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Congress of the United States  
House of Representatives  
Washington, D. C.

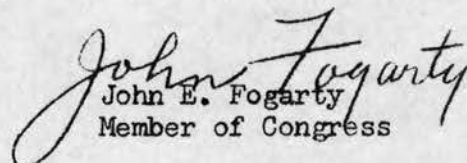
Dear Friend:

Your recent communication has been received and I note your interest in proposed federal pay raise legislation. As you know, I have continuously supported such legislation in the past and you have my assurance that I will do everything in my power to secure an adequate increase during this session. In fact I have myself introduced a pay raise bill, H.R. 10827, which provides for an average 12% increase for both classified and unclassified civil service employees and postal workers.

I have long held that it is a responsibility of the Congress to see to it that employees of the federal government are adequately compensated for the work they perform. By no stretch of the imagination can we say that they are receiving a fair return when so many of them are forced to take other jobs to make ends meet; when they have to borrow on their insurance policies; when a great number of wives have to take jobs outside their homes to supplement the federal employee's income. To my knowledge these conditions do exist. A pay increase now, not months in the future is what the situation demands and I, for one, intend to do everything I can to pass such a bill just as soon as possible.

With kindest personal regards, I am

Very sincerely yours,

  
John E. Fogarty  
Member of Congress

86TH CONGRESS  
2D SESSION

# H. R. 10827

## IN THE HOUSE OF REPRESENTATIVES

MARCH 1, 1960

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

## A BILL

To adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

### 3 TITLE I—INCREASE IN COMPENSATION OF

### 4 POSTAL EMPLOYEES

5 SEC. 101. The Postal Field Service Compensation Act  
6 of 1955, approved June 10, 1955 (Public Law 68, Eighty-  
7 fourth Congress), as amended, is hereby amended as follows:

8 (a) Section 203 is amended by changing the level of  
9 all key positions from key position 23 through 49; each level  
10 shall be reduced by one—level 7 shall become level 6; level

1 8 shall become level 7; level 9 shall become level 8, and so  
2 forth.

3 SEC. 102. (a) In section 301 (a) strike out the Postal  
4 Field Service Schedule and insert the following schedule:

"POSTAL FIELD SERVICE SCHEDULE

"Level	Per annum rates and steps					
	1	2	3	4	5	6
1.....	\$3,950	\$4,085	\$4,220	\$4,350	\$4,480	\$4,610
2.....	4,250	4,390	4,530	4,670	4,810	4,950
3.....	4,650	4,800	4,955	5,110	5,265	5,420
4.....	4,990	5,145	5,300	5,455	5,610	5,765
5.....	5,340	5,505	5,670	5,835	6,000	6,165
6.....	5,710	5,885	6,060	6,235	6,410	6,585
7.....	6,200	6,400	6,600	6,800	7,000	7,200
8.....	6,730	6,950	7,170	7,390	7,610	7,830
9.....	7,350	7,590	7,830	8,070	8,310	8,550
10.....	8,100	8,350	8,600	8,850	9,100	9,350
11.....	8,900	9,190	9,480	9,770	10,060	10,350
12.....	9,700	10,000	10,300	10,600	10,900	11,200
13.....	10,700	11,030	11,360	11,690	12,020	12,350
14.....	11,900	12,260	12,600	12,950	13,300	13,650
15.....	13,000	13,375	13,750	14,125	14,500	14,875
16.....	14,200	14,575	14,950	15,325	15,700	16,075
17.....	15,900	16,275	16,650	17,025	17,400	17,775
18.....	17,400	17,775	18,150	18,525	18,900	19,275
19.....	18,000	18,375	18,750	19,125	19,500	....."

5 (b) In section 302 (a) strike out the Rural Carrier  
6 Schedule and insert the following schedule:

"RURAL CARRIER SCHEDULE

	Per annum rates and steps					
	1	2	3	4	5	6
Carriers in rural delivery service:						
Fixed compensation per annum.....	\$2,590	\$2,685	\$2,780	\$2,875	\$2,970	\$3,065
Compensation per mile per annum for each mile up to 30 miles of route.....	70	72	74	76	78	80
For each mile of route over 30 miles.....	25	25	25	25	25	25
Temporary carriers in rural delivery service on routes to which no regular carrier is assigned:						
Fixed compensation per annum.....	2,590	-----	-----	-----	-----	-----
Compensation per mile per annum for each mile up to 30 miles of route.....	70	-----	-----	-----	-----	-----
For each mile of route over 30 miles.....	25	-----	-----	-----	-----	-----
Temporary carriers in rural delivery service on routes having regular carriers absent without pay or on military leave.....	(1)	(1)	(1)	(1)	(1)	(1)
Substitute carriers in rural delivery service on routes having carriers absent with pay.....	(1)	(1)	(1)	(1)	(1)	(1)"

<sup>1</sup> Basic compensation authorized for the regular carrier.

