their assistants, United States Shipping Commissioners and their deputies and assistants, and customs officers and employees, who may be required to remain on duty between the hours of 5 o'clock p. m. and 8 o'clock a. m. * * * to perform services in connection with the inspection of vessels or their equipment, supplying or signing on or discharging crews of vessels on the basis of one-half day's additional pay for each 2 hours or fraction thereof of at least one hour that the overtime extends beyond 5 o'clock p. m. (but not to exceed 2½ days' pay for the full period from 5 o'clock p. m. to 8 o'clock a. m.) * * * The said extra compensation for overtime services shall be paid by the master, owner, or agent of such vessel * * *.

Ship-radio Inspectors. (Federal Communications Commission)

47 U. S. C. 154 (f) (2) (Supp. III)

The Commission shall fix a reasonable rate of extra compensation for overtime services of inspectors in charge and radio inspectors of the Field Division of the Engineering Department of the Federal Communications Commission, who may be required to remain on duty between the hours of 5 o'clock p. m. and 8 o'clock a. m. * * * to perform services in connection with the inspection of ship radio equipment and apparatus * * * on the basis of one-half day's additional pay for each two hours or fraction thereof of at least one hour that the overtime extends beyond 5 o'clock p. m. (but not to exceed 2½ days' pay for the full period from 5 o'clock p. m. to 8 o'clock a. m.) * * *. The said extra compensation for overtime services shall be paid by the master, owner, or agent of such vessel * * *.

The foregoing statutes provide that overtime compensation accrues if the employees have reported for duty, whether or not service for which they were required to report actually takes place or not.

Meat Inspectors (Agriculture)

7 U. S. C. 394

The Secretary of Agriculture is authorized, in his discretion to pay employees of the Bureau of Animal Industry employed in establishments subject to the provisions of the Meat Inspection Act, for all

overtime work performed at such establishments, at such rates as he may determine, and to accept from such establishments wherein such overtime work is performed reimbursement for any sums paid out by him for such overtime work.

Note: Under the law, this Department's early regulations (Secretary's Memo No. 288, August 4, 1919) identified as overtime all hours over eight in any one regular working day, not counting time allowed for changing clothing, or for meals. The hourly overtime rate was fixed at one and one-half times the straight time hourly rate. However, since July 1, 1924, these regulations are effective only "in cases of emergency and under specific instructions from the Chief of the Bureau of Animal Industry" (Memorandum No. 483, June 18, 1924). Although the provisions of the statute legally are still in effect, they have not since been applied by the Department to any appreciable extent.

Temporary Working Law

War Overtime Pay Act of 1943

Act of May 7, 1943, Public Law 49, 78th Congress

The five inspectional groups covered by the permanent overtime pay statutes cited are also within the coverage of the War Overtime Pay Act of 1943. However, the War Overtime Pay Act of 1943 provides (section 7) that its provisions shall not operate to prevent payment for overtime services in accordance with these other statutes, but that such services, when so compensated for, "shall not also form a basis for overtime compensation under this Act." Hence, overtime service which is paid for under one of these special statutes is not also compensable under the War Overtime Pay Act.

PART VII

Provisions of Law Relating to Night Pay Differentials

A night differential is the difference, if any, between the rate of pay for a given class of work when performed at night and the rate of pay for the same class of work when performed during the day. It is a premium rate payable for the hours within a regular basic night tour of duty. It is not payment for overtime service performed at night as an extension of the hours of a basic daytime tour of duty (13 Comp. Gen. 70, May 19, 1934). A night differential is generally expressed as a percentage of the day rate for the same work, or in terms of cents an hour in excess of the day rate. The purposes of paying night differentials are to compensate employees for working at undesirable hours, and in some measure, for the inconvenience, extra expense, and dislocation of their normal living habits resulting from such work.

Per annum rates fixed by statute or administrative regulation are not varied according to the shifts within the 24 hours of a day when the work is performed, unless a statute expressly so provides. Salaried employees, with the exception of employees in the Postal Service and the Office of the Superintendent of Documents, Government Printing Office, when assigned to night work, are paid at the same rates as for day work; receive no night pay differential. In this category are employees performing building and plant protection work, building cleaning, operation and maintenance, hospital service, guard service in institutions, communications and mail service, and a wide variety of clerical and professional operations performed at night in order to make double use of mechanical equipment or office space.

The authority to fix wages for trades, crafts, and labor positions in accordance with prevailing rates paid for similar work in the locality includes authority to pay night or shift differentials (24 Comp. Gen. 33, July 20, 1944; Decision of the Comptroller General B-46807, January 24, 1945). The rate of the night differential varies among the agencies fixing wages in accordance with prevailing rates. Differentials used are 6 cents an hour, \$200 a year, and from 5 percent to 15 percent in excess of the day rate. In the Bureau of Engraving and Printing incumbents of positions allocated in the Clerical-Mechanical Service, paid hourly rates fixed in the Classification Act of 1923, work night shifts with employees in recognized trades and crafts outside the Classification Act who receive a 15 percent differential for night work. In order to correct the discrimination between the two groups, Congress granted employees of the Bureau of Engraving and Printing holding positions in the Clerical-Mechanical Service a 15 percent differential for night work by the act of July 1, 1944.

The statutes which specifically authorize the payment of a differential are listed below.

BUREAU OF ENGRAVING AND PRINTING (Treasury Department)

Act of July 1, 1911, Public Law 391, 78th Congress

All employees * * * who hold positions in the clerical, mechanical service and who are assigned to perform their regular night shift, shall be paid in respect of their regular work week of 40 hours and except when in leave status, a rate of compensation which is 15 per centum in excess of the day rate for the same work: *Provided*, That night work shall be construed to mean all work on any established shift or tour of duty, half or more of which occurs after 6 o'clock postmeridian or before 6 o'clock antemeridian.

