

the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

§ 1052. Student-employees exempt from Classification Act of 1949.

The Classification Act of 1949 shall not apply to student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, and student occupational therapists, assigned or attached to a hospital, clinic, or medical or dental laboratory operated by any department, agency, or instrumentality of the Federal Government, or by the District of Columbia, and any other student-employees, assigned or attached to any such hospital, clinic, or laboratory primarily for training purposes, who may be designated by the head of such department, agency, or instrumentality, or by the Commissioners of the District of Columbia, as the case may be, with the approval of the Civil Service Commission. (Aug. 4, 1947, ch. 452, § 2, 61 Stat. 727; Oct. 28, 1949, ch. 782, title XI, § 1106 (a), 63 Stat. 972.)

REFERENCES IN TEXT

The Classification Act of 1949, referred to in the text is classified to chapter 21 of this title.

AMENDMENTS

1949—Act Oct. 28, 1949, amended section by substituting the "Classification Act of 1949" for the "Classification Act of 1923, as amended".

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

§ 1053. Compensation for personal injury.

Any person included in section 1052 of this title who suffers disability or death as a result of personal injury arising out of and in the course of training, or sustained in the performance of duties in connection therewith, shall be treated, for the purposes of sections 751—756, 757—791 and 793 of this title, as though he were an employee, as defined in said sections, who had sustained such injury in the performance of duty. (Aug. 4, 1947, ch. 452, § 4, 61 Stat. 727.)

§ 1054. Retirement benefits.

Persons included under section 1052 of this title shall not be subject to the provisions of the Civil Service Retirement Act of May 29, 1930, as amended, except that in the event any such person later becomes subject to the provisions of said sections, his service as a student employee shall be credited in accordance with the provisions of said sections. (Aug. 4, 1947, ch. 452, § 5, 61 Stat. 728.)

REFERENCES IN TEXT

The Civil Service Retirement Act of May 29, 1930, as amended, referred to in the text, is classified to sections 691, 693, 693-1, 698, 707, 708, 709—715, 716—718, 719, 719-1, 720—722, 724, 725, 727—729, 730, 731, 733, 736b and 736c of this title.

§ 1055. Temporary detail to other institutions; travel expenses.

If any person included in section 1052 of this title is, pursuant to the order of the head of the depart-

ment, agency, or instrumentality concerned, or the Commissioners of the District of Columbia, as the case may be, temporarily detailed to or affiliated with any other Government or non-Government institution, to procure necessary supplementary training or experience, his status as a student-employee shall not be considered terminated by reason of such detail or affiliation, but he may receive his stipend and other perquisites provided under this chapter from the hospital, clinic, or laboratory to which he is assigned or attached for only sixty days of such detail or affiliation for each training year (as defined by such head of such Commissioners). Where the detail or affiliation under this section is to or with another Federal institution the student-employee shall be paid his necessary expenses of travel to and from such institution in accordance with the Standardized Government Travel Regulations and the provisions of the Subsistence Expense Act of 1926, as amended. (Aug. 4, 1947, ch. 452, § 6, 61 Stat. 728.)

REFERENCES IN TEXT

The Subsistence Expense Act of 1926, as amended, referred to in the text, formerly classified to sections 821—823, 827—833 of this title, was repealed by act June 9, 1949, ch. 185, § 9 (a), 63 Stat. 167, and is now covered by sections 835—842 of this title.

§ 1056. Student nurses in training under sections 1451—1462 of Appendix to Title 50.

This chapter shall not be construed as affecting in any way the compensation, rights, or benefits of student nurses receiving training in accordance with sections 1451—1462 of Appendix to Title 50. (Aug. 4, 1947, ch. 452, § 7, 61 Stat. 728.)

REFERENCES IN TEXT

Sections 1451—1462 of Appendix to Title 50, referred to in text, terminated under the provisions of section 1460, on the termination of hostilities of World War II, proclaimed at 12 o'clock noon of Dec. 31, 1946, by Proc. No. 2714, 12 F. R. 1, set out as note under section 601 of Appendix to Title 50, War and National Defense.

§ 1057. Limitation on authority of Administrator of Veterans' Affairs.

Nothing contained in this chapter shall be construed as limiting any authority conferred upon the Administrator of Veterans' Affairs by sections 15—15n of Title 38. (Aug. 4, 1947, ch. 452, § 8, 61 Stat. 728.)

§ 1058. Appropriations.

Funds now or hereafter appropriated to the departments, agencies, and instrumentalities of the Federal Government and to the District of Columbia for the expenses of their respective hospitals, clinics, and laboratories to which persons included in section 1052 of this title are assigned or attached are made available and authorized for carrying out the provisions of this chapter with respect to such persons. (Aug. 4, 1947, ch. 452, § 9, 61 Stat. 728.)

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SUBCHAPTER I.—GENERAL PROVISIONS

§ 1071. Congressional declaration of policy.

It is the purpose of this chapter to provide a plan for classification of positions and for rates of basic compensation whereby—

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

(2) individual positions shall, in accordance with their duties, responsibilities, and qualification requirements, be so grouped and identified by classes and grades, as defined in section 1091 of this title, and the various classes shall be so described in published standards, as provided for in section 1094 of this title, that the resulting position-classification system can be used in all phases of personnel administration. (Oct. 28, 1949, ch. 782, title I, § 101, 63 Stat. 954.)

SHORT TITLE

Congress in enacting this chapter provided by section 1 of act Oct. 28, 1949, that it should be popularly known as the "Classification Act of 1949".

EFFECTIVE DATE

Section 1105 (a) of act Oct. 28, 1949, provided that: "Except as provided in subsection (b) [set out as a note under this section]—

"(1) titles VI, VII, VIII, and XII [subchapters V—VII of this chapter, section 944 of this title, section 1138f of Title 12 and repeal of sections 633a—633d, 661—673b, 674, 678, 678a, and 681—684 of this title] shall take effect on the first day of the first pay period which begins after the date of enactment of this Act [Oct. 28, 1949];

"(2) all other provisions of this Act shall take effect upon enactment [Oct. 28, 1949]."

EFFECTIVE DATE OF CHAPTER WITH REGARD TO POSITIONS NEWLY BROUGHT WITHIN CHAPTER

Section 1105 (b) of act Oct. 28, 1949, as amended June 28, 1950, ch. 382, § 1, 64 Stat. 262, provided that: "With respect to any position which, immediately prior to the date of enactment of this Act [Oct. 28, 1949], is not subject to the Classification Act of 1923, as amended [former sections 661—663, 664—669, 670—672, 673 and 674 of this title] (including positions in grade 9 of the professional and scientific service or in grade 16 of the clerical, administrative, and fiscal service referred to in section 13 of such Act [former section 673 of this title]), but to which this Act applies, this Act [this chapter] shall take effect on a date specified by the Commission, but not later than the first day of the first pay period which begins after six months following the date of enactment of this Act [Oct. 28, 1949]. An officer or employee occupying any such position on such effective date, and receiving basic compensation at a rate in excess of the appropriate rate of the grade in which such position is placed, shall continue to receive basic compensation

without change in rate until (1) he leaves such position, or (2) he is entitled to receive basic compensation at a higher rate by reason of the operation of title V or VII [subchapters IV or V of this chapter]. When such position is vacated by such officer or employee, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act [this chapter]: *Provided*, That with respect to employees of local boards and appeal boards of the Selective Service System this Act [chapter] shall not take effect before the first day of the first pay period which begins one year following the date of enactment of this Act [chapter]."

REFERENCE TO CLASSIFICATION ACT OF 1923

Section 1106 of act Oct. 28, 1949, provided that:

"(a) Whenever reference is made in any other law to the Classification Act of 1923, as amended [former sections 661—663, 664—669, 670—672, 673, and 674 of this title], such reference shall be held and considered to mean this Act [this chapter]. Whenever reference is made in any other law to a grade of the Classification Act of 1923, as amended, such reference shall be held and considered to mean the corresponding grade shown in section 1114 of this title.

"(b) The application of this Act [this chapter] to any position, officer, or employee shall not be affected by reason of the enactment of subsection (a)."

APPROPRIATIONS

Section 1107 of act Oct. 28, 1949, provided that: "There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this Act [this chapter]."

REPEALS

Section 1204 of act Oct. 28, 1949, provided that: "All laws or parts of laws inconsistent with this Act [this chapter] are hereby repealed to the extent of such inconsistency."

§ 1072. Regulations.

The Commission is authorized to issue such regulations as may be necessary for the administration of this chapter. (Oct. 28, 1949, ch. 782, title XI, § 1101, 63 Stat. 971.)

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

§ 1073. Report to President; report to Congress.

The Commission shall prepare and submit to the President an annual report with respect to the rates of compensation under, and the administration of, this chapter. The President shall submit an annual report to Congress which shall contain, among other matters, such recommendations, based upon the report of the Commission, as he may deem advisable. (Oct. 28, 1949, ch. 782, title XI, § 1102, 63 Stat. 971.)