7 (c) In section 302 (c) strike out "\$5,165 during the  
8 period referred to in section 304 (c) or \$5,035 thereafter"  
9 and insert "\$6,165".

- 1 (d) In section 303 (a) strike out the Fourth-Class Office  
 2 Schedule and insert the following schedule:

"FOURTH-CLASS OFFICE SCHEDULE"

"Gross receipts"	Per annum rates and steps					
	1	2	3	4	5	6
\$1,300 to \$1,499.99.....	\$2,900	\$2,990	\$3,080	\$3,170	\$3,260	\$3,350
\$900 to \$1,299.99.....	2,660	2,746	2,832	2,918	3,004	3,090
\$600 to \$899.99.....	2,175	2,245	2,315	2,385	2,455	2,525
\$350 to \$599.99.....	1,990	2,044	2,098	2,152	2,206	2,260
\$250 to \$349.99.....	1,170	1,209	1,248	1,287	1,326	1,365
\$200 to \$249.99.....	965	996	1,027	1,058	1,089	1,120
\$100 to \$199.99.....	728	752	776	800	824	848
Under \$100.....	484	499	514	529	544	559"

3 SEC. 103. CONVERSION.—Each employee under the  
 4 Postal Field Service Schedule, the Rural Carrier Schedule,  
 5 and the Fourth-Class Office Schedule shall be placed in pay  
 6 steps under this bill as follows: All employees in steps 1  
 7 through 6 shall be placed in the same identical step under  
 8 the new schedule; employees in step 7 shall be placed in step  
 9 6: *Provided*, That no employee shall lose his anniversary  
 10 date for an automatic or longevity pay increase, except as  
 11 hereinafter explicitly provided.

12 SEC. 104. LONGEVITY STEP INCREASES.—Section 404,  
 13 paragraphs (a) and (b), of Public Law 68 is amended to  
 14 read as follows:

15 "SEC. 404. (a) There are established for each employee  
 16 longevity steps A, B, C, and D. For each promotion to a  
 17 longevity step—

18 " (1) each postmaster at a post office of the fourth

1 class shall receive an amount equal to 10 per centum of  
2 his basic salary, or \$200 per annum, whichever is the  
3 lesser, and

4 “(2) each employee (other than a postmaster at a  
5 post office of the fourth class) shall receive \$200 per  
6 annum.

7 In computing the percentage increase under this subsection  
8 the amount of the increase shall be rounded to the nearest  
9 dollar. A half dollar or one-half cent shall be rounded to  
10 the next highest dollar or cent, respectively.

11 “(b) Each employee shall assigned to—

12 “(1) longevity step A at the beginning of the pay  
13 period following the completion of ten years of service;

14 “(2) longevity step B at the beginning of the pay  
15 period following the completion of fifteen years of serv-  
16 ice;

17 “(3) longevity step C at the beginning of the pay  
18 period following the completion of twenty years of serv-  
19 ice; and

20 “(4) longevity step D at the beginning of the pay  
21 period following the completion of twenty-five years of  
22 service.”

## 1 TITLE II—AMENDMENT OF CLASSIFICATION

## 2 ACT OF 1949 AS AMENDED

## 3 RATES OF BASIC COMPENSATION

4 SEC. 201. (a) Section 603 (b) of the Classification Act

5 of 1949, as amended (65 Stat. 612; 5 U.S.C. 1113 (b) ),

6 is amended to read as follows:

"GRADE	"PER ANNUM RATES										
	\$3,220	\$3,330	\$3,440	\$3,550	\$3,660	\$3,770	\$3,880	\$3,990	\$4,100	\$4,210	\$4,320
GS-1.....	3,555	3,670	3,785	3,900	4,015	4,130	4,245	4,360	4,475	4,590	4,705
GS-2.....	3,825	3,945	4,065	4,185	4,305	4,425	4,545	4,665	4,785	4,905	5,025
GS-3.....	4,115	4,240	4,365	4,490	4,615	4,740	4,865	4,990	5,115	5,240	5,365
GS-4.....	4,440	4,635	4,830	5,025	5,220	5,415	5,610	5,805	6,000	-----	-----
GS-5.....	4,955	5,155	5,355	5,555	5,755	5,955	6,155	6,355	6,555	-----	-----
GS-6.....	5,510	5,715	5,920	6,125	6,330	6,535	6,740	6,945	7,150	-----	-----
GS-7.....	6,065	6,275	6,485	6,695	6,905	7,115	7,325	7,535	7,745	-----	-----
GS-8.....	6,645	6,860	7,075	7,290	7,505	7,720	7,935	8,150	8,365	-----	-----
GS-9.....	7,240	7,460	7,680	7,900	8,120	8,340	8,560	8,780	9,000	-----	-----
GS-10.....	7,915	8,250	8,585	8,920	9,255	9,590	9,925	-----	-----	-----	-----
GS-11.....	9,440	9,780	10,120	10,460	10,800	11,140	11,480	-----	-----	-----	-----
GS-12.....	11,185	11,530	11,875	12,220	12,565	12,910	13,255	-----	-----	-----	-----
GS-13.....	12,750	13,100	13,450	13,800	14,150	14,500	14,850	-----	-----	-----	-----
GS-14.....	14,260	14,665	15,070	15,475	15,880	16,285	-----	-----	-----	-----	-----
GS-15.....	15,465	15,875	16,285	16,695	17,105	17,515	-----	-----	-----	-----	-----
GS-16.....	16,635	17,050	17,465	17,880	18,295	18,710	-----	-----	-----	-----	-----
GS-17.....	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
GS-18.....	18,600	19,050	19,500	-----	-----	-----	-----	-----	-----	-----	-----

7 (b) The rates of basic compensation of officers and

8 employees to whom this section applies shall be adjusted

9 as follows:

10 (1) If the officer or employee is receiving basic com-

11 pensation immediately prior to the effective date of this

12 section at one of the scheduled or longevity rates of a grade

13 in the General Schedule of the Classification Act of 1949,

14 as amended, he shall receive a rate of basic compensation at

15 the corresponding scheduled or longevity rate in effect on

16 and after such date.

17 amended; but when his position becomes vacant the rate of

18 basic compensation of any subsequent appointee thereto shall

19 be fixed in accordance with such Act as amended

20 (4) If the officer or employee immediately prior to

1       (2) If the officer or employee is receiving basic com-  
2   pensation immediately prior to the effective date of this sec-  
3   tion at a rate between two scheduled or two longevity rates,  
4   or between a scheduled and a longevity rate, of a grade in  
5   the General Schedule, he shall receive a rate of basic com-  
6   pensation at the higher of the two corresponding rates in  
7   effect on and after such date.

8       (3) If the officer or employee (other than an officer or  
9   employee subject to paragraph (4) of this subsection), im-  
10  mediately prior to the effective date of this section, is receiv-  
11  ing basic compensation at a rate in excess of the maximum  
12  longevity of his grade, or in excess of the maximum sched-  
13  uled rate of his grade if there is no longevity rate for his  
14  grade, he shall receive basic compensation at a rate equal  
15  to the rate which he received immediately prior to such  
16  effective date, increased by an amount equal to the amount  
17  of the increase made by this section in the maximum longev-  
18  ity rate, or the maximum scheduled rate, as the case may be,  
19  of his grade until (A) he leaves such position, or (B) he is  
20  entitled to receive basic compensation at a higher rate by  
21  reason of the operation of the Classification Act of 1949, as  
22  amended; but when his position becomes vacant, the rate of  
23  basic compensation of any subsequent appointee thereto shall  
24  be fixed in accordance with such Act, as amended.

25       (4) If the officer or employee, immediately prior to

1 the effective date of this section, is receiving, pursuant to  
2 paragraph (4) of section 2 (b) of the Federal Employees  
3 Salary Increase Act of 1955, an existing aggregate rate of  
4 compensation determined under section 208 (b) of the Act  
5 of September 1, 1954 (68 Stat. 1111; Public Law 763,  
6 Eighty-third Congress), plus the amount of the increase pro-  
7 vided by section 2 of the Federal Employees Salary Increase  
8 Act of 1955 and by section 2 of the Federal Employees  
9 Salary Increase Act of 1958, he shall receive an aggregate  
10 rate of compensation equal to the sum of (A) his existing  
11 aggregate rate of compensation determined under such sec-  
12 tion 208 (b) of the Act of September 1, 1954, (B) the  
13 amount of the increase provided by section 2 of the Federal  
14 Employees Salary Increase Act of 1955, (C) the amount  
15 of the increase provided by section 2 of the Federal Em-  
16 ployees Salary Increase Act of 1958, and (D) the amount  
17 of the increase made by this section in the maximum longev-  
18 ity rate of his grade, until (i) he leaves his position, or (ii)  
19 he is entitled to receive aggregate compensation at a higher  
20 rate by reason of the operation of this Act or any other pro-  
21 vision of law; but, when such position becomes vacant, the  
22 aggregate rate of compensation of any subsequent appointee  
23 thereto shall be fixed in accordance with applicable pro-  
24 visions of law. Subject to clauses (i) and (ii) of the imme-  
25 diately preceding sentence of this paragraph, the amount