GOVERNMENT PRINTING OFFICE

44 U. S. C. 40

The Public Printer is authorized to "employ, at such rates of pay and salaries, including compensation for night and overtime work as he may deem for the interest of the Government and just to the same employees, * * *". Includes provision for determination of wage rates, including compensation for night work and overtime means of conferences between Public Printer and representative trades affected. Joint Committee on Printing must approve and fix final rates so established.

Office of Superintendent of Documents

The act of March 4, 1925, as amended, 44 U. S. C. 75, provides—

Employees in the Office of the Superintendent of Documents may be paid compensation for night, Sunday, holiday, and overtime work at rates not in excess of the rates of additional compensation for such work allowed to other employees of the Government Printing Office under the provisions of section 40 of this title. (See paragraph in detail above.)

POSTAL SERVICE

39 U. S. C. 828 as amended by section 3 of the act of July 1, 1911, Public Law 406, 78th Congress.

* * * Supervisory employees, special clerks, clerks, sub-clerks, watchmen, messengers, laborers, and employees of the mail vehicle, pneumatic-tube and custodial services, in first and second-class post offices; carriers and substitute carriers in the City Delivery Service; and railway postal clerks, substitute railway postal clerks, laborers (mailhandlers) in the Railway Mail Service, who are required to perform night work shall be paid extra for such work at a rate of 10 per centum of their hourly pay per hour: *Provided*, That night work is defined as any work done between the hours of 6 o'clock postmeridian and six o'clock antemeridian.¹

¹ Certain groups in the Postal Service are entitled to overtime pay for hours in excess of 8 a day. If these overtime hours are worked between 6 a. m. and 6 p. m. the rate is entitled to the higher statutory pay for those hours plus 10 percent, i. e., the shift differential for the same hours.

PART VIII

Provisions of Law Relating to Sunday and Holiday Pay

Normally Sundays and holidays are nonworkdays in the Federal service. Agencies may require work on Sundays and holidays but they are not authorized generally to pay any additional compensation for Sunday or holiday work as such, i. e., because of the nature of the day. Inasmuch as per annum employees are regarded as being paid for every day in the year (both for workdays and nonworkdays), they commonly receive their regular pay each pay period, regardless of Sundays and holidays on which they are excused from working. Per diem, hourly, and piece-work employees, however, receive pay for a holiday only if they are relieved or prevented from working *solely* because of the occurrence of the holiday. If the holiday falls on a day in the week that would otherwise be the employee's nonworkday, he is not entitled to pay for the holiday.

The great majority of Federal employees, including salaried groups and employees whose wages are fixed in accordance with prevailing rates in the locality, receive no additional pay for working on Sundays and holidays when required, unless such work is overtime. That is, no distinction is made between Sundays and holidays *as such* and any other day. When in the public interest continuous service must be rendered by the Government, regular schedules of tours of duty are worked out so that Sunday and holiday duty is equitably rotated among the staff. This is true in Federal groups such as guard and firefighter units, hospital organizations, industrial maintenance activities, power plants, water distribution systems, and others. Members of such groups do not receive extra pay for Sunday or holiday work as such. However, specific groups of employees in the Postal Service and in certain inspectional activities are exceptions to the general rule. Postal employees receive either compensatory time off or extra pay. Certain inspectional employees, by virtue of special laws, are paid 2 days' extra pay for each Sunday or holiday worked.

The provisions of law with respect to Sunday and holiday pay described herein have been arranged as follows:

1. Salaried employees generally.
 - (a) Excepting Sundays and holidays from regular hours of work but authorizing extension of hours to include such days.
 - (b) Identifying holidays.
 - (c) Leave Laws (Sundays and holidays not chargeable against the number of days leave allowed by law).
2. Postal employees (authorizing compensatory time off or extra pay for certain groups).
3. Employees whose wages are fixed in accordance with prevailing rates (trades, crafts, and labor groups).
4. Part-time employees (charwomen).
5. Inspectional groups.

SALARIED EMPLOYEES

General rule

Act of March 3, 1803, as amended by the act of March 13, 1891 U. S. C. 20¹

It shall be the duty of the heads of the several executive departments in the interest of the public service, to require of all clerks and of employees, of whatever grade or class, in their respective departments not less than seven hours of labor each day, except Sunday; days declared public holidays by law or Executive order; *Prank*. That the heads of the departments may, by special order, stating reasons, further extend the hours of any clerk or employee in all departments, respectively; but in case of an extension it shall be without additional compensation. (Additional compensation for work ministerially required on Sundays and holidays also generally provided by 5 U. S. C. 22 (R. S., 104), 69, 70, 71.)

Exception to general rule

44 U. S. C. 75

Employees in the *Office of the Superintendent of Documents, Government Printing Office*, may be paid compensation for night, Sunday holiday, and overtime work at rates not in excess of the rates of additional compensation for such work allowed to other employees of the Government Printing Office (see, 40, Journeymen, apprentices, laborers, etc.).

Enumeration of holidays

Eight days are now recognized as holidays by Federal statute: New Year's Day, Washington's Birthday, Memorial or Decoration Day, Independence Day, Labor Day, Armistice Day, Thanksgiving Day and Christmas Day.² Act of January 6, 1885, as amended, 5 U. S. C. 86; Act of June 28, 1891, 5 U. S. C. 87 (Labor Day); Act of July 2, 1910, as amended, 39 U. S. C. 119 (Postal Service); Act of May 1, 1908, 5 U. S. C. 87a (Armistice Day); Act of December 26, 1941, U. S. C. 87b (Thanksgiving Day).—

When a holiday falls on a Sunday, it is generally in normal time observed on the following Monday, in accordance with Executive Order No. 10776, May 22, 1960.—

*Leave Laws**Government Employees Generally*

5 U. S. C. 30b

With the exception of teachers and librarians of the public schools of the District of Columbia and officers and employees of the Panama Canal and Panama Railroad on the Isthmus of Panama, and except certain employees of the Post Office Department, all civilian officers

¹ The Saturday half-holiday law of March 3, 1951 (5 U. S. C. 20a) requires only 4 hours of work on Saturdays. This law has been suggested for the period during which the 50th Anniversary Act of 1948 is in effect.