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

§ 1074. Discrimination banned.

In the administration of this chapter, there shall be no discrimination with respect to any person, or with respect to the position held by any person, on account of sex, marital status, race, creed, or color. (Oct. 28, 1949, ch. 782, title XI, § 1103, 63 Stat. 972.)

§ 1075. Veterans' preferences applicable to chapter.

Nothing in this chapter shall be construed to affect the application to officers and employees to whom this chapter applies of the veteran-preference provisions in the Civil Service Act, as amended, and the Veterans' Preference Act of 1944, as amended. (Oct. 28, 1949, ch. 782, title XI, § 1104, 63 Stat. 972.)

REFERENCES IN TEXT

The Civil Service Act, as amended, referred to in the text, is classified to sections 632, 633, 635, 637, 638, and 640—642 of this title, and section 42 of Title 40, Public Buildings, Property, and Works.

Veterans' Preference Act of 1944, as amended, referred to in the text, is classified to chapter 17 of this title.

§ 1076. Federal employees of Japanese ancestry; removal of inequities; status of postal field service employees; retroactive compensation.

Each officer and each regular or substitute employee of Japanese ancestry in the postal field service on the effective date of this section and each officer and employee of Japanese ancestry holding a position subject to this chapter on such effective date, as the case may be—

(1) who, at any time during the period beginning December 7, 1941, and ending September 3, 1945, solely by reason of any policy or program of the Federal Government with respect to persons of Japanese ancestry in the interests of the national security during such period, (A) was separated from his position in the postal field service or classified civil service, as the case may be, (B) lost opportunity for or was denied probational appointment from a civil-service register of eligibles to any such position, or (C) was denied reinstatement to any such position; or

(2) who, after having been separated from his position in the postal field service or classified civil service, as the case may be, at any time during such period, in order to enter the Armed Forces of the United States, either lost opportunity for or was denied probational appointment from a civil-service register of eligibles to any such position or was denied reinstatement to any such position, solely by reason of any such policy or program of the Federal Government,

shall have the grade, time in grade, and rate of compensation in the postal field service or the time in grade and rate of compensation in the classified civil service, as the case may be, which he would have attained automatically if such policy or program of the Federal Government had not been in effect: *Provided*, That in the case of loss of opportunity for or denial of probational appointment from a civil-service register of eligibles, the date of loss of opportunity for or denial of probational appointment shall be held to be the earliest date on which an eligible standing lower on the same register received a probational appointment therefrom.

This section shall not affect the status of any person in the postal field service as a regular or substitute employee.

No person shall be entitled, by reason of the enactment of this section, to compensation for any period prior to the effective date of this section. (July 15, 1952, ch. 755, §§ 1—3, 66 Stat. 634.)

CODIFICATION

Section is composed of sections 1—3 of act July 15, 1952. Section was not enacted as a part of the Classification Act of 1949, which comprises this chapter.

EFFECTIVE DATE

Section 4 of act July 15, 1952, provided that: "This Act [this section] shall take effect on the first day of the first pay period which begins after the date of enactment of this Act [July 15, 1952]."

SUBCHAPTER II.—COVERAGE AND EXEMPTIONS

§ 1081. Definition of department; scope of coverage.

(a) For the purposes of this chapter, the term "department" includes (1) the executive departments, (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States, (3) the Administrative Office of the United States Courts, (4) the Library of Congress, (5) the Botanic Garden, (6) the Government Printing Office, (7) the General Accounting Office, (8) the Office of the Architect of the Capitol, and (9) the municipal government of the District of Columbia.

(b) Subject to the exemptions specified in section 1082 of this title, and except as provided in sections 1084 and 1085 of this title, this chapter shall apply to all civilian positions, officers, and employees in or under the departments. (Oct. 28, 1949, ch. 782, title II, § 201, 63 Stat. 954.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1082. Positions exempt.

This chapter (except title XII) shall not apply to—

(1) the field service of the Post Office Department, for which the salary rates are fixed by chapter 23 of Title 39;

(2) the Foreign Service of the United States under the Department of State, for which the salary rates are fixed by chapter 14 of Title 22; and positions in or under the Department of State which are (A) connected with the representation of the United States to international organizations; or (B) specifically exempted by law from the Classification Act of 1923, as amended, or any other classification or compensation law;

(3) physicians, dentists, nurses, and other employees in the Department of Medicine and Surgery in the Veterans' Administration, whose compensation is fixed under sections 15—15n of this title;

(4) teachers, school officers, and employees of the Board of Education of the District of Columbia, whose compensation is fixed under the District of Columbia Teachers' Salary Act of 1947, as supplemented by Public Law 151, Eighty-first Congress, approved June 30, 1949; and the chief judge and the associate judges of the Municipal Court of Appeals for the District of Columbia, and of the Municipal Court for the District of Columbia;

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

(6) lighthouse keepers and civilian employees on lightships and vessels of the Coast Guard, whose compensation is fixed under authority of section 432 (f) and (g) of Title 14;

(7) employees in recognized trades or crafts, or other skilled mechanical crafts, or in unskilled, semiskilled, or skilled manual-labor occupations (except such employees in positions to which the Classification Act of 1923, as amended, now applies, the duties of which involve the maintenance and operation of public buildings and associated equipment or the performance of work in scientific or engineering laboratories as aides to scientists or engineers), and employees in the Bureau of Engraving and Printing the duties of whom are to perform or to direct manual or machine operations requiring special skill or experience, or to perform or direct the counting, examining, sorting, or other verification of the product of manual or machine operations, whose compensation shall be fixed and adjusted from time to time as nearly as is consistent with the public interest in accordance with prevailing rates;

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

(9) employees of the Government Printing Office whose compensation is fixed under section 40 of Title 44;

(10) civilian professors, lecturers, and instructors at the Naval War College and the Naval Academy whose compensation is fixed under section 1071 of Title 34, senior professors, professors, associate and assistant professors, and instructors at the Naval Postgraduate School whose compensation is fixed under sections 1076—1076f of Title 34; and the Academic Dean of the Postgraduate School of the Naval Academy whose compensation is fixed under section 1074 of Title 34;

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

(12) the Tennessee Valley Authority;

(13) the Inland Waterways Corporation;

(14) the Alaska Railroad;

(15) the Virgin Islands Corporation;

(16) the Central Intelligence Agency;

(17) the Atomic Energy Commission;

(18) Production Credit Corporations;

(19) Federal Intermediate Credit Banks;

(20) the Panama Canal Company;

(21) teachers, school officers, and members of the Police and Fire Departments of the Canal Zone Government whose rates of compensation are fixed by the Governor of the Canal Zone with reference to the rates of compensation for similar positions in the municipal government of the District of Columbia;

(22) employees who serve without compensation or at nominal rates of compensation;

(23) employees none or only part of whose compensation is paid from appropriated funds of the United States: *Provided*, That with respect to the

Veterans' Canteen Service in the Veterans' Administration, the provisions of this paragraph shall be applicable only to those positions which are exempt from the Classification Act of 1923, as amended, pursuant to sections 13—13g of Title 38;

(24) employees whose compensation is fixed under a cooperative agreement between the United States and (A) a State, Territory, or possession of the United States, or political subdivision thereof, or (B) a person or organization outside the service of the Federal Government;

(25) student nurses, medical or dental interns, residents-in-training, student dietitians, student physical therapists, student occupational therapists, and other student employees, assigned or attached to a hospital, clinic, or laboratory primarily for training purposes, whose compensation is fixed under sections 902 and 1051—1058 of this title, or section 15m (b) of Title 38;

(26) inmates, patients, or beneficiaries receiving care or treatment or living in Government agencies or institutions;

(27) experts or consultants, when employed temporarily or intermittently in accordance with section 55a of this title;

(28) emergency or seasonal employees whose employment is of uncertain or purely temporary duration, or who are employed for brief periods at intervals;

(29) persons employed on a fee, contract, or piece work basis;

(30) persons 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;

(31) positions for which rates of basic compensation are individually fixed, or expressly authorized to be fixed, by any other law, at or in excess of the maximum schedule rate of the highest grade established by this chapter;

(32) postal employees of the Canal Zone Government whose rates of compensation are fixed by the Governor of the Canal Zone with reference to the rates of compensation for similar positions in the field service of the Post Office Department of the United States. (Oct. 28, 1949, ch. 782, title II, § 202, 63 Stat. 954; June 16, 1950, ch. 269, 64 Stat. 232; Sept. 26, 1950, ch. 1049, § 2 (a), (b), 64 Stat. 1038.)

REFERENCES IN TEXT

Title XII referred to in the text is title XII of act Oct. 28, 1949, and is classified to section 944 of this title, section 1138f of Title 12, Banks and Banking, and repeals various acts relating to the classification of employees.

