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Appendix E

Views and Recommendations of Employee Organizations
Not Represented on the Federal Employees Pay Council

AMERICAN
FOREIGN SERVICE
ASSOCIATION

2101 E Street, Northwest



Washington, D. C. 20037 • 338-4045

August 20, 1976

Mr. Raymond C. Weissenborn
Chief, Pay Policy Division
Civil Service Commission
Washington, D.C.

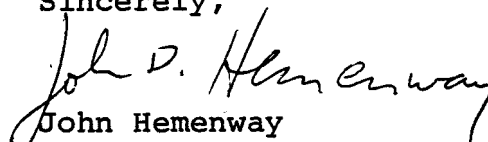
Dear Mr. Weissenborn:

The American Foreign Service Association regrets the lack of time to prepare an adequate analysis of the draft report from the President's agent on proposed 1976 adjustments in Federal statutory pay rates. The receipt of your memorandum at the close of business on Friday August 13 with a reply deadline of August 18 did not permit the considered review that is required for such complex and fundamental changes. The absence of a revised Foreign Service pay schedule among the materials you forwarded only added to the problem of analysis.

The Association has applauded efforts to improve the precision of the mechanism for ensuring comparable Federal compensation for similar work in the private sector. At this point we are not convinced the proposed changes achieve that objective. We endorse the Federal Employees Pay Council objections.

We are also concerned that the procedure apparently does not take into account overseas salaries for private sector Americans working abroad. Foreign Service employees, as well as some other agencies employees, regularly serve a majority of their careers overseas. While not sure at this point of the most appropriate methodology that should be used, the Association wishes to reaffirm its interest in working directly with the President's agent and the management of the foreign affairs agencies during the coming year to resolve the questions alluded to in the draft report.

Sincerely,


John Hemenway
President

AMERICAN OPTOMETRIC ASSOCIATION



WASHINGTON OFFICE
1730 M STREET, N.W.
WASHINGTON, D.C. 20036
202-833-9890

July 30, 1976

Mr. Frank S. Mellor
Acting Chief
Pay Policy Division
United States Civil Service Commission
1900 E Street, N.W.
Washington, D.C. 20415

Dear Mr. Mellor:

The American Optometric Association appreciates the opportunity to comment on the Bureau of Labor Statistics Survey of private industry and the Civil Service Commission and Office of Management and Budget proposal of the PATCO methodology set forth by the Pay Agent for establishing Federal white collar and military pay.

As one of the non-FEPC employee organizations invited to meet with the staff of the President's Agent, this Association wishes to offer two(2) comments on this PATC survey with the hope that future surveys will incorporate the suggestions which follow.

1. We do not completely agree that internal alignment is as an important goal as external pay comparability. The Federal sector should be able to compete with the private sector for recruiting and retaining optometrists. Even if the Civil Service Commission were to adjust the weighted average GS salary (Series 662-Optometrist) for each grade to the corresponding PATCO weighted average salary, a gross error would result. The GS-662 Optometrist Series is not sampled by the Bureau of Labor Statistics; and, data from this survey are the most important input for calculating the payline. The American Optometric Association feels that it is imperative that the Civil Service Commission and the Office of Management and Budget expand the occupational coverage of the BLS survey to include professions such as optometry, podiatry, etc.

2. We feel that separate salary structures for professional occupations for which a license to practice is required would provide more flexibility to allow the Federal Government to compete with the private sector professions. Optometrists should compete with optometrists, lawyers with lawyers, engineers with engineers, etc. By providing for a special system for licensed professionals, a "rank-in-person" system would ensue and this would gear personnel actions to professional qualifications and attainments rather than to the position held. In this way licensed professionals could look forward to salary increases as they improve their professional competency. The precedent for such special pay schemes is well founded within the Federal sector. Currently there are more than forty(40) separate salary programs other than the General Schedule.

Again the American Optometric Association is pleased to have this opportunity to present our views on the proposal by the Pay Agent.

Sincerely,

A handwritten signature in dark ink, appearing to read "Richard W. Averill". The signature is fluid and cursive, with the first name "Richard" and last name "Averill" clearly distinguishable.

Richard W. Averill
Director
Washington Office

RWA/nb

ASSOCIATION OF CIVILIAN TECHNICIANS

President

VINCENT J. PATERNO
348A Hungerford Court
Rockville, MD 20850

Secretary

DONALD E. BEAN
319 Doyleson Ave.
Endwell, N.Y. 13760

July 19, 1976

Mr. Frank S. Mellor
Acting Chief Pay Policy Division
U.S. Civil Service Commission
1900 'E' Street, N.W.
Washington, D.C. 20415

Dear Mr. Mellor:

After careful study of the preliminary results of the pay review and methodology used in arriving at the paylines I must reject both the approach used and the results.

I submit, for consideration by the President, a system that would achieve a degree of budgetary restraint, a maintenance of the relative grade level classification structure, and a method of putting the money into the paychecks of all General Schedule employees to equally combat the inflationary reductions of purchasing power.

An across the board raise of one thousand dollars per employee would approximate a 6.5% raise. This would not, however, be the true budgetary expenditure since about 18% of this amount would be withheld in income taxes reducing the actual raise to an \$ 820 per employee budget expenditure. This would have a budget impact of 5.2%. Of course the take home pay would reduce further by 7% for retirement and various amounts for state and local taxes. We might modestly project this as a total of 10%. The employee would thus, on the average, gain a take home pay of \$ 720.

It is true that this amount would have little gain for the higher grade levels but it would be significant to any grade below GS-12. If measured in ability to purchase gallons of milk, gasoline, pounds of tomatoes, meat, working mother nursery costs, absorption of local tax increases, and those essentials that invariably cost each employee the same relative amounts regardless of pay grade, it would be just and equitable to all.



DUTY DIGNITY
DEDICATION

When we hear that sacrifices are needed because of budget restraints it would appear that the more affluent can sacrifice while the lower income families suffer.

The integrity of the Federal pay classification system has become distorted by singular use of percentiles. It has raised the dollar spread between grades to the point that it is already out of balance. This suggested use of a single value pay raise of one thousand dollars for each employee could return the balance and allow for further meaningful study.

I would remind you that those implementing the present systems are in the higher grade levels. This can provide bias and I believe has. The dual payline and the new weighted system provide evidence that there has been a past inversion of raises from what should have been low to high to the opposite result.

Last year's budget restrictions and this year's planned restriction, so obviously implemented in the weighted systems that have been displayed to support budget limitations, have had sorry affects upon Blacks, Latins, Indians, Women, and the general working class who inhabit the lower grades. Purposeful, or not, it is a discriminatory pay system.

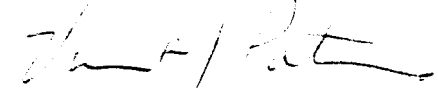
A further beneficial attribute of the single level dollar pay raise would be to bring the "blue" and "white" collar" Federal employees back into a closer proximity of pay. Under the different pay structures the two systems have developed a gap that is leading to poor management. The movement of "blue collar" workers to General Schedule jobs that require skilled trades experience is enjoined by pay differences. Skilled "white collar" workers are looking to joining the lower level wage grades to gain salary increases. Balance has been destroyed.

If computers, statisticians, and well paid study groups are to divorce equity, human needs, and employee morale from their considerations the impact will destroy the Federal service as we know it. The constant movement to the measurement of a public servant as a labor commodity has already changed attitudes and responses. This very significant philosophical change will lead from a shortfall of budget restraints to a future of bastille labor management relationships.

(3)

To the average Federal employee pay is bread, milk, meat and rent or mortgage payments. The one thousand dollar plan would recognize this and react to it, retaining reasonable budget restraints. It is time for the human equation to begin.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "Vincent J. Paterno", written over a horizontal line.

Vincent J. Paterno
President, A.C.T.