² On May 12, 1945, William H. McReynolds, Administrative Assistant to the President addressed a memorandum by direction of the President to heads of executive departments and agencies, as follows: "The necessity for maintaining maximum output in Government activities throughout the war period requires that days normally observed by the departments and agencies as holidays should, with the exception of Christmas, be considered a regular work days for the duration of the war."

and employees of the United States wherever stationed and of the government of the District of Columbia, regardless of their tenure, in addition to any accrued leave, shall be entitled to 26 days' annual leave with pay each calendar year, exclusive of Sundays and holidays: * * *

5 U. S. C. 31b

The days of annual leave with pay * * * and the days of sick leave with pay * * * shall mean days upon which employees would otherwise work and receive pay, and shall be exclusive of Sundays which do not occur within a regular tour of duty, holidays, and all nonworkdays established by Federal statute or by Executive or administrative order—

Postal Leave Act

39 U. S. C. 823

Employees in the Postal Service shall be granted fifteen days' leave of absence, exclusive of Saturdays, Sundays, and holidays, each fiscal year, and sick leave with pay at the rate of ten days a year, exclusive of Saturdays, Sundays, and holidays, * * *

POSTAL EMPLOYERS

39 U. S. C. 119

* * * holidays shall be New Year's Day (January 1); Washington's Birthday (February 22); Memorial Day (May 30); Independence Day (July 4); the first Monday in September, known as Labor Day; Christmas (December 25); and such other days as the President of the United States may set apart as fast or thanksgiving days. All days, other than the holidays enumerated herein, set aside by the President of the United States as holidays to be observed by the other departments of the Government throughout the United States shall be construed as applicable to the Postal Service in the same manner and to the same extent as the executive departments.

39 U. S. C. 116

For work on holidays, the following groups are entitled to compensatory time off within 30 days after the holiday, and authority is vested in the Postmaster General, if the exigencies of the service so require, to grant extra ("overtime") pay in lieu of compensatory time off for work on *any* such holiday:

(a) Motor Vehicle Service: Route supervisors, special clerks, dispatchers, mechanics in charge, special mechanics, general mechanics, and mechanics' helpers, driver-mechanics, and garagemen-drivers.

(b) Employees of the pneumatic tube system. Act of July 1, 1944, Public Law No. 406, 78th Congress.

(c) Employees of the custodial service. The authorization to grant custodial employees overtime pay in lieu of compensatory time off is limited to the duration of the war and six months thereafter.

The following groups are similarly entitled to compensatory time off for work on statutory holidays except that overtime pay in lieu thereof may be granted only for work on Christmas Day:

39 U. S. C. 118

First- and second-class officers; Foremen, special clerks, clerks, rivets, watchmen, messengers, and laborers.

39 U. S. C. 616

Railway Postal Service: Laborers and railway postal clerk terminal railway post offices and transfer offices.

Note: When holidays worked in the Postal Service are compensated at night, the rate for the holiday (8 hours) is computed by dividing the single annual rate by 306 (or for laborers in the Postal Service, 305).

EMPLOYEES WHOSE WAGES ARE FIXED IN ACCORDANCE WITH PREVAILING RATES

5 U. S. C. 552a

Holidays of employees by day, hour, or piece: pay.—When regular employees of the Federal Government whose compensation is fixed at a rate per day, per hour, or on a piece-work basis are relieved or prevented from working *solely* because of the occurrence of a holiday such as New Year's Day, etc., or any other day declared a holiday by Federal statute or Executive order, or any day on which the departments and establishments of the Government are closed by Executive order, they shall receive the same pay for such days as other days on which an ordinary day's work is performed.

PART-TIME EMPLOYEES

5 U. S. C. 673

* * * Chairwomen and head chairwomen shall receive for a holiday (except Sunday) upon which under existing law no work performed by them an amount equal to the amount they would have had they performed the same number of hours of work on such holiday as the average number of hours of work performed by them during the days in the week in which such holiday occurs.

INSPECTORIAL GROUPS:

Customs

19 U. S. C. 261, 267 (also 19 U. S. C. 1456, 1451, 1452)

The Secretary of the Treasury shall fix a reasonable rate of extra compensation for overtime services of inspectors, storekeepers, weighers, and other customs officers and employees¹ who may be required to remain on duty * * * on Sundays or holidays, * * * and rates to be fixed on the basis of * * * two additional days' pay for Sunday or holiday duty. The said extra compensation shall be paid by the master, owner, agent, or consignee of such vessel or of conveyance * * *.

¹In addition to inspectors, storekeepers, weighers, the following employees are exempt officers designated or acting as boarding officers, any employees required to perform a task in connection with loading or unloading cargo, handling cargo or merchandise, bonded transportation or exportation or importation with bonded or drawback, or receipt or delivery of cargo on or from a wharf, or in connection with the handling, receiving or examination of passengers' baggage; and any employees assigned to perform any duty made by the master, master, or person in charge of a vessel or vehicle, or by or on behalf of a custom officer or the owner or consignee of any merchandise or baggage.

²Under this provision the extra compensation (2 additional days' pay) is payable Sunday or holiday work whether additional to or included within a regularly scheduled tour of duty, i. e., regardless of whether it is overtime service or not.