Classification Act of 1923, as amended, referred to in the text, was classified to sections 661—663, 664—669, 670—672, 673, and 674 of this title, and was repealed by section 1202 (1) of act Oct. 28, 1949.

District of Columbia Teachers' Salary Act of 1947, as supplemented by Public Law 151, Eighty-first Congress, approved June 30, 1949, is classified to the District of Columbia Code.

AMENDMENTS

1950—Subd. (32) added by act June 16, 1950.

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

BUREAU OF ENGRAVING AND PRINTING EMPLOYEES

Section 1105 (c) of act Oct. 28, 1949, provided that: "Employees of the Bureau of Engraving and Printing to whom section 202 (7) [section 1082 (7) of this title] applies shall continue to receive compensation at the rates prescribed for the Clerical-Mechanical Service by the Classification Act of 1923, as amended [former sections 661—663, 664—669, 670—672, 673, and 674 of this title], until their compensation shall have been fixed in accordance with the provisions of such section."

MEMBERS OF D. C. ALCOHOLIC BEVERAGE CONTROL BOARD

Act Apr. 20, 1948, ch. 217, 62 Stat. 176, provided:

"That the positions of members of the Alcoholic Beverage Control Board for the District of Columbia shall be classified in accordance with the Classification Act of 1923, as amended [sections 661—663, 664—669, 670—672, 673, and 674 of this title].

"Sec. 2. That the sentence in section 4 of the Act entitled 'An Act to control the manufacture, transportation, possession, and sale of alcoholic beverages in the District of Columbia', approved January 24, 1934, as amended [District of Columbia Code § 25—104], which reads: 'The salary of each of the members of the Board shall be \$5,000 per annum', shall remain in force and effect until the classifications provided for by the first section of this Act shall have been effected and thereafter said sentence shall stand repealed."

TRANSFER OF FUNCTIONS

All functions of all officers of the Department of the Treasury, and all functions of all agencies and employees of such Department, were transferred, with certain exceptions, to the Secretary of the Treasury, with power vested in him to authorize their performance or the performance of any of his functions, by any of such officers, agencies and employees, by 1950 Reorg. Plan No. 26, §§ 1, 2, eff. July 31, 1950, 15 F. R. 4935, 64 Stat. 1280, set out in note under section 241 of this title. The Coast Guard, referred to in this section, is generally a service under the Treasury Department, but such Plan excepted, from the transfer, functions of the Coast Guard, and of the Commandant thereof, when the Coast Guard is operating as a part of the Navy under sections 1 and 3 of Title 14, Coast Guard.

PANAMA CANAL

Reference to the Panama Railroad Company in pars. (20) was changed to Panama Canal Company and references to the Panama Canal and the Governor of the Panama Canal in pars. (21) and (32) were changed to Canal Zone Government and Governor of the Canal Zone, respectively, by act Sept. 26, 1950.

CROSS REFERENCES

Bureau of Indian Affairs, assistant or deputy commissioners as subject to former sections 661—663, 664—669, 670—672, 673, and 674 of this title, see section 2a of Title 25, Indians.

Congressional investigations, application to employees, see section 197 of Title 2, The Congress.

District of Columbia public works projects exempt from former sections 661—663, 664—669, 670—672, 673, and 674 of this title, see section 1563 of Title 42, The Public Health and Welfare.

Employees of Maritime Commission as subject to civil-service laws and this chapter, see section 1111 (e) of Title 46, Shipping.

Employees of Smithsonian Institution and National Museum as exempt from civil-service laws and this chapter, see section 74 (c) of Title 20, Education.

Heads and assistant heads of new agencies created under Defense Production Act of 1950 as exempt from this chapter, see section 2153 of Appendix to Title 50, War and National Defense.

§ 1083. Determination of applicability of chapter to positions, etc.

The Civil Service Commission, hereinafter referred to as the "Commission", is authorized and directed to determine finally the applicability of sections 1081 and 1082 of this title to specific positions, officers, and employees. (Oct. 28, 1949, ch. 782, title II, § 203, 63 Stat. 956.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

§ 1084. Exemption of officers and employees of Architect of Capitol.

(a) The classes of employees whose compensation is authorized by section 3 of the Legislative Pay Act of 1929, as amended (46 Stat. 38; 55 Stat. 615), to be fixed by the Architect of the Capitol without regard to the Classification Act of 1923, as amended, are authorized to be compensated without regard to this chapter.

(b) This chapter shall not apply to any officer or employee of the Office of the Architect of the Capitol whose compensation is fixed by any other law.

(c) Sections 1082 and 1083 of this title shall not apply to the Office of the Architect of the Capitol. (Oct. 28, 1949, ch. 782, title II, § 204, 63 Stat. 957.)

REFERENCES IN TEXT

Section 3 of the Legislative Pay Act of 1929, as amended (46 Stat. 38; 55 Stat. 615) referred to in the text, was formerly classified to section 662 of this title.

The Classification Act of 1923, as amended, referred to in the text, was formerly classified to sections 661—663, 664—669, 670—672, 673, and 674 of this title.

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1085. Exemption of certain Government offices from provisions of subchapter.

Subchapter IX of this chapter shall not apply to (1) the Administrative Office of the United States Courts, (2) the Library of Congress, (3) the Botanic Garden, (4) the Government Printing Office, (5) the Office of the Architect of the Capitol, and (6) the municipal government of the District of Columbia. (Oct. 28, 1949, ch. 782, title II, § 205, 63 Stat. 957.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

SUBCHAPTER III.—BASIS AND STANDARDS FOR CLASSIFYING POSITIONS

§ 1091. Definitions.

For the purposes of this chapter, the term—

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

(2) "class" or "class of positions" includes all positions which are sufficiently similar, as to (A) kind

or subject-matter of work, (B) level of difficulty and responsibility, and (C) the qualification requirements of the work, to warrant similar treatment in personnel and pay administration; and

(3) "grade" includes all classes of positions which (although different with respect to kind or subject-matter of work) are sufficiently equivalent as to (A) level of difficulty and responsibility, and (B) level of qualification requirements of the work, to warrant the inclusion of such classes of positions within one range of rates of basic compensation, as specified in subchapter V of this chapter. (Oct. 28, 1949, ch. 782, title III, § 301, 63 Stat. 957.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1092. Basis for determination of position in class.

(a) Each position shall be placed in its appropriate class. The basis for determining the class in which each position shall be placed shall be the duties and responsibilities of such position and the qualifications required by such duties and responsibilities.

(b) Each class shall be placed in its appropriate grade. The basis for determining the grade in which each class shall be placed shall be the level of difficulty, responsibility, and qualification requirements of the work of such class. (Oct. 28, 1949, ch. 782, title III, § 302, 63 Stat. 957.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1093. Factor of size of group, etc., as determining position in class.

No appropriated funds shall be used to pay the compensation of any officer or employee who places a supervisory position in a class and grade solely on the basis of the size of the group, section, bureau, or other organization unit or the number of subordinates supervised. Such factors may be given effect only to the extent warranted by the work load of the organization unit and then only in combination with other factors, such as the kind, difficulty, and complexity of work supervised, the degree and scope of responsibility delegated to the supervisor, and the kind, degree, and character of the supervision actually exercised. (Oct. 28, 1949, ch. 782, title III, § 303, 63 Stat. 957.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1094. Preparation and publication of standards for classification of positions.

(a) The Commission, after consultation with the departments, shall prepare standards for placing positions in their proper classes and grades. The Commission is authorized to make such inquiries or investigations of the duties, responsibilities, and qualification requirements of positions as it deems necessary for this purpose. In such standards the Commission shall (1) define the various classes of positions that exist in the service in terms of duties, responsibilities, and qualification requirements; (2)

establish the official class titles; and (3) set forth the grades in which such classes have been placed by the Commission. At the request of the Commission, the departments shall furnish information for and cooperate in the preparation of such standards. Such standards shall be published in such form as the Commission may determine.

(b) The Commission shall keep such standards up to date. From time to time, after consultation with the departments to the extent deemed necessary by the Commission, it may revise, supplement, or abolish existing standards, or prepare new standards, so that, as nearly as may be practicable, positions existing at any given time within the service will be covered by current published standards.

(c) The official class titles so established shall be used for personnel, budget, and fiscal purposes, but this requirement shall not prevent the use of organizational or other titles for internal administration, public convenience, law enforcement, or similar purposes. (Oct. 28, 1949, ch. 782, title IV, § 401, 63 Stat. 957.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

SUBCHAPTER IV.—FUNCTIONS OF CIVIL SERVICE COMMISSION

§ 1101. General authority of Commission.

(a) Notwithstanding section 1102 of this title, the Commission shall have authority, which may be exercised at any time in its discretion, to—

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

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

(3) decide whether any position is in its appropriate class and grade; and

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

The Commission shall certify to the department concerned action taken by the Commission under paragraph (2) or (4) of this subsection. The department shall take action in accordance with such certificate and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government.