1 of the increase provided by this section shall be held and  
2 considered for the purpose of section 208 (b) of such Act of  
3 September 1, 1954, to constitute a part of the existing rate  
4 of compensation of such employee.

5 (5) If the officer or employee, at any time during the  
6 period beginning on the effective date of this section and end-  
7 ing on the date of enactment of this Act, was promoted from  
8 one grade under the Classification Act of 1949, as amended,  
9 to another such grade at a rate which is above the minimum  
10 rate thereof, his rate of basic compensation shall be adjusted  
11 retroactively from the effective date of this section to the date  
12 on which he was so promoted, on the basis of the rate which  
13 he was receiving during the period from such effective date  
14 to the rate of such promotion and, from the date of such  
15 promotion, on the basis of the rate for that step of the appro-  
16 priate grade of the General Schedule contained in this sec-  
17 tion which corresponds numerically to the step of the grade  
18 of the General Schedule for such officer or employee which  
19 was in effect (without regard to this Act) at the time of  
20 such promotion.

21 (6) If the officer or employee on the rolls has had his  
22 rate of basic compensation established, under authority of  
23 section 803 of the Classification Act of 1949, as amended  
24 (68 Stat. 1106; 5 U.S.C. 1133), at any time during the  
25 period beginning on September 1, 1954, and ending on the

1 date of enactment of this Act, his rate of basic compensation  
2 shall be adjusted retroactively in accordance with one or  
3 more of the following provisions of this paragraph (6), as  
4 applicable—

5 (A) if his rate of basic compensation was estab-  
6 lished under authority of such section 803 after Septem-  
7 ber 1, 1954, and prior to the effective date of this section  
8 such rate shall be adjusted retroactively, for the period  
9 of time served by him in a pay status under the Classifi-  
10 cation Act of 1949 in the position concerned on and  
11 after such effective date and prior to the date of enact-  
12 ment of this Act, on the basis of the rate for that step  
13 of the appropriate grade of the General Schedule con-  
14 tained in this section which corresponds numerically to  
15 the step of the grade of the General Schedule which was  
16 in effect for such officer or employee, without regard to  
17 this Act as a result of such adjustment under such sec-  
18 tion 803; and

19 (B) if his rate of basic compensation was estab-  
20 lished under authority of such section 803 on or after  
21 the effective date of this section and prior to the date of  
22 enactment of this Act, such rate shall be adjusted retro-  
23 actively for the period of time served by him in a pay  
24 status under the Classification Act of 1949 in the posi-

1 tion concerned on and after such effective date and  
2 prior to such date of enactment, as follows—

3 (i) for the period of time prior to the effective  
4 date of the establishment of his rate of basic com-  
5 pensation under such section 803, on the basis of  
6 the rate of basic compensation which he was re-  
7 ceiving during such period, and

8 (ii) for the period of time on and after the  
9 effective date of the establishment of his rate of basic  
10 compensation under such section 803, on the basis  
11 of the rate or that step of the appropriate grade of  
12 the General Schedule contained in this section which  
13 corresponds numerically to the step of the grade of  
14 the General Schedule which was in effect for such  
15 officer or employee, without regard to this Act, as a  
16 result of such adjustment under such section 803,  
17 and such basic compensation adjusted under subparagraphs  
18 (A) and (B) (ii) of this paragraph (6) shall be paid in  
19 accordance with such subparagraphs until—

20 (a) he leaves such position, or

21 (b) he is entitled to receive basic compensation at  
22 a higher rate by reason of the operation of any pro-  
23 vision of the Classification Act of 1949, as amended.