Under the act of June 3, 1944, Public Law 328, Seventy-eighth Congress, collectors of customs, subject to Treasury Department regulations, are authorized to assign customs employees to duty "at such times during the 24 hours of each day, including Sundays and holidays, as the Secretary of the Treasury in his discretion may determine to be necessary to facilitate the inspection and passage of such merchandise, baggage, or persons. Officers and employees assigned to such duty at night or on Sunday or a holiday shall be paid compensation in accordance with existing law [19 U. S. C. 267] as interpreted by the United States Supreme Court in the case of the *United States v. Howard G. Myers* (320 U. S. 564); * * *¹ (The requirement that certain owners, operators, or agents of certain facilities, such as toll highways, bridges, tunnels, or ferries, reimburse the Government for this extra expense is eliminated by this act.)

IMMIGRATION AND NATURALIZATION

8 U. S. C. 100a, 100b

The Attorney General shall fix a reasonable rate of extra compensation for overtime services of inspectors and employees of the Immigration and Naturalization Service who may be required to remain on duty * * * on Sundays or holidays, to perform duties in connection with the examination and landing of passengers and crews of steamships, trains, airplanes, or other vehicles, arriving in the United States from a foreign port by water, land, or air, such rates to be fixed on a basis of * * * two additional days' pay for Sunday and holiday duty. However, the law relieves railroads, airlines, ferries, bridges, tunnels, and vessels on the Great Lakes and connecting waterways, bridges, and tunnels from the requirement of reimbursing the Government except for services in connection with operations not regularly scheduled.

COMMERCE

Marine Inspection

46 U. S. C. 382b

The Secretary of Commerce shall fix a reasonable rate of compensation for overtime services of local inspectors of steam vessels and their assistants, United States shipping commissioners and their deputies and assistants, and customs officers and employees, who may be required to remain on duty * * * on Sundays or holidays to perform services in connection with the inspection of vessels or their equipment, supplying or signing on or discharging crews of vessels on the basis of * * * two additional days' pay for Sunday or holiday duty. The said extra compensation for overtime services shall be paid by the master, owner, or agent of such vessel * * *.

FEDERAL COMMUNICATION COMMISSION

Ship Radio Inspection Group

47 U. S. C. 154(f) (2) Supp. III

The Commission shall fix a reasonable rate of extra compensation for overtime services of inspectors in charge and radio inspectors of the Field Division of the Engineering Department of the Federal Com-

¹ See footnote 4 on p. 90.

munications Commission, who may be required to remain on duty * * * on Sundays or holidays to perform services in connection with the inspection of ship radio equipment and apparatus * * * on the basis of * * * two additional days' pay for Sunday or holiday duty. The said extra compensation for overtime services shall be paid by the master, owner, or agent of such vessel * * *

Note: The foregoing statutes covering inspectional groups provide that the employees are entitled to the extra compensation for Sunday and holidays if they have reported for duty whether or not service for which they were required to report actually takes place or not.

AGRICULTURE

Meat Inspection Group

7 U. S. C. 384

The Secretary of Agriculture is authorized *in his discretion*, to pay Employees of the Bureau of Animal Industry employed in establishments subject to the Meat Inspection Act, for all overtime work performed at such establishments, at such rates as he may determine * * *

In the early regulations, Memorandum No. 288, August 4, 1920, the Secretary of Agriculture provided that all work on holidays should be compensated at twice the regular rate. However, since July 1, 1921, these regulations are effective only "in cases of emergency and under specific instruction from the Chief of the Bureau of Animal Industry". Memorandum No. 489, June 18, 1921.

PART IX

Provisions of Law Relating to Extra-Continental Pay Differentials

The heads of executive departments and establishments are required to adjust the compensation of civilian positions in the territories and insular possessions of the United States and in foreign countries to the grades and compensation schedules of the Classification Act of 1923, as amended, unless such positions are expressly excepted by statute from the Classification Act (22 Comp. Gen. 491, 495, Nov. 23, 1942). Under decisions of the Comptroller General, positions filled by native citizens or native aliens outside the continental United States may be excluded from administrative allocation under the Classification Act of 1923, as amended, if the agency administratively establishes "native wage schedules" applicable to such positions (10 Comp. Gen. 322; 20 id. 522).

In addition to the base rates of pay established by the Classification Act, it is customary to pay to employees stationed outside continental United States an extra-continental pay differential. The amount of the extra-continental pay differential is usually 25 percent of the basic rate of the position. Although there are some statutes which explicitly authorize extra-continental pay differentials, it is permissible for the head of an agency to fix such differentials upon a percentage basis by administrative action (22 Comp. Gen. 491). Over a period of years prior to 1943, varying differential practices were prevalent among government agencies having positions outside continental United States. In 1942-43 the Civil Service Commission, although having no legal authority in the matter, endeavored to bring the agencies together on a common policy with respect to allowing extra-continental pay differentials. A common policy was established by mutual agreement¹ which stipulated a uniform 25 percent differential for "all employees occupying positions subject to the Classification Act of 1923, as amended". The differential was not to be granted to "native employees compensated at local wage rates based on native standards of living."

The statutes which authorize extra-continental pay differentials are as follows:

Statutes relating to the Panama Canal Zone

The Panama Canal Act of August 24, 1912, 48 U. S. C. 1305 provides that—

* * * the salaries fixed hereunder by the President shall in no instance exceed by more than 25 per centum the salary or compensation paid for the same or similar services to persons employed by the Government in continental United States.

¹ U. S. C. Departmental Circular 884, Supplement 2, January 14, 1943.