(b) Any employee or employees (including any officer or officers) affected or any department may request at any time that the Commission exercise the authority granted to it under subsection (a) of this section and the Commission shall act upon such request. (Oct. 28, 1949, ch. 782, title V, § 501, 63 Stat. 958.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

§ 1102. Allocation of positions in appropriate grade by departments; review by Commission.

(a) Except as otherwise provided in this subchapter, each department shall place each position under its jurisdiction and to which this chapter applies in its appropriate class and grade in conformance with standards published by the Commission or, if no published standards directly apply, consistently with published standards. A department may, whenever the facts warrant, change any position which it has placed in a class or grade under this subsection from such class or grade to another class or grade. Such actions of the departments shall be the basis for the payment of compensation and for personnel transactions until changed by certificate of the Commission.

(b) The Commission shall, from time to time, review such number of positions in each department as will enable the Commission to determine whether such department is placing positions in classes and grades in conformance with or consistently with published standards. (Oct. 28, 1949, ch. 782, title V, § 502, 63 Stat. 958.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

§ 1103. Reallocation of positions in appropriate grade by Commission.

Whenever the Commission finds under section 1102 (b) of this title that a position to which this chapter applies is not placed in its proper class and grade in conformance with published standards or that positions for which no standards have been published are not placed in classes and grades consistently with published standards, it shall, after consultation with appropriate officers or employees of the department concerned, place each such position in its appropriate class and grade and shall certify such action to the department. The department shall take action in accordance with such certificate, and such certificate shall be binding on all administrative, certifying, pay roll, disbursing, and accounting officers of the Government. (Oct. 28, 1949, ch. 782, title V, § 503, 63 Stat. 958.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

§ 1104. Revocation of department's authority to allocate positions in grades; restoration of authority.

(a) Whenever the Commission finds that any department is not placing positions in classes and grades in conformance with or consistently with published standards, it may revoke or suspend in whole or in part the authority granted to the department under section 1102 of this title and require that prior approval of the Commission be secured before an action placing a position in a class and grade becomes effective for pay roll and other personnel purposes. Such revocations or suspensions may be limited, in the discretion of the Commission, to (1) the departmental or field service, or any part thereof; (2) any geographic area; (3) any organization unit or group of organization units; (4) certain types of classification actions; (5) classes in particular occupational groups or grades; or (6) classes for which standards have not been published.

(b) After all or part of the authority of the department has been revoked or suspended, the Commission may at any time restore such authority to the extent that it is satisfied that subsequent actions placing positions in classes and grades will be taken in conformance with or consistently with published standards. (Oct. 28, 1949, ch. 782, title V, § 504, 63 Stat. 959.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

§ 1105. Placement in certain grades only by approval of Commission or President; limitation on numbers in these grades.

(a) No position shall be placed in Grade 16 or 17 of the General Schedule except by action of, or after prior approval by, the Commission. At any one time there shall not be more than three hundred positions in Grade 16 of the General Schedule and not more than seventy-five positions in Grade 17 of the General Schedule.

(b) No position shall be placed in or removed from Grade 18 of the General Schedule except by the President upon recommendation of the Commission. There shall not be more than twenty-five positions in such grade at any one time. (Oct. 28, 1949, ch. 782, title V, § 505, 63 Stat. 959.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

CROSS REFERENCES

General Accounting Office, establishment of additional positions in certain grades, see section 52a of Title 31, Money and Finance.

Mutual Security Agency, certain positions to be in addition to number authorized by this section, see section 1655 (c) of Title 22, Foreign Relations and Intercourse.

§ 1106. Maintenance and form of records.

The Commission may (1) prescribe the form in which each department shall record the duties and responsibilities of positions to which this chapter applies and the places where such records shall be maintained, (2) examine these or any other pertinent records of the department, and (3) interview any officers or employees of the department who have knowledge of the duties and responsibilities of such positions and information as to the reasons for placing a position in any class or grade. (Oct. 28, 1949, ch. 782, title V, § 506, 63 Stat. 959.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

SUBCHAPTER V.—BASIC COMPENSATION SCHEDULES

§ 1111. Establishment of basic compensation schedules.

There are established the following basic compensation schedules for positions to which this chapter applies:

(1) A "General Schedule", the symbol for which shall be "GS", in lieu of the professional and scientific service, the clerical, administrative, and fiscal service, and the subprofessional service specified in section 13 of the Classification Act of 1923, as amended; and

(2) A "Crafts, Protective, and Custodial Schedule", the symbol for which shall be "CPC", in lieu of the crafts, protective, and custodial service specified in such section. (Oct. 28, 1949, ch. 782, title VI, § 601, 63 Stat. 959.)

REFERENCES IN TEXT

Section 13 of the Classification Act of 1923, as amended, referred to in the text, was formerly classified to section 673 of this title.

Such section, referred to in text, refers to said section 13.

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1112. Schedules.

(a) The General Schedule shall be divided into eighteen grades of difficulty and responsibility of work, as follows:

GENERAL SCHEDULE

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

Grade GS-2 includes all classes of positions the duties of which are (1) to perform, under immediate supervision, with limited latitude for the exercise of independent judgment, routine work in office, business, or fiscal operations, or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring some training or experience; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-3 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, somewhat difficult and responsible work in office, business, or fiscal operations, or comparable subordinate technical work of limited scope in a professional, scientific, or technical field, requiring in either case (A) some training or experience, (B) working knowledge of a special subject matter, or (C) to some extent the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-4 includes all classes of positions the duties of which are (1) to perform, under immediate or general supervision, moderately difficult and responsible work in office, business, or fiscal operations, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) a moderate amount of training and minor supervisory or other experience, (B) good working knowledge of a special subject matter or a limited field of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in accordance with well-established policies, procedures, and techniques; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-5 includes all classes of positions the duties of which are (1) to perform, under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special subject matter or of office, laboratory, engineering, scientific, or other procedure and practice, and (C) the exercise of independent judgment in a limited field; (2) to perform, under immediate supervision, and with little opportunity for the exercise of independent judgment, simple and elementary work requiring professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing but requiring little or no experience; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-6 includes all classes of positions the duties of which are (1) to perform, under general supervision, difficult and responsible work in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific,

or technical field, requiring in either case (A) considerable training and supervisory or other experience, (B) broad working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science involved, and (C) to a considerable extent the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-7 includes all classes of positions the duties of which are (1) to perform, under general supervision, work of considerable difficulty and responsibility along special technical or supervisory lines in office, business, or fiscal administration, or comparable subordinate technical work in a professional, scientific, or technical field, requiring in either case (A) considerable specialized or supervisory training and experience, (B) comprehensive working knowledge of a special and complex subject matter, procedure, or practice, or of the principles of the profession, art, or science, involved, and (C) to a considerable extent the exercise of independent judgment; (2) under immediate or general supervision, to perform somewhat difficult work requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing, (B) previous experience, and (C) to a limited extent, the exercise of independent technical judgment; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

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

Grade GS-9 includes all classes of positions the duties of which are (1) to perform, under general supervision, very difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized training and considerable specialized, supervisory, or administrative experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a special and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; (2) with considerable latitude for the exercise of independent judgment, to perform moderately difficult and responsible work, requiring (A) professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing, and (B) considerable additional professional,

scientific, or technical training or experience which has demonstrated capacity for sound independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-10 includes all classes of positions the duties of which are (1) to perform, under general supervision, highly difficult and responsible work along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) somewhat extended specialized, supervisory, or administrative training and experience which has demonstrated capacity for sound independent work, (B) thorough and fundamental knowledge of a specialized and complex subject matter, or of the profession, art, or science involved, and (C) considerable latitude for the exercise of independent judgment; or (2) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-11 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision and with wide latitude for the exercise of independent judgment, work of marked difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated important attainments and marked capacity for sound independent action or decision, and (B) intimate grasp of a specialized and complex subject matter, or of the profession, art, or science involved, or of administrative work of marked difficulty; (2) with wide latitude for the exercise of independent judgment, to perform responsible work of considerable difficulty requiring somewhat extended professional, scientific, or technical training and experience which has demonstrated important attainments and marked capacity for independent work; or (3) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-12 includes all classes of positions the duties of which are (1) to perform, under general administrative supervision, with wide latitude for the exercise of independent judgment, work of a very high order of difficulty and responsibility along special technical, supervisory, or administrative lines in office, business, or fiscal administration, requiring (A) extended specialized, supervisory, or administrative training and experience which has demonstrated leadership and attainments of a high order in specialized or administrative work, and (B) intimate grasp of a specialized and complex subject matter or of the profession, art, or science involved; (2) under general administrative supervision, and with wide latitude for the exercise of independent judgment, to perform professional, scientific, or technical work of marked difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and attainments of a high order in professional, scientific, or technical research, practice, or administration; or (3) to perform other work of