ASSOCIATION OF GOVERNMENT ACCOUNTANTS

NATIONAL OFFICE: 727 SOUTH 23RD STREET, SUITE 100, ARLINGTON, VA. 22202 (703) 684-6931

FORMERLY FGAA

JUL 29 1976

Mr. Raymond C. Weissenborn, Chief
Pay Policy Division
Bureau of Policies and Standards
U.S. Civil Service Commission
Washington, D.C. 20415

Dear Mr. Weissenborn:

The Association of Government Accountants appreciates the opportunity to present its views on the "Report on Pay Rate Determination" prepared by the staff of the President's Pay Agent.

The AGA is a professional association of approximately 9000 members in 75 chapters throughout the world. Our membership represents many of the Federal Government's financial managers, accountants, auditors and budgeteers. As an Association we fully support the Federal Pay Comparability Act, and believe that comparability, within the spirit and intent of the Act, will enable the Government to obtain and retain quality financial management personnel.

One of our primary concerns is that comparability in our professional field is not achieved by the studies which provide the basis for each year's pay rate determination. The survey performed by the Bureau of Labor Statistics, in order to achieve comparability, should match Federal occupations as closely as possible with similar occupations in the private sector. The BLS Survey, as we understand it, has concentrated on industrial accounting occupations. A significant number of Federal accounting positions have no titular counterpart in industry, unless recognition is given to positions such as: financial vice-president, treasurer, corporate controller, etc. These positions apparently were not included in the data base. On the other hand many Government professional auditors, perform tasks similar to public accounting firms at all levels including managing partners. We understand that CPA and law firms have been looked at in a prior survey but that the related pay rate information has not been included in the statistical data supporting the Staff's report. This non-comparability of pay rates for a large segment of the accountants in Government, means that a large number of our profession do not in fact, receive the full benefits of the Federal Pay Comparability Act.

We are also concerned that, at the lower grade levels of the professional pay structure, too much weight is given in determining pay rates to non-professional occupations, and particularly clerical categories. Perhaps the ultimate answer in achieving comparability is to provide separate pay structures for professionals in Government. Certainly, a number of surveys have shown that pay in the private sector for clerical, technical, administrative and professional fields do not change over time at the same rate. To average these four career fields must do injustice to some, and, therefore, there is little change for pay comparability in individual fields.

Another concern of our organization is the commitment to statistical curve fitting. We wonder if pay comparability is not more important than symmetry in meeting the purposes of the Act and providing comparable compensation for similar positions in the private sector.

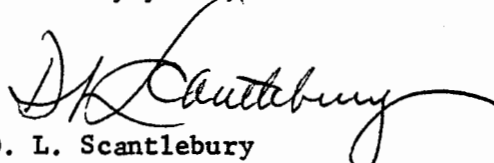
Finally, as we have pointed out in previous years, the freeze on upper level salary increases is having a significant impact in retaining top level professionals in Government. It is also proving to be an unfair hardship to those professionals who are dedicated to Government service and choose to work for lower pay than their private sector counterparts. We realize that such a change is not within the purview of the Staff of the President's Pay Agent, however, we sincerely believe that all who are concerned with pay comparability and a strong, competent Federal career service, should do all in their power to seek redress for this unfortunate situation.

We are happy to note that the Staff is recommending a graduated percentage scale for pay rate increases this year. The middle grade professionals who are not hampered by the freeze have also fallen behind their private sector counterparts. The graduated scale of pay increases should correct this problem.

The Association of Government Accountants will be happy to discuss in further detail any of the recommendations we have made and provide data to support the recommendations if desired. We are an Association of dedicated Government professionals and our primary goal in responding to your report is to obtain pay rates which will attract and retain the best qualified financial management personnel for the Federal Service.

We would greatly appreciate a copy of the Pay Agent's report so that we may respond to the Advisory Committee on Federal Pay.

Sincerely yours,


D. L. Scantlebury
National President



ASSOCIATION OF SCIENTISTS AND ENGINEERS
OF THE NAVAL AIR AND SEA SYSTEMS COMMANDS
DEPARTMENT OF THE NAVY, WASHINGTON, D. C. 20362


29 July 1976

Mr. Frank S. Mellor
Acting Chief, Pay Policy Division
U. S. Civil Service Commission
Washington, D. C. 20415

Dear Mr. Mellor:

This letter is written in response to your letter of July 9, 1976 which requested comments on the 1976 Federal employee comparability pay increase.

This Association endorses in its entirety the reply you received from the National Federation of Professional Organizations dated July 23, 1976.


C. G. GEIGER
President, ASE

Copy to:
National Federation of
Professional Organizations

FEDERAL BAR ASSOCIATION

(202) 638-0252
1815 H STREET, N.W., WASHINGTON, D.C. 20006

August 9, 1976

Mr. Frank S. Mellor
Acting Chief Pay Policy Division
Bureau of Policies and Standards
U.S. Civil Service Commission
Washington, D.C. 20415

Dear Mr. Mellor:

The Federal Bar Association appreciates the opportunity to comment upon the proposed Pay Rate Determination as it effects the comparability process and the recommended October 1976 adjustment.

Unfortunately, as has been repeatedly noted by this organization in commenting upon prior year recommendations, the current pay increase proposal does gross injustice to the concept of pay comparability as applied to the Federally employed attorney. Further, the use of the weighted payline methodology recommended by the President's Pay Agent results in even greater inequity and distortion of the comparability principle when applied to Federal Attorney compensation than the previously critized equal weights method utilized in the three immediately preceding years. These conclusions are based upon a review of the materials submitted to the Federal Bar Association by your office.

As to specifics, considering first the attorney entrance grade levels of GS-9 or GS-11 where grade advancement can reasonably be anticipated shortly after completion of one year of Federal Service, the private enterprise salary rate as determined by the latest Bureau of Labor Statistics Survey (BLS PATC Survey) was computed at \$15,413 for attorneys at the GS-9 level and \$18,667 for GS-11 level attorneys. The proposed pay rate for step 1 GS-9 utilizing the SGH weighted payline as recommended by the President's Agent is \$14,097, approximately \$1,300 below the comparability figure. The SGH weighted payline figure for step 1 GS-11 is \$17,056, approximately \$1,600 below comparability. The figures developed from the equal weights method establish rates for step 1 GS-9 at \$14,550, approximately \$900 below comparability, and for step 1 GS-11 at \$17,617, approximately \$1,000 below comparability.

At the intermediate or journeyman levels of GS-13 and GS-14 the BLS Survey results indicate \$29,828 for attorneys at the GS-13 level and \$36,308 for GS-14 attorney positions. Utilizing the recommended payline as indicative of a representative salary level at these grades (as opposed to the step 1 level at the entry grades) the SGH weighted payline for GS-13 is \$27,636, approximately \$2,200 below the comparable private enterprise rate. At GS-14 the SGH weighted payline figure is \$32,311, approximately \$4,000 below comparability. Under the equal weights method, which the President's Agent did not recommend, the payline figures for GS-13 and GS-14 were \$28,340

Mr. Mellor

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August 9, 1976

and \$33,539, respectively, approximately \$1,400 and \$2,800 below private enterprise comparability.

At the senior attorney level of GS-15 while the BLS Survey indicates a private enterprise salary of \$43,747, the recommended SGH weighted payline is placed at \$37,271 or \$6,500 below comparability. Use of the equal weights method would result in a GS-15 payline figure of \$39,456, a mere \$4,300 below the private enterprise counterpart.

It is obvious that the various methods developed by the responsible agencies in an effort to achieve some semblance of pay comparability throughout Government contain an inherent weakness rendering them incapable of providing any degree of pay comparability for the Government's Lawyers. The legal profession and the compensation realized by its practitioners being unique and distinct do not lend themselves to comparisons with other groups or professions. As was recognized by the "Oliver Report", compensation levels for Government Attorneys should be subject to a special pay scale. The present system for determining pay comparability as regards the Federal Lawyer is both inequitable and distortive. Only through the establishment of a totally separate, special, and distinctive pay scale for attorneys will it be possible for the Federal Government to provide a fair and equitably comparable level of compensation to its attorneys.