Other Federal agencies on the Canal Zone have the same authority. For the past several years there have been included in annual appropriation acts for the military and naval establishments provisions authorizing the payment of a 25 percent differential to citizens of Panama and the United States occupying "skilled, technical, clerical, administrative, executive, or supervisory" positions on the Canal Zone in any branch of the Government. (The current acts are: War Department Civil Appropriation Act, 1945, Public Law 352, 79th Cong., approved June 26, 1944; Military Appropriation Act, 1945, Public Law 374, 78th Cong., approved June 28, 1944; Naval Appropriation Act, 1945, Public Law 347, approved June 22, 1944).

Details to certain foreign governments

The Act of May 25, 1938 (5 U. S. C. 118c), authorizes the President to detail professional, scientific or technical civilian employees for temporary service with the government of any American republic, the Philippine Islands, or Liberia, in which event the agency from which the employee is detailed is authorized to pay him his regular salary, plus not to exceed 50 percent additional compensation, plus monthly allowances for quarters and subsistence.

Federal Highway Act of 1940

Section 15 of the Federal Highway Act of 1940 (23 U. S. C. 54a) authorizes the Public Roads Administrator, with the approval of the Federal Works Administrator, to increase, by not to exceed 2 percent of his base pay, the compensation of any employee assigned to perform engineering services beyond the continental United States.

Title II, Act of November 26, 1940

The only statutory provisions of a general nature relating to a differential are those of section 3 (c) of the Ranspock Act of November 26, 1940, being included there as a part of the over-all plan for extending to the field service the administrative provisions and job-classification standards of the Classification Act of 1923, as amended.

This section reads as follows:

Sec. 3 (c). Whenever the President, upon report and recommendation by the Commission, shall find and declare that the rates of the compensation schedules of the Classification Act of 1923, as amended are inadequate for any offices or positions under such Act, as amended and extended, he may by Executive Order establish necessary schedules of differentials in the rates prescribed in such compensation schedules, but the differentials in the compensation of any such office or position shall not exceed 25 per centum of the minimum rate of the grade to which such office or position is allocated under such compensation schedules: *Provided*, That the provisions of this subsection shall be applicable only to such offices or positions having the following characteristics; Offices or positions * * * which are located outside the States of the United States and the District of Columbia * * *.

PART X

Miscellaneous Provisions of Law Relating to Pay of Federal Employees

In addition to the provisions of law heretofore covered in this survey of pay legislation there are numerous miscellaneous statutes relating to pay. An exhaustive search of the statutes in order to include all provisions of this type has been impossible because of time limitations. However, an attempt has been made to include the more important provisions, and to illustrate the nature of legislation which is enacted with respect to pay items.

The legislation in this part has been broken down under the following headings:

Allowances:

Outside the United States.

Within the United States.

Uniforms.

Additional Compensation (for additional duties, or because of the nature of employment).

Miscellaneous provisions of law which affect application of the Classification Act of 1923, as amended.

Miscellaneous provisions which affect pay of certain Federal employees.

ALLOWANCES

Outside the United States

5 U. S. C. 118a

Under such regulations as the heads of the respective departments concerned may prescribe and the President approve, civilian officers and employees of the Government having permanent station in a foreign country may be furnished, without cost to them, living quarters, including heat, fuel and light, in Government owned or rented buildings, and, where such quarters are not available, may be granted an allowance for living quarters, including heat, fuel and light, notwithstanding the provisions of section 70 of this title: *Provided*, That said rented quarters or allowances in lieu thereof may be furnished only within the limits of such appropriations as may be made therefor, which appropriations are hereby authorized: *Provided further*, That the provisions of this section shall apply only to these civilian officers and employees who are citizens of the United States.

5 U. S. C. 118c

There are authorized to be appropriated annually such sums as may be necessary to enable the President, in his discretion and under such regulations as he may prescribe and notwithstanding the provisions of any other Act and upon recommendation of the Director of the Budget, to meet losses sustained on and after July 1, 1933, by officers, enlisted

men, and employees of the United States while in service in foreign countries due to the appreciation of foreign currencies in their relation to the American dollar, and to cover any deficiency in the accounts of the Treasurer of the United States, including interest, arising out of the arrangements approved by the President on July 27, 1933, for conversion into foreign currencies of checks and drafts of allied enlisted men, and employees for salaries and expenses: * * *

5 U. S. C. 118a

The President of the United States is authorized, whenever he finds that the public interest renders such a course advisable, upon agreement with the government of any other American republic or the Government of the Commonwealth of the Philippine Islands, or the Government of Liberia, if such government is desirous of obtaining the services of a person having special scientific or other technical professional qualifications, * * * from time to time to detail temporarily a person in the employ of the Government of the United States * * * Provided further, that while so detailed such person shall be considered, for the purpose of preserving his rights and privileges as such, an officer or employee of the Government of the United States and of the department or agency from which detailed and shall continue to receive therefrom compensation, and he shall not receive additional compensation from the department or agency from which detailed not to exceed 50 per centum of the compensation he was receiving as officer or employee of the United States at the time of detail, and shall receive from the United States reimbursement for travel expenses to and from the place of detail and monthly allowance determined by the President to be adequate for quarters and subsistence during the period of such detail. * * *

22 U. S. C. 12

Under such regulations as the President may prescribe, and within the limitations of such appropriations as may be made therefor, when appropriations are authorized, ambassadors, ministers, diplomatic consular, and Foreign Service officers may be granted allowances for representation; and also post allowances wherever the cost of living may be proportionately so high that in the opinion of the Secretary of State such allowances are necessary to enable such diplomatic consular, and Foreign Service officers to carry on their work efficiently. * * *

22 U. S. C. 23a

The Secretary of State is hereby authorized, at posts where in his judgment it is required by the public interests for the purpose of meeting the unusual or excessive costs of living ascertained by him to exist to grant compensation to clerks assigned there in addition to the basic rates specified in section 23a of this title, and also to other employees in the Foreign Service of the United States who are American citizens in addition to the basic rates of their salaries as fixed by the Secretary of State * * *

Act of June 28, 1944, Public Law 365, 78th Congress

* * * That no part of this appropriation shall be used for allowances for living quarters, including heat, fuel, and light, in the

amount exceeding \$4,000 for an ambassador, minister, or charge d'affaires, and not exceeding \$2,000 for any other Foreign Service officer; *Provided further*, That " " " not more than \$5,000 shall be expended for heat, fuel, and light for living quarters for each ambassador or minister occupying a Government-owned building for residence or residence and office purposes, and not more than \$1,700 for such purposes in the case of any other Foreign Service officer, and during the incumbency of the charge d'affaires the limitation on such expenditures shall be the same as for the occupancy by the principal officer.