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

Grade GS-13 includes all classes of positions the duties of which are (1) to perform, under administrative direction, with wide latitude for the exercise of independent judgment, work of unusual difficulty and responsibility along special technical, supervisory, or administrative lines, requiring extended specialized, supervisory, or administrative training and experience which has demonstrated leadership and marked attainments; (2) to serve as assistant head of a major organization involving work of comparable level within a bureau; (3) to perform, under administrative direction, with wide latitude for the exercise of independent judgment, work of unusual difficulty and responsibility requiring extended professional, scientific, or technical training and experience which has demonstrated leadership and marked attainments in professional, scientific, or technical research, practice, or administration; or (4) to perform other work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

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

Grade GS-15 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with very wide latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as head of a major organization within a bureau involving work of comparable level; (3) to plan and direct or to plan and execute specialized programs of marked difficulty, responsibility, and national significance, along professional, scientific, technical, administrative, fiscal, or other lines, requiring extended training and experience which has demonstrated leadership and unusual attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized

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

Grade GS-16 includes all classes of positions the duties of which are (1) to perform, under general administrative direction, with unusual latitude for the exercise of independent judgment, work of outstanding difficulty and responsibility along special technical, supervisory, or administrative lines which has demonstrated leadership and exceptional attainments; (2) to serve as the head of a major organization involving work of comparable level; (3) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of unusual difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated leadership and exceptional attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (4) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-17 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is of a high order among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute professional, scientific, technical, administrative, fiscal, or other specialized programs of exceptional difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated exceptional leadership and attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of equal importance, difficulty, and responsibility, and requiring comparable qualifications.

Grade GS-18 includes all classes of positions the duties of which are (1) to serve as the head of a bureau where the position, considering the kind and extent of the authorities and responsibilities vested in it, and the scope, complexity, and degree of difficulty of the activities carried on, is exceptional and outstanding among the whole group of positions of heads of bureaus; (2) to plan and direct or to plan and execute frontier or unprecedented professional, scientific, technical, administrative, fiscal, or other specialized programs of outstanding difficulty, responsibility, and national significance, requiring extended training and experience which has demonstrated outstanding leadership and attainments in professional, scientific, or technical research, practice, or administration, or in administrative, fiscal, or other specialized activities; or (3) to perform consulting or other professional, scientific, technical, administrative, fiscal, or other specialized work of

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

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

CRAFTS, PROTECTIVE, AND CUSTODIAL SCHEDULE

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

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

Grade CPC-3 includes all classes of positions the duties of which are to perform, under immediate supervision, custodial, or office labor work with some degree of responsibility; to operate paper-cutting, canceling, envelope-opening, or envelope-sealing machines; to fire and keep up steam in low-pressure boilers used for heating purposes, and to clean boilers and oil machinery and related apparatus; to operate passenger automobiles or light-duty trucks; to pack goods for shipment; to work as leader of a group of charwomen; to perform messenger work and do light manual or office-labor tasks with some responsibility; to carry important documents from one office to another, or attend the door and private office of a public officer; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

Grade CPC-4 includes all classes of positions the duties of which are to perform, under general supervision, custodial work of a responsible character; to guard office or storage buildings; to supervise and direct a force of unskilled laborers; to fire and to keep up steam in high-pressure boilers and to operate other equipment used in connection with such boilers; to perform general, semimechanical, new, or repair work requiring some skill with hand tools; to work as craft or trade helpers; to operate heavy-duty trucks, semitrailers, or tractor trailers; to operate a passenger automobile for a department head or officer of comparable rank; to attend the door of a private office of a department head or officer of comparable rank; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

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

Grade CPC-6 includes all classes of positions the duties of which are to have immediate direction of a detachment of building guards; to perform the work of a skilled mechanic; to repair office appliances; or

to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

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

Grade CPC-8 includes all classes of positions the duties of which are to have general supervision over a force of building guards; to supervise the operation of a mechanical shop; to direct skilled mechanics and other employees engaged in the operation and maintenance of equipment providing heating, ventilating, air conditioning, power, and sanitation in one or more public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications.

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

Grade CPC-10 includes all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, guards, elevator operators, laborers, janitors, and other employees engaged in the custody, maintenance, and protection of a group of public buildings; or to perform other work of equal difficulty and responsibility and requiring comparable qualifications. (Oct. 28, 1949, ch. 782, title VI, § 602, 63 Stat. 959.)

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1113. Rates of basic compensation—(a) Governing schedules.

Except as provided in subsection (c) (2) of this section, the rates of basic compensation with respect to officers, employees, and positions to which this chapter applies shall be in accordance with the schedules of per annum rates contained in subsections (b) and (c) (1) of this section.

(b) Compensation schedule for General Schedule.

The compensation schedule for the General Schedule shall be as follows:

Grade	Per annum rates					
GS-1	\$2,500	\$2,580	\$2,660	\$2,740	\$2,820	\$2,900
GS-2	2,750	2,830	2,910	2,990	3,070	3,150
GS-3	2,950	3,030	3,110	3,190	3,270	3,350
GS-4	3,175	3,255	3,335	3,415	3,495	3,575
GS-5	3,410	3,535	3,660	3,785	3,910	4,035
GS-6	3,795	3,920	4,045	4,170	4,295	4,420
GS-7	4,205	4,330	4,455	4,580	4,705	4,830
GS-8	4,620	4,745	4,870	4,995	5,120	5,245
GS-9	5,060	5,185	5,310	5,435	5,560	5,685
GS-10	5,500	5,625	5,750	5,875	6,000	6,125
GS-11	5,940	6,140	6,340	6,540	6,740	6,940
GS-12	7,040	7,240	7,440	7,640	7,840	8,040
GS-13	8,360	8,560	8,760	8,960	9,160	9,360
GS-14	9,600	9,800	10,000	10,200	10,400	10,600
GS-15	10,800	11,050	11,300	11,550	11,800	12,050
GS-16	12,000	12,200	12,400	12,600	12,800	13,000
GS-17	13,000	13,200	13,400	13,600	13,800	14,000
GS-18	14,800					

(c) Compensation schedule for Crafts, Protective, and Custodial Schedule.

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

Grade	Per annum rates					
CPC-1	\$1,810	\$1,870	\$1,930	\$1,990	\$2,050	\$2,110
CPC-2	2,420	2,490	2,560	2,630	2,700	2,770
CPC-3	2,552	2,632	2,712	2,792	2,872	2,952
CPC-4	2,750	2,830	2,910	2,990	3,070	3,150
CPC-5	2,974	3,054	3,134	3,214	3,294	3,374
CPC-6	3,200	3,280	3,360	3,440	3,520	3,600
CPC-7	3,435	3,535	3,635	3,735	3,835	3,935
CPC-8	3,740	3,865	3,990	4,115	4,240	4,365
CPC-9	4,150	4,275	4,400	4,525	4,650	4,775
CPC-10	4,565	4,690	4,815	4,940	5,065	5,190

(2) Charwomen working part time shall be paid at the rate of \$2,700 per annum, and head charwomen working part time at the rate of \$2,840 per annum.

(d) Computation of rates where payment not based on annual rates.

Whenever payment is made on the basis of a daily, hourly, weekly, biweekly, or monthly rate, such rate shall be computed from the appropriate annual rate specified in subsection (b) or (c) of this section by the method prescribed in section 944 of this title. (Oct. 28, 1949, ch. 782, title VI, § 603, 63 Stat. 965; Oct. 24, 1951, ch. 554, § 1 (a), 65 Stat. 612.)

AMENDMENTS

1951—Subsecs. (b) and (c) amended generally by act Oct. 24, 1951, to increase compensation rates in all grades, with such salary increases limited to \$800 per annum.

EFFECTIVE DATE OF 1951 AMENDMENT

Section 6 (a) of act Oct. 24, 1951 provided that such act (amending this section, section 1121 of this title, section 60f of Title 2, section 1138f of Title 12, and section 15g (d) of Title 38, enacting section 932b of this title, and enacting provisions set out as notes under this section, section 631 of this title, sections 60a and 60f of Title 2, section 867 of Title 22, sections 603 and 604 of Title 28, and section 15b of Title 38) should become effective as of the first day of the first pay period which began after June 30, 1951.

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 28, 1949, see note set out under section 1071 of this title.

INITIAL ADJUSTMENT OF 1951 PAY INCREASES

Section 1 (b) of act Oct. 24, 1951 provided that: "In adjusting initially the rates of pay of employees affected by the provisions of this section—

"(1) an employee receiving basic compensation immediately prior to the effective date of this Act [for effective date, see note under this section] at one of the scheduled or longevity rates provided by the Classification Act of 1949, as amended [this chapter], shall receive basic compensation on and after the effective date of this Act at the corresponding scheduled or longevity rate as increased by this Act; and

(2) an employee receiving basic compensation immediately prior to the effective date of this Act at a rate other than a scheduled or longevity rate provided by the Classification Act of 1949, as amended, shall receive basic compensation on and after the effective date of this Act as follows:

(A) If his rate immediately prior to the effective date of this Act was less than the maximum longevity rate of the grade, he shall be paid at the scheduled or longevity rate which he would receive under paragraph (1) had he been receiving basic compensation immediately prior to such effective date at the scheduled or longevity rate next higher than his rate of basic compensation immediately prior to such effective date.