24 (7) If the officer or employee became subject to the  
25 Classification Act of 1949, as amended, at any time during

1 the period beginning on September 1, 1954, and ending on  
2 the date of enactment of this Act, at a rate of basic compensa-  
3 tion which was established under authority of section 803  
4 of the Classification Act of 1949, as amended (68 Stat.  
5 1106; 5 U.S.C. 1133), his rate of basic compensation shall  
6 be adjusted retroactively, for the period of time served by  
7 him in a pay status under the Classification Act of 1949  
8 in the position concerned on and after the effective date of  
9 this section and prior to the date of enactment of this Act,  
10 on the basis of the rate for that step of the appropriate grade  
11 of the General Schedule contained in this section which cor-  
12 responds numerically to the step of the grade of the General  
13 Schedule which was in effect for such officer or employee,  
14 without regard to this Act, as a result of such adjustment  
15 under such section 803, and such basic compensation shall  
16 be paid in accordance with this paragraph (7) until—

17 (A) he leaves his position, or  
18 (B) he is entitled to receive basic compensation at  
19 a higher rate by reason of the operation of any provision  
20 of the Classification Act of 1949, as amended.

21 (8) If the officer or employee, at any time during the  
22 period beginning on the effective date of this section and  
23 ending on the date of enactment of this Act, became sub-  
24 ject to the Classification Act of 1949, as amended, at a rate  
25 of basic compensation which was fixed on the basis of a

1 higher previously earned rate and which is above the mini-  
2 mum rate of the grade of such officer or employee, his rate of  
3 basic compensation shall be adjusted retroactively to the date  
4 on which he became subject to such Act, on the basis of the  
5 rate for that step of the appropriate grade of the General  
6 Schedule contained in this section which corresponds numeri-  
7 cally to the step of the grade of the General Schedule for  
8 such officer or employee which was in effect (without regard  
9 to this Act) at the time he became subject to the Classifica-  
10 tion Act of 1949 as in effect immediately prior to the effec-  
11 tive date of this section.

12 (9) Each officer or employee—

13 (A) (i) who with his position has been transferred  
14 under authority of the Classification Act of 1949, at any  
15 time during the period beginning on the effective date  
16 of this section and ending on the date of enactment of this  
17 Act, from the General Schedule of the Classification Act  
18 of 1949 to a prevailing rate schedule, or (ii) who, at  
19 any time during such period, transferred from a posi-  
20 tion subject to the Classification Act of 1949 to a posi-  
21 tion subject to a prevailing rate schedule,

22 (B) who, at all times subsequent to such transfer,  
23 was in the service of the United States (including the  
24 Armed Forces of the United States) or of the municipal

1 government of the District of Columbia, without break  
 2 in such service of more than thirty consecutive calendar  
 3 days and, in the case of an individual relieved from train-  
 4 ing and service in the Armed Forces of the United States  
 5 or discharged from hospitalization following such train-  
 6 ing service, without break in service in excess of the  
 7 period provided by law for the mandatory restoration of  
 8 such individual to a position in or under the Federal  
 9 Government or the municipal government of the District  
 10 of Columbia,

11 (C) who, on such date of enactment, is being com-  
 12 pensated under a prevailing rate schedule, and

13 (D) whose rate of basic compensation on such date  
 14 of enactment is less than the rate to which he would  
 15 have been entitled on such date if such transfer had not  
 16 occurred (unless he is receiving such lesser rate by rea-  
 17 son of an adverse personnel action resulting from his own  
 18 fault),

19 shall be paid basic compensation at a rate equal to the rate  
 20 which he would have been receiving on such date of enact-  
 21 ment (including compensation for each within-grade and  
 22 longevity step-increase which he would have earned) if  
 23 such transfer had not occurred until the day immediately

1 following such date of enactment, for all time in a pay status  
2 on and after the effective date of this section in a position  
3 subject to a prevailing rate schedule under the circumstances  
4 prescribed in this subsection, until—

5 (a) he leaves the position which he holds on such  
6 date of enactment, or

7 (b) he is entitled to receive basic compensation at  
8 a higher rate under a prevailing rate schedule,

9 but when such position becomes vacant, the rate of basic  
10 compensation of any subsequent appointee thereto shall be  
11 fixed in accordance with prevailing rate schedules.

12 SEC. 202. (a) Section 4103 (b) of the Veterans' Bene-  
13 fits Act of 1958 enacted as title 38 of the United States  
14 Code (72 Stat. 1243; Public Law 85-857), relating to the  
15 annual salary of the Chief Medical Director of the Depart-  
16 ment of Medicine and Surgery of the Veterans' Administra-  
17 tion, is amended by striking out "\$19,580" and inserting in  
18 lieu thereof "\$20,680."

19 (b) Section 4103 (c) of such Act, relating to the annual  
20 salary of the Deputy Chief Medical Director of the Depart-  
21 ment of Medicine and Surgery of the Veterans' Administra-  
22 tion, is amended by striking out "\$18,480" and inserting in  
23 lieu thereof "19,580."