Sincerely yours,



Ronald M. Smullian
Chairman, Council on
the Federal Lawyer

RMS:cjw

FEDERAL EXECUTIVES LEAGUE

1835 K STREET, N.W., SUITE 907

WASHINGTON, D. C. 20006

(202) 785-4536

August 17, 1976

Mr. Raymond C. Weissenborn
Chief, Pay Policy Division
U.S. Civil Service Commission
1900 E St., N.W.
Washington, D.C. 20415

Dear Mr. Weissenborn:

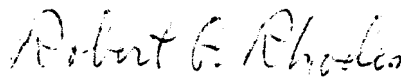
Thank you for your memorandum of August 12, 1976, enclosing a copy of the draft report on adjustments in Federal pay rates needed to achieve comparability with private enterprise pay rates in 1976, and inviting our views and recommendations by August 18th.

The draft Annual Report of the President's agent clearly demonstrates, once again, the extreme inequity in the current and proposed pay scales for senior Federal career employees. The recommended modest increment for employees in grades GS-15-7 and above is alien, indeed, to the very principles guiding the establishment of Federal pay rates. Equal pay for grades GS-15-7 through GS-18 is absurd in view of the requirement of equal pay for substantially equal work. No distinction is made in pay to match distinctions in work and performance. The gross differences between the actual pay level and the computed asterisk level ranging from \$945 to \$14,810 make a mockery of comparability to the private sector. The deepening injustice can only further strain the ebbing morale of Federal executives.

The compression of pay scales in the top grades provides no incentive for lower grade employees to compete for senior civil service positions. Why aspire to move up the grade ladder when the pay increase is minor to compensate for the additional heavy responsibilities the position entails? For this reason, many highly qualified and deserving individuals are reluctant to express an interest in promotion to higher grades. As a result, mediocrity is often rewarded with promotion and the upper echelon of Federal executives fails to maintain or increase its overall competence.

We recognize that the pay agent's recommendations are restrained by P.L.94-82. However, we know of no reason why he cannot urge the President to use all available means to eliminate this festering problem without delay.

Very truly yours,



Robert G. Rhodes
President



THE FEDERAL PROFESSIONAL ASSOCIATION

824 COLORADO BUILDING • 1341 G STREET N.W., WASHINGTON, D.C. 20005 • (202) 783-2362

July 30, 1976

Mr. Raymond C. Weissenborn, Chief
Pay Policy Division
Civil Service Commission
Washington, D.C. 20415

Dear Mr. Weissenborn:

Thank you for the opportunity to comment on the staff proposal for the FY77 pay adjustment and the report on pay rate determination.

In general we believe that your staff has done an excellent job in analyzing the many factors involved in pay rate determination and in elucidating a number of possible approaches to this process. We appreciate the legal and temporal constraints under which you operate in the annual pay determination process, and we understand your eagerness to implement changes that you believe are desirable as soon as possible. But we do find it difficult to assimilate in a few weeks the many technical proposals developed over a period of months or years, and we urge (as we have previously) that you attempt to elucidate potential changes in methodology many months in advance of their possible implementation in the annual pay adjustment. We have learned that each July brings its surprises from the President's Agent; we shall attempt to respond in the present instance in as constructive a manner as possible.

1. Weighting the BLS data. The concept of weighting the average salaries from the BLS survey seems to be a good idea, since there is really little justification for the procedure used heretofore. The precise weighting formula that should be used is still open to question. At present we see little objection to the PATCO method as an expedient for attempting to integrate salary data that are widely dispersed by occupation. While the Agent is required to work within the present laws, it is clear that only fundamental changes in job schedules and/or classification will really alleviate some of the gross discrepancies that the BLS data demonstrate. The PATCO method treats the symptom, not the disease. In the absence of the fundamental legislative changes that are needed to establish separate schedules, we tentatively endorse the PATCO method. We have examined the relevant arguments of the Federal Employees Pay Council, and in principle there are some potentially valid objections in their paper. However, in the absence of specific examples of the impact of the claimed deficiencies in the PATCO procedure, we do not find their arguments persuasive. (Given more time, the FEPC may be able to support their contentions; if so, we would consider modifying our endorsement of the PATCO weighting.)

2. Problems with the payline fitting process. We are somewhat more concerned with the validity of the payline fitting process. In practice, it is, of course, the adoption of the PATCO weighting of BLS data, coupled

with the previously adopted "dual payline" procedure, that has caused the recommended salary increases to fall far short of what would have appeared equitable under the "old" methodology. In this sense the payline formula and method of fitting are of only secondary importance, for the dual payline approach tends to preserve to some extent the present overall salary graduations, regardless of the particular payline formula. Since the principal purpose of formulating a payline is to provide sound internal alignment, the proper fitting procedure should strive for the best overall fit over the entire GS range; the number of individuals at each grade is irrelevant. We believe that the procedure by which each data point is weighted according to the appropriate population (GS or PATCO) tends to overemphasize the goodness of fit in the middle grades, while providing a representation at the lower and higher ends that could be rather poor. This problem is exacerbated by the use of a curve of the SGH type, where the x^2 term assumes a crucial role in the highest three or four grades, while its coefficient (log C) has been determined by a process that gives zero weight to GS-16 to 18 and gives such small weight to GS-14 and 15 that they might almost be ignored. It is apparent that the SGH method provides a payline that is much lower at the highest grades than the "traditional" payline extrapolation (which is, itself, far below the real private sector values). Again, we emphasize our understanding that there is considerable cancellation of this discrepancy with the PATC and GS payline differences are obtained; but we maintain that the procedure is inherently unsound and can lead to erratic variations in this extrapolation.

We have carried out a least squares fit of the PATC and GS salaries to the SGH curve without weighting the data points. The results are given in Table 1, where they are compared with your results from the weighted fit. It is apparent that the "comparability gaps" determined by the two procedures are quite different. The unweighted fit generally provides much smaller gaps in the lower grades, which would, of course, reduce the overall cost of the pay adjustment substantially. At the same time the extrapolated values of the comparability gaps for the supergrades are substantially increased. At present these latter salaries are only hypothetical, but it is important to know what values would reflect "comparability" when and if it is politically feasible to achieve it. The values from the unweighted fit come closer to what is believed to be the private sector equivalents on the basis of the 1974 CSC survey. (This point is discussed in more detail below.)

We find little objective merit in the weighted SGH curve, and we recommend that the ramifications of its use be thoroughly investigated. If the SGH curve, with weighted data point fitting, is nevertheless adopted for the FY77 pay adjustment process, we urge that it be done so only on a tentative basis, with its permanent retention made dependent on an analysis of the issue we raise here.

3. An alternative approach to a payline. Your study of various functions that might be used as a payline prompted us to reexamine an alternative formula developed by E. M. MacCutcheon, of our Executive Committee, and

presented in graphical form to the Advisory Committee on Federal Pay in 1974 and in an updated version to the Rockefeller Commission. The function employed (call it the EMM formula) is

$$S = a/(c - G)^b,$$

where S is salary, G is GS grade (1-18), and a, b, and c are constants. The value of c was set equal to 23 in a purely empirical manner, while a and b were then determined by a least squares linear regression procedure by transforming the EMM formula to its logarithmic form

$$\log S = \log a - b \log (23 - G)$$

The result, applied to 1974 data, is shown graphically in Figure 1. There is a rather good fit over much of the range, and significantly the line also fits quite well the private sector data for GS-16, 17 and 18 that were obtained by the Civil Service Commission in 1974--an area in which the traditional payline deviates badly. Clearly this equation provides a poor representation of the BLS data at the lowest grades.