Within The United States

5 U. S. C. 75a

The head of an executive department or independent establishment, where, in his judgment, conditions of employment require it, may continue to furnish civilians employed in the field service with quarters, heat, light household equipment, subsistence, and laundry service; and appropriations of the character used before March 5, 1928, for such purposes are hereby made available therefor; *Provided*, That the reasonable value of such allowances shall be determined and considered as part of the compensation in fixing the salary rate of such civilians.

5 U. S. C. 75b

The quarters, heat, light, fuel, and telephone service furnished for the director's use in the Botanic Garden shall not be regarded as a part of his salary or compensation and such allowances may continue to be so furnished without deduction from his salary or compensation, notwithstanding the provisions of section 75a of this title, or any other law.

5 U. S. C. 600a

The Secretary of Commerce is authorized, in his discretion to continue the system of pay and allowances, including allowances for longevity, for officers and men on vessels of the Department of Commerce, that was in operation on July 1, 1920, until such time as legislation shall be enacted pursuant to section 2 of the Act approved May 28, 1928 (45 Stat. 785), or similar legislation affecting the classification of vessel employees in the field service of the Government.

COMMERCE

Act of June 28, 1944, Public Law 365, 78th Congress

The appropriations "Maintenance and operation of air-navigation facilities," Office of Administrator of Civil Aeronautics and "Salaries and expenses," Weather Bureau, shall be available, under regulations to be prescribed by the Secretary, for furnishing to employees of the Civil Aeronautics Administration and the Weather Bureau in Alaska free emergency medical services by contract or otherwise and medical supplies, and for the purchase, transportation, and storage of food and other subsistence supplies for resale to such employees, the proceeds from such resales to be credited to the appropriation from which the expenditures for such supplies was made; * * *

POSTAL SERVICE

39 U. S. 60a

After July 1, 1928, postmasters of the fourth class shall be paid allowances for rent, fuel, light, and equipment an amount equal to per centum of the compensation earned in each quarter, such allowances to be paid at the end of each quarter at the same time and in the same manner as their regular compensation.

30 U. S. C. 206

In addition to the salary provided by law, each carrier in Rural Mail Delivery Service shall be paid for equipment maintenance a sum equal to 5 cents per mile per day for each mile or major fraction of a mile scheduled. Payments for equipment maintenance provided herein shall be at the same periods and in the same manner as payments for regular compensation to rural carriers.

Carriers in Rural Mail Delivery Service—Temporary additional
for equipment maintenance

Act of December 17, 1943, 57 Stat. 604

That each carrier * * * shall be paid for equipment maintenance a sum equal to 1 cent per mile per day for each mile or major fraction of a mile scheduled in addition to the 5 cents per mile per day for each mile or fraction of a mile scheduled as now provided by law. Payments for the additional equipment maintenance as provided herein shall be at the same periods and in the same manner as payments for regular compensation to rural carriers. (Act exp. June 30, 1945, unless an earlier date is prescribed by Congress.)

WAR DEPARTMENT

Act of June 28, 1944, Public Law 374, 78th Congress

Finance Service: For compensation of clerks and other employees of the Finance Department, including not to exceed \$800 for any one person for allowances for living quarters, including heat, fuel, and light as authorized by the Act approved June 26, 1930 (5 U. S. C. 119a) * *

UNIFORMS

COMMERCE

Act of June 28, 1944, Public Law 365, 78th Congress

Appropriation for cleaning, and repair of uniforms for guards of Civil Aeronautics Administration.

Appropriation for purchase, cleaning, and repair of uniforms for guards at the Washington National Airport.

DISTRICT OF COLUMBIA GOVERNMENT

D. C. Code 4-204

Members of the U. S. Park Police force shall be furnished with uniforms.

D. C. Code 4-134

For furnishing uniforms and all other official equipment prescribed by department regulations as necessary and requisite in the perform

ance of duty there is hereby authorized to be appropriated a sum not exceeding \$75.00 per annum for each member of the Metropolitan police, to be expended subject to rules and regulations to be prescribed by the Commissioners of the District of Columbia.

INTERIOR

Act of June 28, 1944, Public Law 372, 78th Congress

Appropriation for purchase, cleaning, and repair of uniforms of police, guards, of the National Capital Park Service.

Act of June 28, 1944, Public Law 372, 78th Congress

War Relocation Authority.—Appropriation for purchase of uniforms for internal security officers.

POSTAL SERVICE

39 U. S. C. 154

The Postmaster General may prescribe a uniform dress to be worn by letter carriers.

Letter carriers and substitutes shall provide uniforms at their own expense (Sec. 919, Postal Laws & Regulations, 1940, p. 431).

TREASURY

Act of April 22, 1944, Public Law 293, 78th Congress

Appropriation for purchase, repair, and cleaning of uniforms for the guard force, Treasury buildings.