(B) If his rate immediately prior to the effective date of this Act was in excess of the maximum longevity rate of the grade, he shall be paid at a rate equal to the rate at which he was paid immediately prior to such date, increased by an amount equal to the amount of the increase made by this Act in such maximum longevity rate.

(C) If he is a part-time char employee and his rate immediately prior to the effective date of this Act was in excess of the rate provided for his position under section 603 (c) (2) of the Classification Act of 1949, as amended [subsec. (c) (2) of this section], he shall be paid at a rate equal to the rate at which he was paid immediately prior to such effective date, increased by an amount equal to the amount of the increase made by this Act in the rate for like positions under such section."

The words "this section" in opening clause of section 1 (b) of act Oct. 24, 1951, quoted above, refer to such section 1 in its entirety. Subsec. (a) thereof amended the compensation rate schedules in subsecs. (b) and (c) of this section in manner described in another note under this section. Subsec. (c) of such section 1 is set out as a note under section 603 of Title 28, Judiciary and Judicial Procedure, and subsec. (d) thereof is set out as a note under section 604 of such Title 28. Subsec. (e) of said section 1 amended section 1121 of this title by adding subsec. (b) thereto.

For effective date of said act Oct. 24, 1951, see note under this section.

RETROACTIVE ADJUSTMENT OF CERTAIN PAY RATES

Section 3 of act July 14, 1952, ch. 728, 66 Stat. 627, provided that:

"(a) The rate of compensation of any employee who was changed from a position, the rate of pay of which was fixed in accordance with prevailing local wages upon recommendation of wage boards or other similar authority, to a position under the Classification Act of 1949, as amended [this chapter], and placed in the appropriate step of the grade during the period between the effective date and the date of enactment of Public Law 201, approved October 24, 1951, shall be adjusted retroactively in accordance with the new rate provided by section 1 (a) of Public Law 201, Eighty-second Congress [subsecs. (b) and (c) of this section], for the step in which he was placed at the time of such assignment.

"(b) This section shall become effective as of the first day of the first pay period which began after June 30, 1951.

"(c) Retroactive compensation or salary shall be paid under this section only in the case of an individual in the service of the United States (including service in the Armed Forces of the United States) or the municipal government of the District of Columbia on the date of enactment of this Act [July 14, 1952], except that such retroactive compensation or salary shall be paid a retired officer or employee for services rendered during the period beginning with the first day of the first pay period which began after June 30, 1951, and ending with the date of his retirement, or the person or persons specified in section 1 of the Act entitled 'An Act to facilitate the settlement of the accounts of certain deceased civilian officers and employees of the Government', approved August 3, 1950 (Public Law 636, Eighty-first Congress [61f of this title]), in the case of a deceased officer or employee for services rendered during the period beginning with the first day of the first pay period which began after June 30, 1951, and ending with the date of said officer or employee's death."

RETROACTIVE COMPENSATION PAID HEIRS

Section 2 (b) of act July 12, 1952, ch. 702, 66 Stat. 592, provided that: "Retroactive compensation shall be paid, in the manner prescribed by law for unpaid compensation due deceased officers and employees of the Government, for services rendered by any deceased officer or employee during the period beginning with the first day of the first pay period of such officer or employee which began after June 30, 1951, and ending with the date of his death, if such officer or employee was entitled to an

increase in compensation comparable to increases in compensation granted by the Act of October 24, 1951 (Public Law 201, Eighty-second Congress) [section 60f of Title 2, sections 932b, 1113 (b) (c), 1121 (a) (b) and 1138 of this title, and section 15g (d) of Title 38], by reason of administrative action pursuant to the Third Supplemental Appropriation Act, 1952 [Act June 5, 1952, ch. 369, 66 Stat. 101]."

PERSONS ENTITLED TO RETROACTIVE COMPENSATION UNDER 1951 INCREASE

Section 6 (b) of act Oct. 24, 1951, as amended July 12, 1952, ch. 702, § 2 (a), 66 Stat. 592, provided that: "Retroactive compensation or salary shall be paid under this Act only in the case of an individual in the service of the United States (including service in the Armed Forces of the United States) or of the municipal government of the District of Columbia on the date of enactment of this Act [Oct. 24, 1951], except that such retroactive compensation or salary shall be paid a retired officer or employee for services rendered during the period beginning with the first day of the first pay period which began after June 30, 1951, and ending with the date of his retirement, or in accordance with the provisions of the Act of August 3, 1950 (Public Law 636, Eighty-first Congress) [sections 61f-61h of this title], for services rendered by a deceased officer or employee during the period beginning with the first day of the first pay period of such officer or employee which began after June 30, 1951, and ending with the date of his death."

For distribution of said act Oct. 24, 1951, see note headed "Effective Date of 1951 Amendment" under this section.

§ 1114. Transfer from old to new grades; adjustment of basic compensation rates.

(a) For the purpose of making initial adjustments to the classification grades provided in this chapter, positions which are required to be compensated in accordance with this chapter and which were immediately prior to the effective date of this subchapter in the professional and scientific service, the subprofessional service, the clerical, administrative, and fiscal service, or the crafts, protective, and custodial service of the Classification Act of 1923, as amended, are allocated to corresponding grades of the General Schedule or the Crafts, Protective, and Custodial Schedule as set forth below:

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

(b) The rates of basic compensation of officers and employees to whom this Act applies shall be initially adjusted as follows:

(1) In all cases where the number of pay rates within a grade specified in this Act is the same as in the corresponding grade of the Classification Act of 1923, as amended, employees shall have the same relative pay rate of the new grade, except as provided in paragraphs (2), (3), and (11) of this subsection.

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

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

(4) Employees in grade 1 of the crafts, protective and custodial service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, third, fourth, sixth, and seventh rate, respectively, of grade 1 of the Crafts, Protective, and Custodial Schedule.

(5) Employees in grades 2 and 3 of the crafts, protective, and custodial service immediately prior to the effective date of this title, shall have the same relative pay rate of the first six rates of grades 2 and 3, respectively, of the Crafts, Protective, and Custodial Schedule.

(6) Employees in grade 4 of the professional and scientific service and grade 11 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and sixth rate, respectively, of grade 11 of the General Schedule.

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

(8) Employees in grade 6 of the professional and scientific service and grade 13 of the clerical, administrative, and fiscal service immediately prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fourth, and fifth rate, respectively, of grade 13 of the General Schedule.

(9) Employees in grade 7 of the professional and scientific service and grade 14 of the clerical, administrative, and fiscal service immediately

prior to the effective date of this title, at the first, second, third, fourth, and fifth rate shall have the first, second, third, fifth, and sixth rate, respectively, of grade 14 of the General Schedule.

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

(11) Employees receiving a rate of basic compensation, authorized by law, immediately prior to the effective date of this title, in excess of the approximate new rate of the grade as determined under paragraphs (1) to (10), inclusive, may continue to receive such rate so long as they remain in the same position and grade, but when any such position becomes vacant, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this chapter. (Oct. 28, 1949, ch. 782, title VI, § 604, 63 Stat. 966.)

REFERENCES IN TEXT

The Classification Act of 1923, as amended, referred to in the text, was formerly classified to sections 661—663, 664—669, 670—672, 673, and 674 of this title.

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1115. Increase in basic compensation as “equivalent increase.”

Any increase in rate of basic compensation by reason of the enactment of this subchapter shall not be regarded as an “equivalent increase” in compensation within the meaning of section 1121 of this title. (Oct. 28, 1949, ch. 782, title VI, § 605, 63 Stat. 967.)

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 23, 1949, see note set out under section 1071 of this title.

§ 1116. Rate of pay for certain appointments in highest grade.

In the case of any position other than the positions of Administrative Assistant Secretary of the Treasury, Administrative Assistant Attorney General, Administrative Assistant Secretary of the Interior, Administrative Assistant Secretary of Commerce, and Administrative Assistant Secretary of Labor, for which the compensation is expressly established by law at a rate equal to the rate payable prior to June 30, 1951, under the highest grade of this chapter, the rate of compensation shall hereafter be equal to the rate payable for such grade under section 1113 (b) of this title. (June 5, 1952, ch. 369, ch. XI, § 1101, 66 Stat. 121.)

CODIFICATION

Section enacted as a part of the Third Supplemental Appropriation Act, 1952, and not as a part of the Classification Act of 1949, which comprises this chapter.

SUBCHAPTER VI.—STEP INCREASES

§ 1121. Increases in compensation.