We have now investigated the use of this equation to represent only the professional and administrative salaries at GS-5 through 15. The results are shown graphically in Figures 2-5 for 1973-76. (These plots use unweighted BLS data, since we had no weighted data for earlier years.) The fit is generally good, and the extrapolated values for GS-16 through 18 in 1974 fall close to, but somewhat lower than, the CSC private sector data. There are problems with this particular functional form, and the precision of fit in the middle professional grades is not nearly so good as the SGH curve. However, the EMM curve surely provides a much better representation of what is thought to be the private sector salaries in the upper grades. We believe that your staff might profitably explore functions of this or other forms that provide at least a gross overall representation of the private sector; they could then attempt refinements to improve the precision of fit.

4. Time lag and other aspects of the pay survey. Finally, we would like to mention a point that was brought out in previous years' comments by the FEPC. There are a number of "reforms" of the pay survey and pay adjustment process that have been discussed for several years. We realize that not all of them can be implemented simultaneously. But while those that tend to reduce Federal pay (such as the new methodology introduced this year) have been implemented, those that would probably have the opposite effect (e.g., consideration of cash bonuses, and allowances for less than a 40 hour week in many parts of the private sector) seem to be delayed interminably. We believe that the credibility of the President's Agent in attempting to devise an equitable pay setting system would be enhanced by giving priority attention to some of these neglected aspects of the process.

One particularly important area is the lag in adjusting Federal pay to comparability with the private sector. On the assumption that private sector

Mr. Raymond C. Weissenborn

July 30, 1976

Page 4

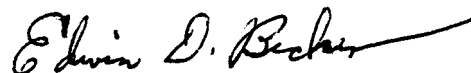
pay is rising at a uniform rate throughout the year, Federal salaries lag by one full year--six months due to the period required to evaluate the BLS data and determine the nature of the pay adjustment, and an average of six months more during the year, after the salary scale is implemented at a fixed amount. Surely a simple extrapolation based on the previous year's results could be introduced to compensate for these lags, with any discrepancy between projected and actual performance of the private sector corrected at the time of the next adjustment.

5. Recommendations. With regard to the immediate problem of presenting a recommendation to the President on the 1976 pay adjustment, we endorse the graduated adjustment that arises from the PATCO weighting and the SGH payline, but we believe that an unweighted fit would provide a more rational and defensible approach to internal alignment. Within the limitations imposed by time and existing law, these procedures seem to provide reasonable comparability (as of March 1976) to most GS employees. Reports persist in the press that you are also considering a flat percentage increase for all grades. The BLS data, regardless of how they are massaged in the pay determination process, demonstrate that the greatest deficit in the GS scale is at the higher grades; hence, a flat increase would only detract from comparability and cannot be supported.

The principal deficiencies of the pay-setting process continue to be the existence of an arbitrary salary ceiling, an unrealistic expression of the "comparability" salaries for the upper grades (which will be significant when and if the salary ceiling is removed or raised), and the time lags in implementation. We hope that your Division will take the lead in proposing equitable and realistic solutions to these problems.

We shall be glad to elaborate on any of the points in this letter or to discuss other aspects of the pay setting process with you.

Sincerely yours,



Edwin D. Becker
Chairman, Pay Committee

Table 1

SGH Paylines*

GS Grade	PATC Salary	Weighted Payline	Unweighted Payline	GS Salary	Weighted Payline	Unweighted Payline	Comparability Gap	
							Weighted Lines	Unweighted Lines
1	6186	6352	6235	5658	6078	5808	274	427
2	6877	7212	7072	6487	6909	6664	303	408
3	8225	8160	7998	7617	7823	7612	337	386
4	9494	9201	9018	8881	8826	8656	375	362
5	10189	10341	10138	10139	9920	9800	541	338
6	10344	11583	11364	11411	11109	11044	474	320
7	13513	12931	12700	12429	12395	12390	536	310
8	13300	14387	14150	14145	13778	13839	609	311
9	16465	15953	15720	15037	15258	15387	695	333
10	-	17631	17411	17092	16835	17031	796	380
11	19776	19419	19227	18288	18507	18767	912	460
12	22708	23322	23239	21848	22117	22482	1205	757
13	27429	27636	27756	26009	26042	26452	1594	1304
14	32533	32311	32757	30541	30213	30568	2098	2189
15	38696	37271	38202	35636	34536	34694	2735	3508
16	-	42419	44025		38897	38677	3522	5348
17	-	47634	50134		43163	42345	4471	7789
18	-	52775	56415		47192	45536	5583	10879

* See equations and footnote on next page

SGH Curves: $\log y = \log A + x \log B + x^2 \log C$

	PATC		GS	
	Weighted	Unweighted	Weighted	Unweighted
A	5576.7747	5480.1318	5328.2876	5038.7638
B	1.1410019	1.1393863	1.1429093	1.1552075
C	0.9983 [#]	0.9985121	0.9981 [#]	0.9977534

[#]It is interesting to note that the parameters you provide for the SGH curves do not, in fact reproduce the salary figures given in the tables. For example, in the computation of the reference payline on p. 5 of the SGH set the parameters given provide a GS-18 salary of \$45779, rather than the \$47192 that you list. The discrepancy arises entirely because the value of C is given to only four significant figures (0.9981), whereas the value that you evidently used in your computation must have been 0.9981485. This difference of only 0.0049% in C is thus seen to have a rather profound effect at high GS levels. We have not had an opportunity to carry out a non-linear least squares fit with a computer program that evaluates the dispersion in the "best" values of the parameters that it determines, but we suspect that the dispersion in C, an inverse measure of its reliability, would be relatively large.