24 (c) Section 4103 (d) of such Act, relating to the annual  
25 salaries of the assistant chief medical directors and the

1 directors of service or chiefs of division of the Department  
2 of Medicine and Surgery of the Veterans' Administration is  
3 amended—

4 (1) by striking out "\$17,380" and inserting in lieu  
5 thereof "\$18,480"; and

6 (2) by striking out "\$14,545 minimum to \$16,500  
7 maximum" and inserting in lieu thereof "\$15,645 mini-  
8 mum to \$17,245 maximum."

9 (d) Section 4103 (e) of such Act relating to the annual  
10 salaries of the Director of Nursing Service and the Deputy  
11 Director of Nursing Service of the Department of Medicine  
12 and Surgery of the Veterans' Administration; is amended—

13 (1) by striking out "\$12,770 minimum to \$13,970  
14 maximum"; and inserting in lieu thereof "\$14,260 mini-  
15 mum to \$16,285 maximum"; and

16 (2) by striking out "\$11,355 minimum to \$12,555  
17 maximum"; and inserting in lieu thereof "\$12,750  
18 minimum to \$14,850 maximum."

19 (e) Section 4103 (f) of such Act, relating to the annual  
20 salaries of the chief pharmacist, the chief dietitian, the chief  
21 physical therapist, and the chief occupational therapist of  
22 the Department of Medicine and Surgery of the Veterans'  
23 Administration, is amended to read as follows:

24 "(f) The Administrator may appoint a chief pharma-  
25 cist, a chief dietitian, a chief physical therapist, and a chief



1 occupational therapist. During the period of his service as  
 2 such, the chief pharmacist and the chief dietitian shall be  
 3 paid a salary of \$14,260 minimum to \$16,285 maximum a  
 4 year and the chief physical therapist and the chief occu-  
 5 pational therapist shall be paid a salary of \$12,750 minimum  
 6 to \$14,850 maximum a year."

7 (f) Section 4107 (a) of such Act, relating to maxi-  
 8 mum and minimum annual rates of salary of certain em-  
 9 ployees of the Medical Service, Dental Service, and Nursing  
 10 Service of the Department of Medicine and Surgery of the  
 11 Veterans' Administration, is amended to read as follows:

12 " (a) The grades and per annum full-pay ranges for  
 13 positions provided in paragraph (1) of section 4104 of this  
 14 title shall be as follows:

15 "MEDICAL SERVICE

16 "Chief grade, \$14,260 minimum to \$16,285 maximum.

17 "Senior grade, \$12,750 minimum to \$14,850 maximum.

18 "Intermediate grade, \$11,185 minimum to \$13,255  
 19 maximum.

20 "Full grade, \$9,440 minimum to \$11,480 maximum.

21 "Associate grade, \$7,915 minimum to \$9,925 maxi-  
 22 mum.

23 "Junior grade, \$7,240 minimum to \$9,000 maximum.

## 1 "DENTAL SERVICE

2 "Chief grade, \$14,260 minimum to \$16,285 maximum.

3 "Senior grade, \$12,750 minimum to \$14,850 maxi-  
4 mum.5 "Intermediate grade, \$11,185 minimum to \$13,255  
6 maximum.

7 "Full grade, \$9,440 minimum to \$11,480 maximum.

8 "Associate grade, \$7,915 minimum to \$9,925 maximum.

9 "Junior grade, \$7,240 minimum to \$9,000 maximum.

## 10 "NURSING SERVICE

11 "Assistant director, \$9,440 minimum to \$11,480 maxi-  
12 mum.

13 "Senior grade, \$7,915 minimum to \$9,925 maximum.

14 "Full grade, \$6,645 minimum to \$8,365 maximum.

15 "Associate grade, \$5,725 minimum to \$6,780 maximum.

16 "Junior grade, \$4,885 minimum to \$5,925 maximum.

## 17 "ADMINISTRATION

18 "(b) Notwithstanding any law, Executive order, or  
19 regulation, the Administrator shall prescribe by regulation  
20 the hours and conditions of employment and leaves of absence  
21 of physicians, dentists, and nurses."22 (g) Section 4108 (d) of such Act, prescribing the maxi-  
23 mum amount of pay and allowances of medical, surgical, and

1 dental specialists of the Department of Medicine and Surgery  
2 of the Veterans' Administration, is amended to read as  
3 follows:

4 " (d) Any person, rated as a medical surgical, or dental  
5 specialist under the provision of this section or prior corre-  
6 sponding provisions of law, shall receive, in addition to his  
7 basic pay, an allowance equal to 15 per centum of such  
8 pay, but in no event shall the pay plus the allowance author-  
9 ized by this subsection exceed \$17,000 per annum."