Appropriation for uniforming and equipping the White House police * * *

WAR

Act of June 28, 1944, Public Law 374, 78th Congress

Appropriation for the purchase, repair, and cleaning of uniforms for guards at the Army War College.

ADDITIONAL COMPENSATION

(For additional duties, or because of the nature of employment)

COMMERCE

Act of June 28, 1944, Public Law 365, 78th Congress

Extra compensation at not to exceed \$5 per day may be paid to the employees of other Government agencies in Alaska and in other Territorial possessions for taking and transmitting meteorological observations for the Weather Bureau.

* * * Extra compensation at not to exceed \$15 per month to each member of the crew of a vessel when assigned duties as bomber or fathometer tender, extra compensation at not to exceed \$1 per day for each station to employees of the Coast Guard and the Weather Bureau while observing tides or currents or tending seismographs; services of one tide observer in the District of Columbia at not to exceed \$1 per day, * * *

DISTRICT OF COLUMBIA GOVERNMENT

D. C. Code 43-204

The *corporation counsel* of D. C. shall be the general counsel of the commission and shall receive in addition to his compensation otherwise provided by law the sum of \$1,000 per annum. The commission may employ additional assistants at such special compensation as the commission may prescribe.

D. C. Code 4-204

Members (of the United States Park Police) detailed to motorcycle service shall each receive an extra compensation of \$120 per annum.

FEDERAL SECURITY AGENCY

Public Health Service

Act of July 1, 1944, Public Law 410, 78th Congress

Field employees of the Service, except those employed on a per diem or fee basis, who render part-time duty and are also subject to call at any time for services not contemplated in their regular part-time employment, may be paid annual compensation for such part-time duty and, in addition, such fees for such other services as the Surgeon General may determine; but in no case shall the total paid to any such employee for any fiscal year exceed the amount of the minimum annual salary rate of the classification grade of the employee.

POSTAL SERVICE

39 U. S. C. 136 (Sup. III) as amended by the Act of December 23, 1944, Public Law 555, 78th Congress

When in the judgment of the Postmaster General the needs and interests of the Postal Service so require, he may employ mail messengers and postal employees in a dual capacity, or assign extra duties to such mail messengers and postal employees; and, notwithstanding the provisions of sections 58, 60, and 70 of title 5, compensation shall be paid to such mail messengers and postal employees for such services at the rate provided by law for such services.

VETERANS ADMINISTRATION

38 U. S. C. 9

Employees detailed to congressional committees having jurisdiction of pension legislation may receive additional compensation while on such detail up to \$60 per month each.

MISCELLANEOUS PROVISIONS OF LAW WHICH AFFECT APPLICATION OF THE CLASSIFICATION ACT

AGRICULTURE

5 U. S. C. 516b

The position held by any officer or employee while he is designated * * * and vested with a regulatory function or part thereof * * * shall be allocated to a grade, not lower than grade

7, in the professional and scientific service, or to a grade, not lower than grade 14 in the clerical, administrative, and fiscal service (provided for by the Classification Act of 1923, as amended). There shall not be in the Department at any one time more than 2 such officers and employees designated under this section.

FOOD DISTRIBUTION ADMINISTRATION

Act of June 10, 1942, 56 Stat. 351

The Secretary of Agriculture may employ persons without regard to subsection 6 of section 6 of the Classification Act—provided that persons so employed receive war-service appointments under E. O. 9063. (This statute was enacted to authorize the employment of interstate meat inspectors who were formerly employed by the states at the same rate of pay which they were paid by the states instead of the entrance rate for the grade under which classified as required by subsection 6 of section 6 of the Classification Act.)

DISTRICT OF COLUMBIA GOVERNMENT

Annual appropriation acts provide that the Engineer Commissioner may be compensated at such rate in grade 8 of the professional service of the Classification Act of 1923, as amended, as may be determined by the Board of Commissioners of the District of Columbia. The latest is Act of June 28, 1944, Public Law 371, 78th Congress. (The Board has set the top rate of the salary range—\$9,000 per annum).

Act of June 28, 1944, Public Law 371, 78th Congress.

* * * the total reallowment increases (change in grade) under appropriations for the District of Columbia Government shall not exceed \$35,000 in any one fiscal year (made permanent legislation by Public Law 371, 78th Cong.).

DEPARTMENT OF VEHICLES AND TRAFFIC

Act of June 28, 1944, Public Law 371, 78th Congress.

* * * That the employee of the Department of Vehicles and Traffic who is charged with the immediate responsibility for, and exercises supervision over, the issuance of tags and certificates of title and the registration of motor vehicles and trailers shall hereafter be known as the Registrar of Titles and Tags, and so long as the present incumbent of the position for which a designation is hereby provided continues to hold such position it shall be classified in grade 9 of the clerical, administrative, and fiscal service under the Classification Act of 1923, as amended.

INTERIOR

Office of Indian Affairs

Act of June 28, 1944, Public Law 360, 78th Congress.

For the development * * * of Indian arts and crafts * * * Provided, that no part of this appropriation shall be used to pay any salary at a rate exceeding \$6,500 per annum. (With the exception of executive officers, positions are subject to the Classification Act).

NAVY

Naval Research Laboratory

Act of March 31, 1943, 57 Stat. 53

That the compensation of the senior head physicist, as established in the Naval Appropriation Act, 1943, 56 Stat. 55 (\$8,000 per annum shall be construed as placing the incumbent of such position initial rate of grade 8, Professional and Scientific Service, and to the provisions of the Classification Act of 1923, as amended.

MISCELLANEOUS PROVISIONS OF LAW WHICH AFFECT PAY OF FEDERAL EMPLOYEES

AGRICULTURE

7 U. S. C. 499a

Inspector of perishable commodities may retain percentage collected as compensation for his services, which he is allowed terms of his contract of employment with the Secretary of Agriculture.