FIGURE 1

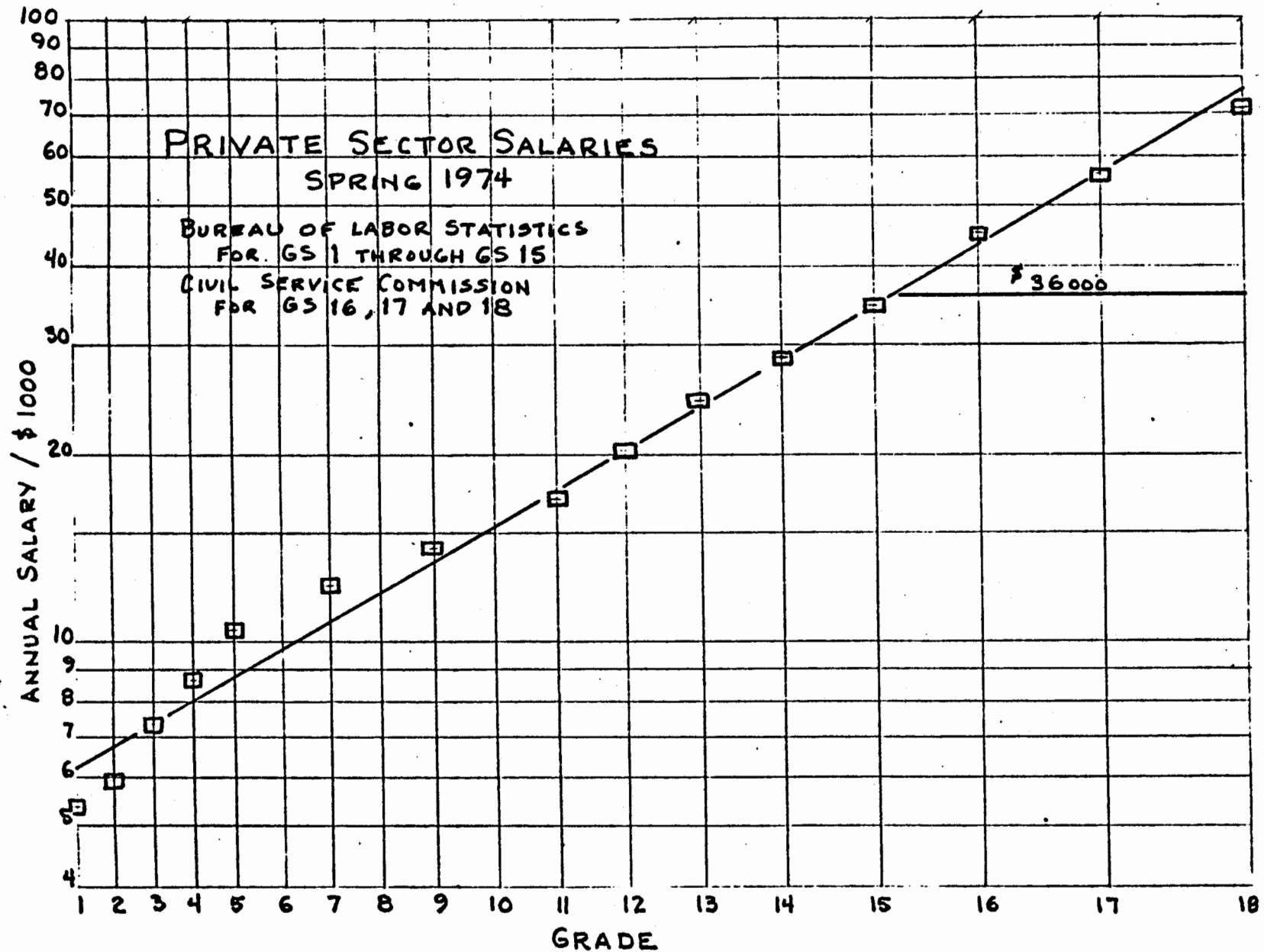
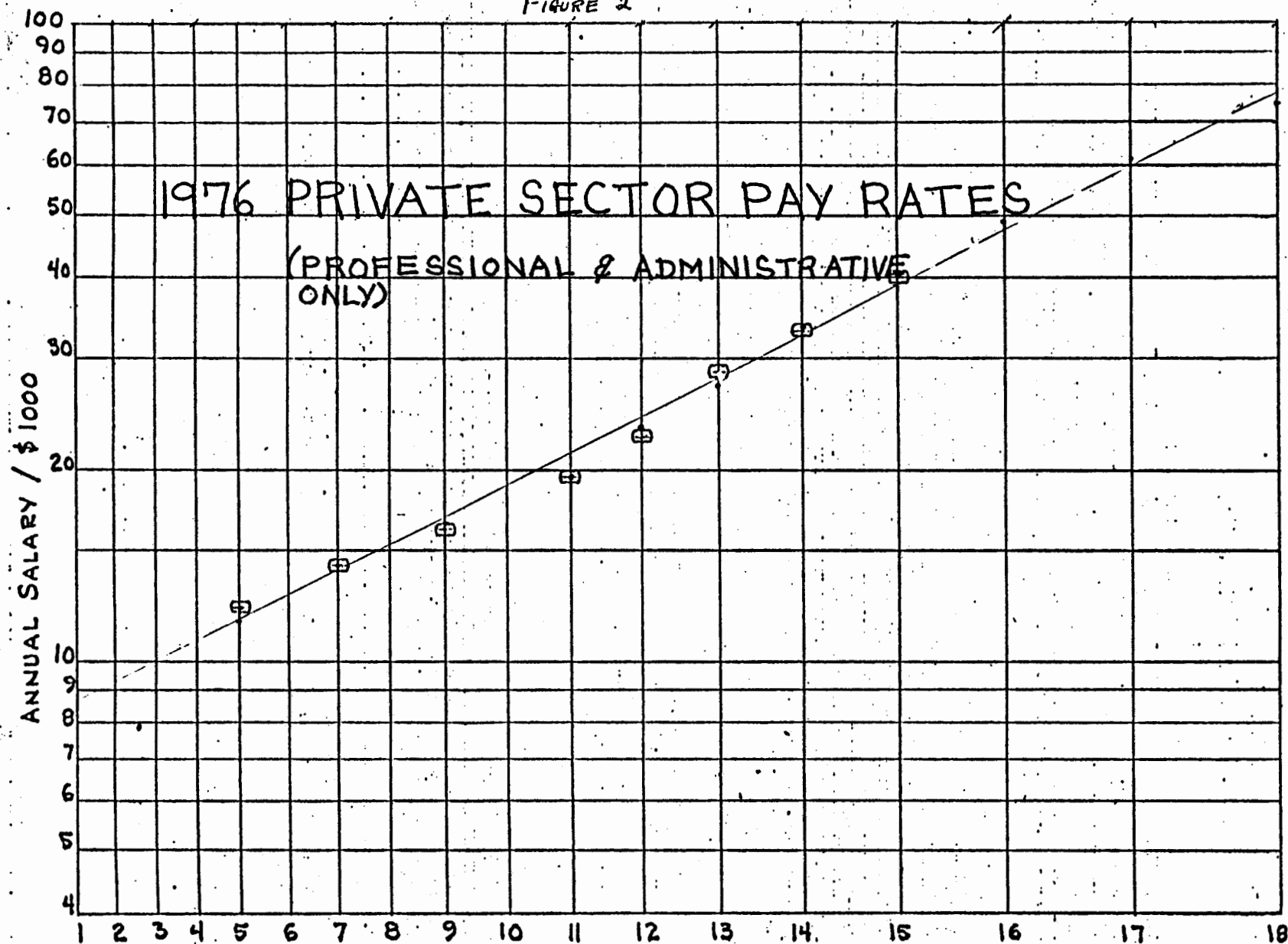
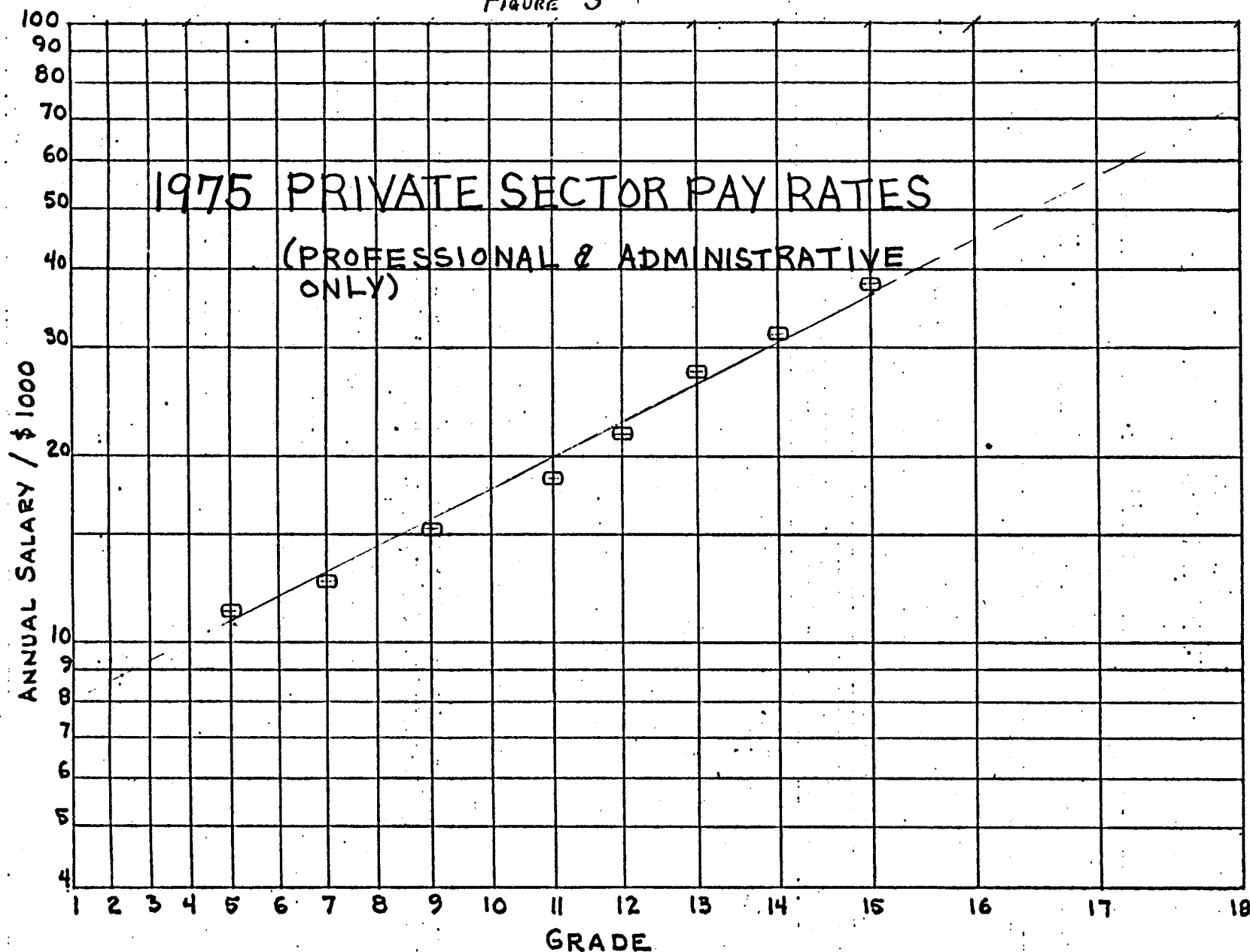