(a) Each officer or employee compensated on a per annum basis, and occupying a permanent position

¹ So in original.

within the scope of the compensation schedules fixed by this chapter, who has not attained the maximum scheduled rate of compensation for the grade in which his position is placed, shall be advanced in compensation successively to the next higher rate within the grade at the beginning of the next pay period following the completion of (1) each fifty-two calendar weeks of service if his position is in a grade in which the step-increases are less than \$200, or (2) each seventy-eight calendar weeks of service if his position is in a grade in which the step-increases are \$200 or more, subject to the following conditions:

(A) That no equivalent increase in compensation from any cause was received during such period, except increase made pursuant to section 1122 or 1152 of this title;

(B) That he has a current performance rating of "Satisfactory" or better; and

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

(b) Any increase in compensation granted by law after June 30, 1951, shall not be construed to be an equivalent increase in compensation within the meaning of subsection (a) of this section. (Oct. 28, 1949, ch. 782, title VII, § 701, 63 Stat. 967; Sept. 30, 1950, ch. 1123, § 9 (a), 64 Stat. 1100; Oct. 24, 1951, ch. 554, § 1 (e), 65 Stat. 613.)

AMENDMENTS

1951—Subsec. (a), formerly entire section, designated "(a)" by act Oct. 24, 1951.

Subsec. (b) added by act Oct. 24, 1951.

1950—Section amended by act Sept. 30, 1950, to require a current performance rating of "Satisfactory" instead of an efficiency rating of "Good", to omit a requirement that service and conduct be certified as being otherwise satisfactory by the department, and to omit former subsec. (b) defining "good".

EFFECTIVE DATE OF 1951 AMENDMENT

Amendment of this section by act Oct. 24, 1951 effective as of the first day of the first pay period which began after June 30, 1951, see note under section 1113 of this title.

EFFECTIVE DATE OF 1950 AMENDMENT

Amendment by act Sept. 30, 1950, as effective 90 days after Sept. 30, 1950, see note under section 2001 of this title.

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 28, 1949, see note set out under section 1071 of this title.

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

INITIAL ADJUSTMENT OF 1951 PAY INCREASES

Initial adjustment of rates of pay of employees affected by act Oct. 24, 1951, see note under section 1113 of this title.

PERSONS ENTITLED TO RETROACTIVE COMPENSATION UNDER 1951 INCREASES

Persons entitled to retroactive compensation increases made by act Oct. 24, 1951, see note under section 1113 of this title.

CROSS REFERENCES

Performance ratings, see sections 2001—2007 of this title.

§ 1122. Increases awarded for superior accomplishment, delegation of authority by Commission; reports.

(a) Within the limit of available appropriations and in accordance with standards promulgated by the Commission, each department is authorized, subject to prior approval by the Commission (except as provided in subsection (b) of this section), to make additional step-increases as a reward for superior accomplishment, but no officer or employee shall be eligible for more than one such additional step-increase within each of the time periods specified in section 1121 of this title.

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

(c) Each department shall report to the Commission all actions taken under this section, together with the reasons therefor. The Commission shall submit an annual report to Congress covering the numbers and types of actions taken under this section. (Oct. 28, 1949, ch. 782, title VII, § 702, 63 Stat. 968; Sept. 30, 1950, ch. 1123, § 9 (b), 64 Stat. 1100.)

AMENDMENTS

1950—Subsec. (a) amended by act Sept. 30, 1950, to change reference to section 1121 (a) of this title to refer to section 1121 of this title.

EFFECTIVE DATE OF 1950 AMENDMENT

Amendment by act Sept. 30, 1950, as effective 90 days after Sept. 30, 1950, see note under section 2001 of this title.

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 28, 1949, see note set out under section 1071 of this title.

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

§ 1123. Longevity increases.

(a) Subject to subsection (b) of this section, and as a reward for long and faithful service, each department shall grant an additional step-increase (to be known as a longevity step-increase) beyond the maximum scheduled rate of the grade in which his position is placed, to each officer or employee for each three years of continuous service completed by him at such maximum rate or at a rate in excess thereof authorized by this section without change of grade

or rate of basic compensation except such change as may be prescribed by any provision of law of general application. Officers and employees who are otherwise eligible shall receive full credit under this subsection for service at the maximum authorized salary rate specified in the Bacharach Act of May 29, 1928, as amended and supplemented, and the Reed-Jenkins Act of May 29, 1928, as amended, to the same extent as if such service had been at the maximum rate of a grade of the Classification Act of 1923, as amended.

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

(2) No officer or employee shall receive a longevity step-increase unless his current performance rating is "satisfactory" or better.

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

(4) Each longevity step-increase shall be equal to one step-increase of the grade in which the position of the officer or employee is placed.

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

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

(c) When an officer or employee, receiving basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 1104 (b) (11) of this title, section 1105 (b), or any other provision of law, is eligible for his first longevity step-increase beyond the maximum rate of such grade he shall—

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

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

In case any such officer or employee receiving compensation under paragraph (2) of this subsection is eligible for a subsequent successive longevity step-increase, he shall—

(A) receive the same total basic compensation which he would be entitled to receive after such subsequent longevity step-increase, if his total basic compensation had, at the time he was eligible for his first longevity step-increase, been determined under paragraph (1) of this subsection, or

(B) continue to receive compensation under paragraph (2) of this subsection if such compensation is higher than the total basic compensation specified in paragraph (A) of this subsection. (Oct. 28, 1949, ch. 782, title VII, § 703, 63 Stat. 968; June 28, 1950, ch. 382, § 2, 64 Stat. 262; Sept. 30, 1950, ch. 1123, § 10, 64 Stat. 1100.)

REFERENCES IN TEXT

Section 1105 (b), referred to in the text, refers to section 1105 (b) of act Oct. 28, 1949, and is set out as a note under section 1071 of this title.

The Bacharach Act of May 29, 1928, as amended and supplemented, referred to in subsection (a) of this section is classified to sections 6a—6d of Title 19, Customs Duties.

The Reed-Jenkins Act of May 29, 1928, as amended, referred to in subsection (a) of this section, was formerly classified to section 109 of Title 8, Aliens and Nationality.

The Classification Act of 1923, as amended, referred to in subsection (a) of this section was formerly classified to sections 661—663, 664—669, 670—672, 673, and 674 of this title.

AMENDMENTS

1950—Subsec. (a) amended by act June 28, 1950, which added second sentence.

Subsec. (b), par. (2), amended by act Sept. 30, 1950, to require a performance rating of "satisfactory" instead of an efficiency rating of "good".

EFFECTIVE DATE OF 1950 AMENDMENT

Amended by act Sept. 30, 1950, as effective 90 days after Sept. 30, 1950, see note under section 2001 of this title.

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 28, 1949, see note set out under section 1071 of this title.

CROSS REFERENCES

Performance ratings, see sections 2001—2007 of this title.

§ 1124. Service credits for computation of longevity increases.

In computing length of service for the purposes of this subchapter, service immediately preceding the effective date of this subchapter shall be counted toward (1) one step-increase under section 1121 of this title and one additional step-increase under section 1122 of this title, or (2) longevity step-increases under section 1123 of this title, as the case may be. (Oct. 28, 1949, ch. 782, title VII, § 704, 63 Stat. 969.)

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1125. Positions not subject to this subchapter.

This subchapter shall not apply to the compensation of persons appointed by the President, by and with the advice and consent of the Senate. (Oct. 28, 1949, ch. 782, title VII, § 705, 63 Stat. 969.)

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 28, 1949, see note set out under section 1071 of this title.

SUBCHAPTER VII.—GENERAL COMPENSATION RULES

§ 1131. New appointments at minimum rate.

All new appointments shall be made at the minimum rate of the appropriate grade. (Oct. 28, 1949, ch. 782, title VIII, § 801, 63 Stat. 969.)

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1132. Regulations governing rate of basic compensation on transfers, demotions, etc.; increase upon promotion or transfer to higher grade.

(a) The rate of basic compensation to be received by any officer or employee to whom this chapter

applies shall be governed by regulations issued by the Commission in conformity with this chapter when—

- (1) he is transferred from a position to which this chapter does not apply;
 - (2) he is transferred from any position to which this chapter applies to another such position;
 - (3) he is demoted to a position in a lower grade;
 - (4) he is reinstated, reappointed, or reemployed;
 - (5) his type of appointment is changed;
 - (6) his employment status is otherwise changed;
- or
- (7) his position is changed from one grade to another grade.

(b) Any officer or employee who is promoted or transferred to a position in a higher grade shall receive basic compensation at the lowest rate of such higher grade which exceeds his existing rate of basic compensation by not less than one step-increase of the grade from which he is promoted or transferred. If, in the case of any officer or employee so promoted or transferred who is receiving (1) one or more longevity step-increases under section 1123 of this title, or (2) basic compensation at a rate in excess of the maximum scheduled rate for his grade under section 1104 (b) (11) of this title, section 1105 (b), or any other provision of law, there is no rate in such higher grade which is at least one step-increase above his existing rate of basic compensation, he shall receive (A) the maximum scheduled rate of such higher grade, or (B) his existing rate of basic compensation, if such existing rate is the higher. (Oct. 28, 1949, ch. 782, title VIII, § 802, 63 Stat. 969.)