ALASKA RAILROAD

Act of June 28, 1944, Public Law 369, 78th Congress

* * * no one other than the general manager of said railroad be paid an annual salary * * * of more than \$7,500.

LIBRARY OF CONGRESS

Act of June 8, 1942, 56 Stat. 344; Act of June 28, 1943, 57 Stat.

Act of June 26, 1944, Public Law 354, 78th Congress

Legislative Reference Service (\$5,700)

Distribution of Card Indexes (\$30,000)

* * * for employees engaged in piece work and work by day or hour at rates to be fixed by the Librarian

Salaries, Library, proper: (\$5,000- special and temporary and extra special services of regular employees)

Index to State Legislation (\$2,500 for special and temporary services)

Sunday Opening (extra services of employees and the service additional employees)

Union Catalogues (not to exceed \$700 for special and temporary services, including extra special services of regular employees)

Library Buildings (special and temporary services and special services of regular employees -not exceeding \$750)

For extra services of employees and additional employees opening at rates to be fixed by the Librarian)

FEDERAL JUDICIARY (The Classification Act does not to the judicial branch).

Act of July 2, 1942, 56 Stat. 504

Miscellaneous salaries: * * * That the compensation of clerks and law clerks of district judges shall be fixed by the Director the Administrative Office of the United States Courts without reference to the Classification Act of 1923, as amended, except that the salary of secretaries shall not exceed that of the senior clerical grade at

salaries of law clerks shall not exceed that of the principal sub-professional grade.

Act of June 28, 1943, 57 Stat. 242; Act of June 26, 1944, Public Law 354, 78th Congress

Miscellaneous salaries: * * * That the compensation of secretaries and law clerks to circuit and district judges shall be fixed by the Director of the Administrative Office of the United States Courts without regard to the Classification Act of 1923, as amended, except that the salaries of the secretaries, exclusive of temporary additional compensation, and exclusive of the differential allowed for higher living costs in the Panama Canal Zone, shall correspond with those of the assistant administrative grade (grade 7 of clerical, administrative and fiscal services); *Provided further*, That the annual basic compensation of the secretary to a circuit or district judge shall not (exclusive of temporary additional compensation) exceed \$3,200; *And provided further*, That the salaries of law clerks shall correspond with those of the assistant professional grade.

POSTAL SERVICE

Rural Carriers

3D U. S. C. 207

The Postmaster General may, in his discretion, whenever for disciplinary purposes he deems it advisable to do so, *reduce* temporarily the pay of rural carriers. In no case, shall such a reduction in pay be of more than one grade as fixed by law, nor extend over a greater period of time than one year.

EMPLOYMENT OF \$1-A-YEAR EMPLOYEES

Act of June 26, 1940, 54 Stat. 509

Provided, That until such time as the President shall declare the present emergency at an end the head of any department or independent establishment of the Government, notwithstanding the provisions of existing law, may employ, with the approval of the President, any person of outstanding experience and ability at a compensation of \$1 per annum.

TRAINING

COMMERCE

Civil Aeronautics Board

Act of June 28, 1944, Public Law 366, 78th Congress

* * * salaries and expenses of employees detailed to attend courses of training conducted by the Government or industries serving aviation; * * *

Weather Bureau

Act of October 29, 1942, 56 Stat. 1012

That the Secretary of Commerce is authorized, * * * to establish and provide not to exceed 50 scholarships annually for furnishing instruction and training in weather forecasting technique for students of meteorology. Such instruction and training shall be secured by contracts for tuition and laboratory charges only * * *. Such

scholarship students shall be selected pursuant to such regulations * * * as the Weather Bureau * * * may prescribe, including regulations requiring students * * * to agree to enter Government employ as meteorologists in the Weather Bureau or as officers in the military services after graduation and completion of training. No scholarship shall be granted under this Act after the termination of the wars in which the United States is now engaged or such earlier date as the Congress by concurrent resolution may fix, * * *

FEDERAL WORKS AGENCY

Public Roads Administration

Act of November 13, 1941 (see. 16), 55 Stat. 770

During any fiscal year the Commissioner of Public Roads is hereby authorized, in his discretion, to detail not to exceed ten of the regularly employed personnel of the Public Roads Administration as students for limited periods at such technical institutions as will enable such personnel to acquire special knowledge which will better fit them for the lines of work to which they are assigned: *Provided*, That no expense other than the salaries of personnel so detailed and the cost of tuition and other regular fees required at such institutions shall be incurred by the United States under this section.

Public Health Service

Act of July 1, 1944, Public Law 410, 78th Congress

Sec. 214 (b). Upon the request of any State health authority, personnel of the Service may be detailed by the Surgeon General for the purpose of assisting such State or a political subdivision thereof in work related to the functions of the Service.

(c) The Surgeon General may detail personnel of the Service to nonprofit educational, research, or other institutions engaged in health activities for special studies of scientific problems and for dissemination of information relating to public health.

(d) Personnel detailed under subsections (b) and (c) shall be paid from applicable appropriations of the Service, except that, in accordance with regulations, such personnel may be placed on leave without pay and paid by the State, subdivision, or institution to which they are detailed. The services of personnel while detailed * * * shall be considered as having been performed in the Service for purposes of longevity pay, promotion, retirement, compensation for injury or death, and the benefits provided by section 212.

National Cancer Institute

Act of July 1, 1944, Public Law 410, 78th Congress

Sec. 403 (a) (2) The Surgeon General is authorized to provide the necessary facilities where training and instruction may be given in all technical matters relating to diagnosis and treatment of cancer to persons found by the Surgeon General to have proper technical qualifications, and designated by him for such training or instruction and to fix and pay them a per diem allowance during such training or instruction of not to exceed \$10.

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