FIGURE 2



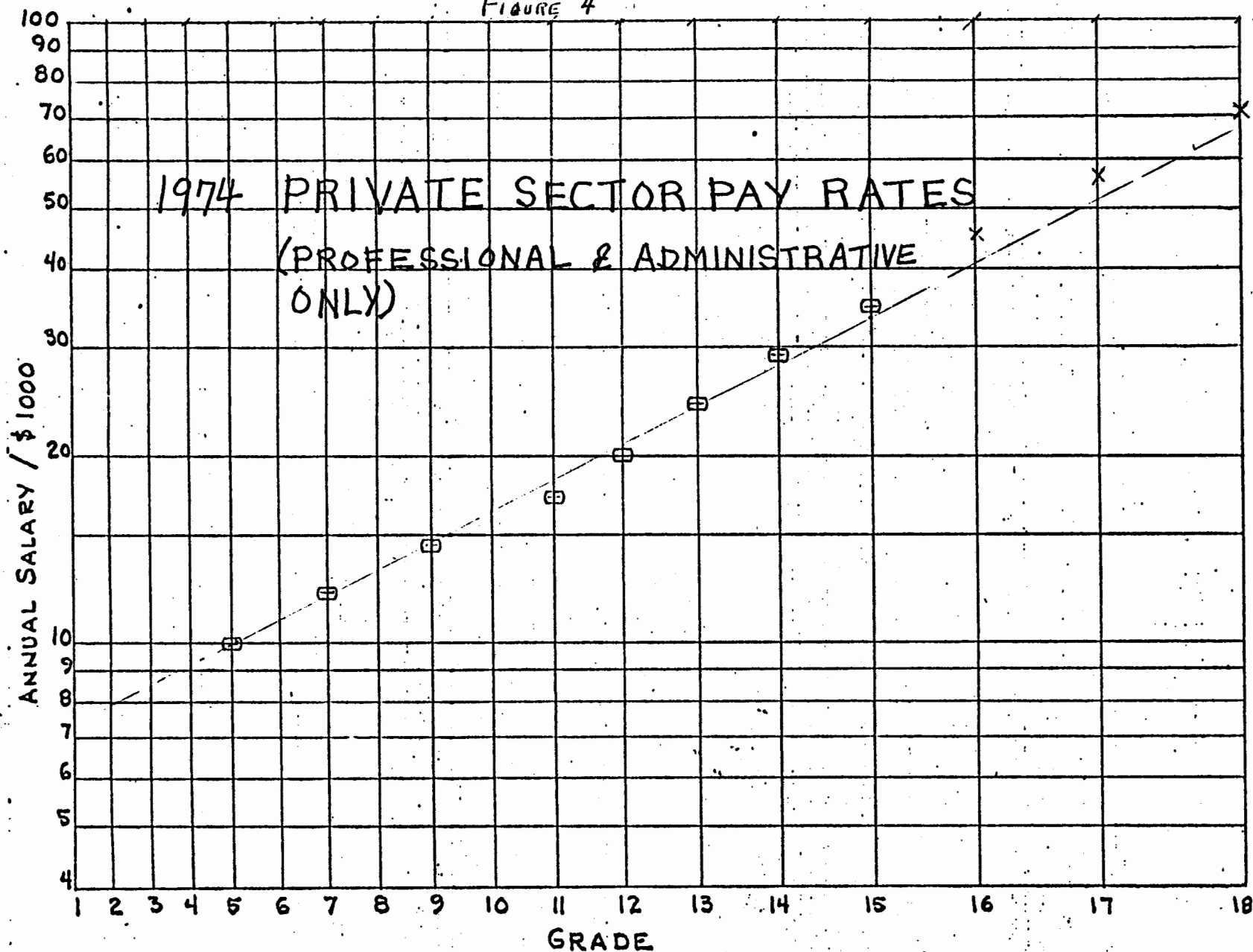
$$\log S = 5.939891 - 1.494794 \log (23 - G)$$

FIGURE 3



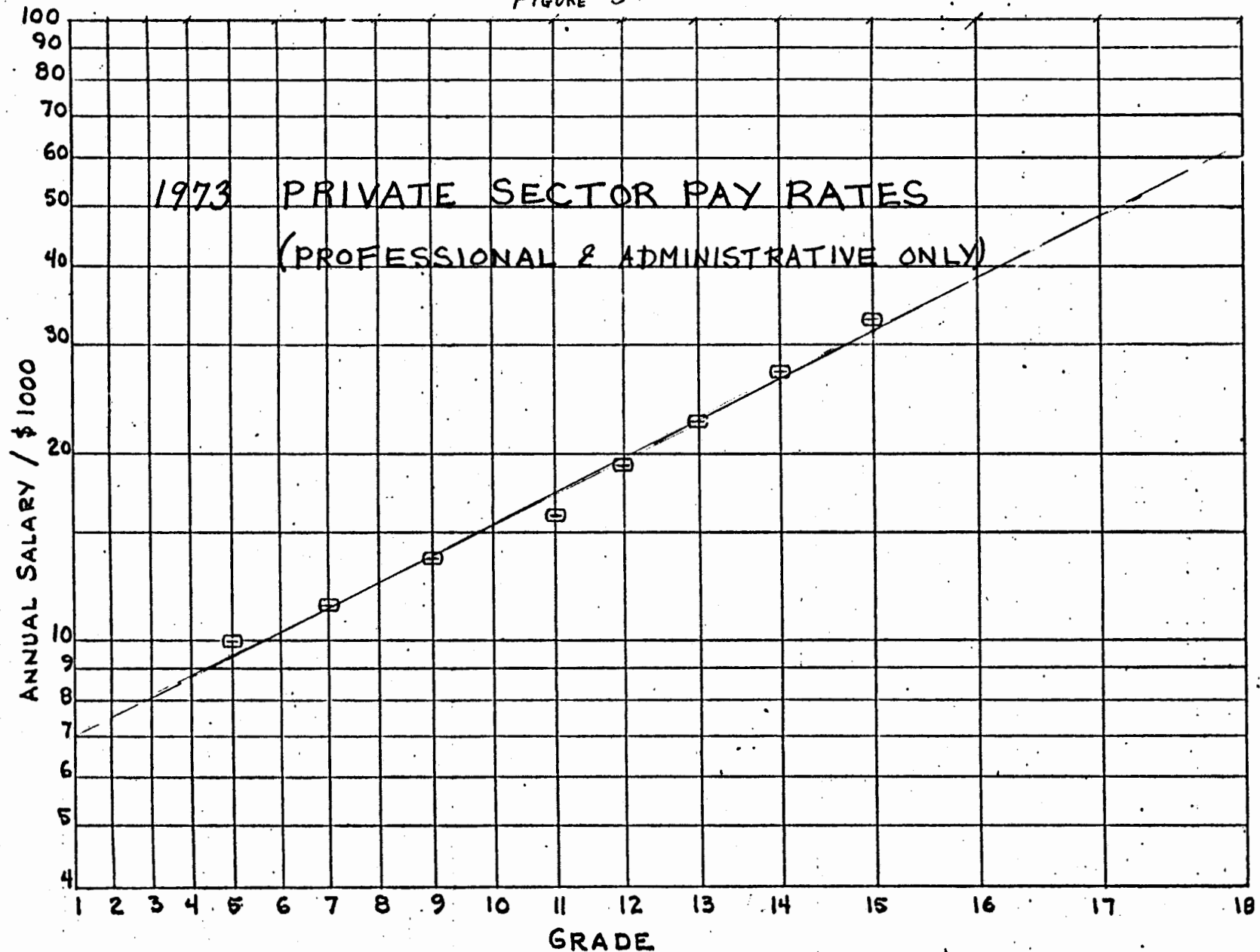
$$\log S = 5.915985 - 1.496720 \log (23 - G)$$