10 SEC. 203. Section 303 of the Classification Act of 1949,  
11 as amended, is amended by renumbering section 303 as  
12 "SEC. 303. (a)" and by adding thereto the following new  
13 subsection:

14 " (b) The incumbent of a position subject to this Act  
15 who exercises supervisory authority over one or more em-  
16 ployees who are compensated according to the prevailing-  
17 rate system shall be so compensated that his salary shall  
18 exceed by not less than 5 per centum the rate of compen-  
19 sation of the employee who in the group supervised receives  
20 the highest rate of compensation determined according to  
21 such prevailing-rate system."

22 SEC. 204. Section 401 of the Classification Act of 1949,  
23 as amended, is amended by inserting at the end of such sec-  
24 tion a paragraph designated as subsection (d) and reading  
25 as follows:

1       “(d) Standards published by the Commission shall be  
2 made available by each department upon request to any  
3 employee occupying a position subject to this Act.”

4       SEC. 205. Section 501 (b) of the Classification Act of  
5 1949, as amended, is amended to read as follows:

6       “(b) Any employee or employees (including any officer  
7 or officers) affected or any department may request at any  
8 time that the Commission exercise the authority granted to  
9 it under subsection (a) and the Commission shall act upon  
10 such request. The employee or employees making such re-  
11 quest shall be assured of the right to discuss in person with  
12 an official representative of the Commission the duties and  
13 responsibilities of the position or positions affected, and shall  
14 not be subject to any form of restraint, coercion, or intima-  
15 tion by anyone in a position of supervisory or administrative  
16 authority.”

17       SEC. 206. Section 502 (a) of the Classification Act of  
18 1949, as amended, is amended to read as follows:

19       “SEC. 502. (a) Except as otherwise provided in this  
20 title, each department shall place each position under its ju-  
21 risdiction and to which this Act applies in its appropriate  
22 class and grade in conformance with standards published by  
23 the Commission or, if no published standards directly apply,  
24 consistently with published standards. A department may,  
25 whenever the facts warrant, change any position which it

1 has placed in a class or grade under this subsection from  
2 such class or grade to another class or grade, but before a  
3 position may be changed to a lower grade the head of the  
4 agency or his designate shall certify that there has been a  
5 significant change in the duties and responsibilities of the  
6 position since it was allocated to the grade to which it is  
7 currently assigned. Such actions of the departments shall  
8 be the basis for the payment of compensation and for per-  
9 sonnel transactions until changed by certificate of the Com-  
10 mission."

11 SEC. 207. Section 701 (a) of the Classification Act of  
12 1949, as amended, is amended to read as follows:

13 "SEC. 701. (a) Each officer or employee compensated  
14 on a per annum basis, and occupying a permanent position  
15 within the scope of the compensation schedules fixed by  
16 this Act, who has not attained the maximum scheduled rate  
17 of compensation for the grade in which his position is placed,  
18 shall be advanced in compensation successively to the next  
19 higher rate within the grade at the beginning of the next  
20 pay period following the completion of each fifty-two  
21 calendar weeks of service, subject to the following condi-  
22 tions—

23 "(A) that no equivalent increase in compensation  
24 from any cause was received during such period, except  
25 increase made pursuant to section 702 or 1002;

1           “(B) that he has a current performance rating of  
2           ’satisfactory’ or better; and

3           “(C) that the benefit of successive step-increases  
4           shall be preserved, under regulations issued by the  
5           Commission for officers and employees whose continuous  
6           service is interrupted in the public interest by service  
7           with the Armed Forces or by service in essential non-  
8           Government civilian employment during a period of  
9           war or national emergency.”

10          SEC. 208. Section 703 (a) of the Classification Act of  
11          1949, as amended, is amended to read as follows:

12          “SEC. 703. (a) Subject to subsection (b), and as a  
13          reward for long and faithful service, each department shall  
14          grant an additional step-increase upon completion of ten  
15          years of service in a position in the Federal civil service or  
16          in the service of the government of the District of Columbia  
17          and an additional step-increase (to be known as a longevity  
18          step-increase) beyond the maximum scheduled rate for each  
19          three years of service in his current grade at such maximum  
20          rate or at a rate in excess authorized by this section except  
21          such increase as may result from revision of the basic com-  
22          pensation schedule contained in section 603 (b) of the Classi-  
23          fication Act of 1949, as amended. Officers and employees  
24          who are otherwise eligible shall receive full credit under this  
25          subsection for service at the maximum authorized salary

1 specified in the Bachrach Act of May 29, 1928, as amended,  
2 to the same extent as if such service had been at the maxi-  
3 mum rate of a grade of the Classification Act of 1923, as  
4 amended."