REFERENCES IN TEXT

Section 1105 (b), referred to in the text, refers to section 1105 (b) of act Oct. 28, 1949, and is set out as a note under section 1071 of this title.

EFFECTIVE DATE

Section as effective on the first day of the first pay period which begins after Oct. 28, 1949, see note set out under section 1071 of this title.

TRANSFER OF FUNCTIONS

All executive and administrative functions of the Civil Service Commission were transferred to the Chairman of the Civil Service Commission by 1949 Reorg. Plan No. 5, eff. Aug. 20, 1949, 14 F. R. 5227, 63 Stat. 1067. See note set out under section 632 of this title.

STUDY OF PROBLEM OF ADDITIONAL COMPENSATION FOR HAZARDOUS EMPLOYMENT; REPORT TO CONGRESS

Section 803 of act Oct. 28, 1949, provided that: "The Commission shall make a study of the problem of additional compensation for hazardous employments and submit a report to Congress not later than one year from the date of enactment of this Act [October 28, 1949], setting forth its findings and such recommendations as it may deem advisable for a future policy and plan with respect to additional compensation for hazardous employments."

SUBCHAPTER VII.—EFFICIENCY RATINGS

§§ 1141, 1142. Repealed. Sept. 30, 1950, ch. 1123, § 11 (3), 64 Stat. 1100.

Sections, act Oct. 28, 1949, ch. 782, title IX, §§ 901, 902, 63 Stat. 970, related to systems of efficiency ratings. Section 903 of said act Oct. 28, 1949, which was set out in note under section 1141 of this title, and which provided for a study and report on efficiency systems, was also repealed. Performance ratings are now covered by sections 2001—2007 of this title.

EFFECTIVE DATE OF REPEAL

Repeal as effective 90 days after Sept. 30, 1950, see note under section 2001 of this title.

SUBCHAPTER IX.—MANAGEMENT IMPROVEMENT PLAN AND AWARDS

§ 1151. Systematic departmental review of its operations; purpose.

(a) In accordance with regulations issued and administered by the Director of the Bureau of the Budget, each department shall make systematic reviews of the operations of each of its activities, functions, or organization units, on a continuing basis.

(b) The purposes of such reviews shall include, among other things, (1) determining the degree of efficiency and economy in the operation of the department's activities, functions, or organization units, (2) identifying the units that are outstanding in those respects, and (3) identifying the supervisors and employees whose personal efforts have caused their units to be outstanding in efficiency and economy of operations. (Oct. 28, 1949, ch. 782, title X, § 1001, 63 Stat. 971.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1152. Efficiency Awards Committees—(a) Establishment; composition.

In each department there shall be established an Efficiency Awards Committee, the membership of which shall be designated by the head of the department.

(b) Duties.

It shall be the duty of the Efficiency Awards Committee (1) to identify those supervisors and employees within the department whose superior accomplishments have contributed to outstanding efficiency and economy in administration, and (2) to award to such supervisors and employees, subject to the approval of the head of the department and to the limitations of subsection (c), cash awards or increases in rates of basic compensation which, in the judgment of the Committee, are commensurate with their demonstrated superior accomplishments: *Provided, however,* That the total amount of such awards or increases to any group of supervisors and employees shall not exceed 25 per centum of the estimated saving to the Government due to their superior accomplishments.

(c) Cash awards; amount.

Any such cash award or any such increase in rate of basic compensation shall not exceed an amount equal to three times the step-increase of the applicable grade. Any such increase in rate of basic compensation shall be at one, two, or three times the step-increase of the applicable grade and shall be in lieu of any additional compensation as a reward for superior accomplishment under section 1122 of this title.

(d) Awards considered for promotional purposes.

An award under this subchapter shall be given due weight in qualifying and selecting employees for

promotion to positions in higher grades. (Oct. 28, 1949, ch. 782, title X, § 1002, 63 Stat. 971.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

§ 1153. Control of program; report to Congress.

The Bureau of the Budget shall maintain control of the program set forth in this subchapter and shall annually report the results of such program to Congress, with such recommendations as it may deem advisable. (Oct. 28, 1949, ch. 782, title X, § 1003, 63 Stat. 971.)

EFFECTIVE DATE

Section as effective Oct. 28, 1949, see note set out under section 1071 of this title.

Chapter 22.—PERFORMANCE RATINGS

Sec.

- 2001. Departments, agencies, and employees within chapter.
- 2002. Establishment of performance-rating plans.
- 2003. Other rating procedures prohibited.
- 2004. Requirements for performance-rating plans.
- 2005. Ratings for performance; warning prior to rating of unsatisfactory.
- 2006. Review of ratings; boards of review; hearings.
- 2007. Regulations; inspection and revocation of approval of plans.

§ 2001. Departments, agencies, and employees within chapter.

(a) For the purposes of this chapter, the term "department" includes (1) the executive departments; (2) the independent establishments and agencies in the executive branch, including corporations wholly owned by the United States; (3) the Administrative Office of the United States Courts; (4) the Library of Congress; (5) the Botanic Garden; (6) the Government Printing Office; (7) the General Accounting Office; and (8) the municipal government of the District of Columbia.

(b) This chapter shall not apply to—

- (1) the Tennessee Valley Authority;
- (2) the field service of the Post Office Department;
- (3) physicians, dentists, nurses, and other employees in the Department of Medicine and Surgery in the Veterans' Administration whose compensation is fixed under sections 15—15n of Title 38;
- (4) the Foreign Service of the United States under the Department of State;
- (5) Production credit corporations;
- (6) Federal intermediate credit banks;
- (7) Federal land banks;
- (8) Banks for cooperatives;
- (9) officers and employees of the municipal government of the District of Columbia whose compensation is not fixed by the Classification Act of 1949;
- (10) the Atomic Energy Commission;
- (11) employees outside the continental limits of the United States who are paid in accordance with local native prevailing wage rates for the area in which employed. (Sept. 30, 1950, ch. 1123, § 2, 64 Stat. 1098.)

REFERENCES IN TEXT

The Classification Act of 1949 referred to in the text of subsection (b) (9) is classified to chapter 21 of this title.

EFFECTIVE DATE

Section 12 of act Sept. 30, 1950, provided that this chapter, amendments to sections 1121, 1122, and 1123 of this title, and repeal of sections 648, 669a, 1141, and 1142 of this title, should take effect ninety days after Sept. 30, 1950.

SHORT TITLE

Congress in enacting this chapter provided by section 1 of act Sept. 30, 1950, that it should be popularly known as the "Performance Rating Act of 1950".

REPEAL OF INCONSISTENT LAWS

Section 14 of act Sept. 30, 1950, repealed all laws or parts of laws inconsistent with this chapter to the extent of such inconsistency.

APPROPRIATIONS AUTHORIZED

Section 13 of act Sept. 30, 1950, authorized the appropriation of such sums as may be necessary to carry out the provisions of this chapter.

§ 2002. Establishment of performance-rating plans.

For the purpose of recognizing the merits of officers and employees, and their contributions to efficiency and economy in the Federal service, each department shall establish and use one or more performance-rating plans for evaluating the work performance of such officers and employees. (Sept. 30, 1950, ch. 1123, § 3, 64 Stat. 1098.)

§ 2003. Other rating procedures prohibited.

No officer or employee of any department shall be given a performance rating, regardless of the name given to such rating, and no such rating shall be used as a basis for any action, except under a performance-rating plan approved by the Civil Service Commission as conforming with the requirements of this chapter. (Sept. 30, 1950, ch. 1123, § 4, 64 Stat. 1098.)

§ 2004. Requirements for performance-rating plans.

Performance-rating plans required by this chapter shall be as simple as possible, and each such plan shall provide—

- (1) that proper performance requirements be made known to all officers and employees;
- (2) that performance be fairly appraised in relation to such requirements;
- (3) for the use of appraisals to improve the effectiveness of employee performance;
- (4) for strengthening supervisor-employee relationships; and
- (5) that each officer and employee be kept currently advised of his performance and promptly notified of his performance rating. (Sept. 30, 1950, ch. 1123, § 5, 64 Stat. 1098.)

§ 2005. Ratings for performance; warning prior to rating of unsatisfactory.

Each performance-rating plan shall provide for ratings representing at least (1) satisfactory performance, corresponding to an efficiency rating of "good" under the Veterans' Preference Act of 1944, as amended, and under laws superseded by this chapter; (2) unsatisfactory performance, which shall serve as a basis for removal from the position in which such unsatisfactory performance was rendered; and (3) outstanding performance, which shall be accorded only when all aspects of performance not only exceed normal requirements but are