FIGURE 4



$$\log S = 5.877132 - 1.495717 \log (23 - G)$$

FIGURE 5.



$$\log S = 5.839260 - 1.483703 \log (23 - G)$$

NATIONAL FEDERATION OF
PROFESSIONAL ORGANIZATIONS
1225 Connecticut Avenue, N.W.
Washington, D.C. 20036

July 23, 1976

Mr. Frank S. Mellor
Acting Chief, Pay Policy Division
U.S. Civil Service Commission
Washington, D.C. 20415

Dear Mr. Mellor:

We acknowledge receipt of your letter of July 9 enclosing materials with respect to determination of the 1976 Federal employee comparability pay increase, and requesting our comments by July 30.

We greatly appreciate the meeting which was accorded to us by Mr. Weissenborn on July 20.

This letter is written on behalf of the eleven professional societies that compose our Federation: Air Traffic Control Association, Airways Engineering Society, Association of Scientists and Engineers, Federal Plant Quarantine Inspectors' National Association, National Association of Federal State Employees, National Association of Federal Veterinarians, National Association of Government Engineers, National Society of Professional Engineers, Navy Field Safety Association, Organization of Professional Employees of the Department of Agriculture, and Patent Office Professional Association.

1. We are not in favor of Step 1 of the proposed weighting process, which weighs the increase within each Federal grade according to the Federal population of the different job specialties within that grade. The only purpose of this recommended change in procedure appears to be to lower the comparability gap from an average of 8.25% to 5.17%. While genuine improvements in the comparability determination ought to be welcomed by everyone, this does not appear to be an improvement, but only a change of procedures which is designed to, and has the effect of, lowering the percentage of comparability gap. It appears from the data furnished to us by the Commission that within every GS grade there are a multitude of job series that receive greatly different pay in the private sector, and the effect of the Commission's action is to deprive those Federal employees in that Federal grade who receive the highest rates of pay in the private sector from the full extent of the comparability increase to which they are entitled. We still recall vividly the maneuver of the Pay Agents of several years ago in which the Pay Agents reduced the comparability increase to which employees were entitled from 5.5% to 3.2% by changing the

Mr. Frank S. Mellor

July 23, 1976

Page 2

Federal pay line from instep 4 to instep 5. This repeated practice of reducing the pay increase by changes in methodology is unfair and unjust. The Pay Agents never seem to consider a change in methodology which would increase the percentage adjustment. In view of the President's public comments on limiting this year's adjustment to 5%, it seems clear that the proposed weighting process is a political decision, designed to assist the President in that objective by making it appear that this is the full extent of the pay gap. This would eliminate the necessity of presentation of an "alternative plan", with all of its political implications.

2. We object strongly to the second stage of the proposed weighting process in which the comparability lag for each Federal grade is weighted by the population of that grade. Obviously, the purpose and effect of this is to lower the comparability increase to which employees in the higher grades are entitled. We have always believed that the past practice of giving one average percentage increase for all grades was in violation of that portion of the Pay Comparability Act which provides that the adjustment shall cause Federal rates of pay to be comparable with that of private enterprise "for the same levels of work". As we understand the Commission's data, for example, if GS-15 were to receive in 1976 the percentage of increase which the data of the BLS indicate, it would receive an increase of 10.31%. Because of the small population of that grade, and the proposed weighting process, this will be reduced to 7.92%. Every grade above GS-10 will similarly suffer in that it will not receive the full extent of the comparability increase to which it is entitled. We do not perceive the slightest rational basis for this proposed weighting, and our inquiries have adduced only the answer that it is desirable for "internal consistency".

We have questioned the legality of one uniform percentage increase for all grades, in prior years. In its 1975 Report, the Advisory Committee on Federal Pay also questioned it. The staff of the Pay Agents now proposes to bow to these views, but then immediately proposes to eliminate most of the increase because of the relatively low population of the higher grades - a factor of no intelligible relevance whatever. What the staff proposes to give with one hand, it immediately proposes to take away with the other.

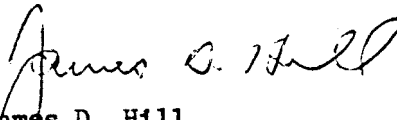
3. From the data submitted to us by the Commission we perceive that within every Federal GS grade there are a number of job series which are in fact paid much differently in the private sector. In grade GS-7 for example, the BLS surveys show that in private industry persons in these specialties are paid between \$11,442 and \$15,288. Yet, in the Federal scheme of things, they are all lumped together within one GS grade, in which all of these job series are paid exactly the same. This indicates to us that something is wrong with Civil Service Commission's classification

Mr. Frank S. Mallor
July 23, 1976
Page 3

standards. The differences in pay rates are so great as to indicate that some Federal job specialties are erroneously classified. This should be corrected. If it were corrected, the Pay Agents would no longer have the problem of weighting the percentage of comparability increase within each grade, so as to achieve a compromise that does justice to no one, and employees in the higher paid specialties within each grade would not be denied the full extent of the comparability pay increase to which they are entitled.

4. We have previously complained that the views and recommendations of employee organizations not represented on the Federal Employees Pay Council are not solicited until a date so late in the determination process that we have no real opportunity to consider the proposed actions, or to comment in any meaningful fashion. At the last moment, we have been called in, and informed of decisions already reached. The Advisory Committee on Federal Pay, in its 1975 Report to the President, also commented on this, and recommended that our organizations be involved in the pay setting process sooner and to a greater degree than in prior years. This year the shortness of time and resulting disadvantage to us was especially egregious. We raise this matter again, and hope that in future years we may be invited to participate sooner, and to a more meaningful degree.

Sincerely,


James D. Hill
Executive Director

JDH:aac

National Society of Professional Engineers



2029 K STREET, N. W., WASHINGTON, D. C., 20006

August 17, 1976

(202) 331-7020

OFFICE OF THE
EXECUTIVE DIRECTOR

Mr. Raymond C. Weissenborn, Chief
Pay Policy Division
U. S. Civil Service Commission
Bureau of Policies and Standards
Washington, D. C. 20415

Dear Mr. Weissenborn:

Thank you for permitting us to comment on this year's proposed Federal pay increase.

As a member of the governing council of the National Federation of Professional Organizations we helped draft that organization's letter of July 23, 1976 to Mr. Frank F. Mellor, Acting Chief, Pay Policy Division, U. S. Civil Service Commission.

This Society reiterates its position of many years' duration, one that we have expressed to the Civil Service Commission, to the Rockefeller Panel, to Congress, and others--that true comparability for professionals is not attainable in our judgment until there is a separate pay schedule for professionals. Until this happens, the comparability process should "weight" professionals by titles, disciplines and levels against their private sector counterparts; and, it seems clear that if this were done in 1976, engineers, for example, would be getting on the average at least 6.8 percent increase in their salaries in October. But even more important, the Federal Government would be put in a better position to compete with private industry in recruiting and retaining the best engineers available.