5 SEC. 209. Section 703 (b) (5) of the Classification Act  
6 of 1949, as amended, is amended to read as follows:

7 "(5) Not more than four successive longevity step-  
8 increases may be granted to any officer or employee."

9 SEC. 210. Section 703 (b) (6) of the Classification Act  
10 of 1949, as amended, is amended to read as follows:

11 "(b) (6) The officer or employee shall have in the  
12 aggregate not less than thirteen years if the position which  
13 he then occupies is in grades one to four, inclusive, of the  
14 General Schedule, or not less than eleven years of service  
15 if he occupies a position in grades five to ten, inclusive, of  
16 the General Schedule, or not less than nine years of service  
17 if he occupies a position in grades eleven to fifteen, inclusive,  
18 of the General Schedule, and shall receive credit for prior  
19 service in other positions subject to the Classification Act."

## 20 TITLE III—MISCELLANEOUS PROVISIONS

21 SEC. 301. There are hereby authorized to be appropri-  
22 ated such sums as may be necessary to carry out the pro-  
23 visions of this Act.

24 SEC. 302. (a) Notwithstanding section 3679 of the Re-  
25 vised Statutes, as amended (31 U.S.C. 665), the rates of

1 compensation of officers and employees of the Federal Gov-  
2 ernment and of the municipal government of the District of  
3 Columbia whose rates of compensation are fixed by adminis-  
4 trative action pursuant to law and are not otherwise increased  
5 by this Act are hereby authorized to be increased, effective  
6 on or after the first day of the first pay period which began  
7 after January 1, 1960, by amounts not to exceed the in-  
8 creases provided by title II of this Act for corresponding  
9 rates of compensation in the appropriate schedule or scale  
10 of pay.

11 (b) Nothing contained in this section shall be deemed  
12 to authorize any increase in the rates of compensation of  
13 officers and employees whose rates of compensation are fixed  
14 and adjusted from time to time as nearly as is consistent  
15 with the public interest in accordance with prevailing rates  
16 or practices.

17 (c) Nothing contained in this section shall affect the  
18 authority contained in any law pursuant to which rates of  
19 compensation may be fixed by administrative action.

20 SEC. 303. (a) Retroactive compensation or salary shall  
21 be paid by reason of this Act only in the case of an individ-  
22 ual in the service of the United States (including service in  
23 the Armed Forces of the United States) or the municipal  
24 government of the District of Columbia on the date of enact-  
25 ment of this Act, except that such retroactive compensation



1 or salary shall be paid (1) to an officer or employee who  
2 retired during the period beginning on the first day of the  
3 first pay period which began after January 1, 1960, and  
4 ending on the date of enactment of this Act for services  
5 rendered during such period, and (2) in accordance with the  
6 provisions of the Act of August 3, 1950 (Public Law 636,  
7 Eighty-first Congress), as amended, for services rendered  
8 during the period beginning on the first day of the first pay  
9 period which began after January 1, 1960, and ending on  
10 the date of enactment of this Act by an officer or employee  
11 who dies during such period.

12 (b) For the purposes of this section, service in the  
13 Armed Forces of the United States, in the case of an indi-  
14 vidual relieved from training and service in the Armed  
15 Forces of the United States or discharged from hospitaliza-  
16 tion following such training and service, shall include the  
17 period provided by law for the mandatory restoration of  
18 such individual to a position in or under the Federal Gov-  
19 ernment or the municipal government of the District of  
20 Columbia.

21 SEC. 304. For the purpose of determining the amount  
22 of insurance for which an individual is eligible under the  
23 Federal Employees' Group Life Insurance Act of 1954, all  
24 changes in rates of compensation or salary which result from

1 the enactment of this Act shall be held and considered to be  
2 effective as of the date of such enactment.

3       SEC. 305. This Act shall become effective as of the first  
4 day of the first pay period which began on or after January  
5 1, 1960.

86TH CONGRESS  
2D SESSION

**H. R. 10827**

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**A BILL**

To adjust the rates of basic compensation of certain officers and employees of the Federal Government, and for other purposes.

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By Mr. FOGARTY

MARCH 1, 1960

Referred to the Committee on Post Office and Civil Service