The whole matter of separate pay for professionals was succinctly put by the Comptroller General in his report to the Congress on needed Federal white collar pay system changes last October when he recommended legislation to establish separate systems designed around more logical groupings of occupations, with pay being based on the rates existing in the labor market in which each group competes. As the NFPO letter of July 23, 1976 pointed out, the differences in the pay rates among professionals is so great as to indicate that some Federal job specialties are erroneously classified. Just recently our Professional Engineers in Government, a practice division of this organization, went on record as recommending more active involvement of this Society in the

August 17, 1976

classification of government engineers. But while this is a related issue and we realize it is down the road, we hope this will be included in the comments to the President.

Until a better classification system for professionals is developed, until separate pay schedules for professionals are established, and until a better index of the proper salary increase is arrived at (such as tying salary increases in with the cost-of-living index), we urge the continuation of the existing equally weighted salary averages be recommended to the President. This is the system of record and hence one that has the advantage of being more acceptable to those who are affected by it. For all of its alleged statistical disadvantages the current system seems to give a fairer shake financially to the Federal employee in that it would provide a pay raise this October more in line with other segments of the national economy.

Very truly yours,

A handwritten signature in cursive script, reading "Paul H. Robbins".

Paul H. Robbins, P.E.
Executive Director

cc - Mr. Jerome M. Rosow



Organization of Professional Employees of the U. S. Department of Agriculture

P.O. BOX No. 381 ► WASHINGTON, D. C. 20044 ► PHONE: ⁴⁴⁷⁻⁴⁸⁹⁸~~200-2312~~

Organized
April 8, 1929

August 17, 1976

Mr. Raymond C. Weissenborn, Chief
Pay Policy Division
United States Civil Service Commission
Bureau of Policies and Standards
Washington, D. C. 20415

Dear Mr. Weissenborn:

This replies to your letter of August 12 and supplements our letter of July 26, 1976.

In our letter of July 26 we identified those areas where we felt the present system of analysis is not adequate and suggested steps we believe are needed to improve the administration of the pay comparability process. We believe these recommendations will help to achieve the goal of a fair and equitable Federal Pay System comparable with similar occupations in the private sector. Our organization's objective is to obtain a pay system that, when compared with the private sector, is competitive job by job and one in which the salary is neither too high or too low.

This letter is not intended to amend the points made in our July 26 letter other than to emphasize that the pay comparability adjustment seems on the low side. As we noted in our letter to you of July 26, we find it difficult to understand why this system of calculating salary increases resulted in an average grade increase of only 5.2% while the average increase in the private sector was 7.0%. At this late date, probably no statements we make will affect your recommendations to the President, but we do emphasize that the pay adjustment for General Schedule employees averaging 5.17% seems to us to be unfairly low.

We concur and heartily endorse the recommendation that provides for separate salary increases to be approved for each grade level. We have continued to oppose the single average increase for all grades as we felt this compressed salaries and did not meet the pay comparability objective. We are therefore pleased that this feature has been included as a part of your recommendation. While the weighted average concept falls short of providing equitable pay comparability, it is an improvement over past procedures which established a single average increase for all grades.

2 - Mr. Raymond C. Weissenborn

We suggest that the weighted average concept be refined for use in future analysis. While using job population as a weighting factor provides a salary adjustment that comes closer to meeting appropriate pay adjustments for the greatest number, by the same token, it widens the spread for those small, but important, groups of employees now included in most grade classes. Weighted averages are good as long as they are used to compute averages of comparable jobs and comparable salaries. The system breaks down when non-related occupations are used. This, in our opinion, is the basic problem with the present job population weighting procedure. To illustrate, in grade 5, the weighted average salary includes such non-related occupations as \$8,774 computer operators with \$13,918 engineers. We believe the weighted average concept will work when separate categories and job disciplines are used for salary comparisons and the job matching procedures include comparable levels of training, education and years of experience.

We appreciate very much the opportunity to express our position on this very important issue.

Sincerely,

George E. Bradley
George E. Bradley
Executive Director



Organization of Professional Employees of the U. S. Department of Agriculture

P.O. BOX No. 381 ► WASHINGTON, D. C. 20044 ► PHONE: ⁴⁴⁷⁻⁴⁸⁹⁸~~344-4898~~

*Organized
April 8, 1929*

July 26, 1976

Mr. Raymond C. Weissenborn, Chief
Pay Policy Division
United States Civil Service Commission
Bureau of Policies and Standards
Washington, D. C. 20415

Dear Mr. Weissenborn:

We have reviewed the proposals submitted with your letter of June 18, 1976 and with Frank Mellor's letter of July 9. We have also studied the memorandum of June 3 by representatives of the President's Agents, the report of the Independent Review Panel and the statement of the Federal Employees Pay Council. As you know this is a complex problem and with the voluminous data developed it is practically impossible, within the limited time allowed, to analyze, in depth, your 1976 pay comparability proposals.

First, we want to compliment you on the efforts made to improve the analysis of the system. However, the efforts to date do not attack what we believe to be the most basic needs. First, all the refined analysis and improved statistical methods are no better than the basic data being analyzed. This can only be resolved by broadening the job survey, by obtaining more accurate job comparisons and by including only comparable occupations and skill levels in each analysis.

The next point that disturbs us is the rigid and total adherence to your internal job alignment. In all studies we have had a chance to review this item is given precedence over the concept of obtaining external comparability. We believe the intent of the Pay Comparability Act is to provide equal pay for equal work. More important it permits fair and reasonable competition between the Federal Government and the private sector in obtaining a capable and qualified work force. This latter point is the basic reason why this organization has constantly supported and worked for a sound and effective system of pay comparability.

We should point out that grade creep brought on by employment problems in high cost-of-living areas and grade adjustments used to compensate for the low Federal salaries during the period after the end of World War II and the eventual establishment of pay comparability in 1970, have helped distort the internal job alignment to the point where it should receive careful and full review. If, as implied in our meeting of July 20, the internal grade alignment is a statutory requirement, serious consideration should be given to corrective legislation.

While we would subscribe to a weighted average as opposed to a simple average, we have a hard time justifying the weighting proposals contained in the five samples provided us for review. First, it is hard for us to accept and justify a weighted average method that arrives at an average grade increase of only 5.2% while the average increase in the private sector was 7.0% (7.3% for clerical jobs and 6.7% for professional, administrative and technical occupations). This has raised a doubt in the minds of many as to the underlying reason why the weighted average used by your staff comes so near the 4.7% to 5.0% Federal pay raise ceiling established by the President in his budget message.

This becomes more suspect when we note that the equal weight procedure used in all previous analysis show an average justified salary increase of 8.25% to obtain comparability for 1976. When we consider first that the 1975 pay comparability adjustment, approved by the President, was 3.66% below the amount determined as needed to obtain true pay comparability last year, and second, that the average increase in the private sector for 1976 is 7.0%, we can find no logical reason why the pay comparability adjustment should not at least equal the 8.25% determined by the equal weights procedure.

We seriously question the validity of using job population as a factor for weighting. While it does bring the average salary level closer to the salary for the greatest number, it violates the pay comparability concept. To illustrate, for Federal GS-5 positions, the average annual salary in the private sector for a computer operator is \$8,774, a secretary \$9,641, a buyer \$11,732 and an engineer \$13,918. In this analysis there were approximately 12,000 computer operators, 65,000 secretaries, 4,000 buyers and 11,000 engineers. Using the population rate as a weighted average places a better than 6 to 1 ratio on the lower salaries in the grade. This weighted average puts the computer operator and the secretary in a favorable competitive position but it makes it almost impossible to be competitive in obtaining and keeping an engineer.

In view of the apparent deficiencies in the proposed weighting procedure and other problems we have outlined above, and for the sake of equity and fair play, we recommend that, for 1976, you continue using the equal weights method as used in previous years. If it is at all possible we would suggest that grade comparison levels be established for separate work categories or that the internal grade alignment be revised to provide grade levels for separate work categories and disciplines. If it is too late to consider such a proposal for this year, we suggest consideration of these changes as soon as is conveniently possible. At the very least we strongly recommend that the percentage increase as is now computed for each grade level be maintained and that we do not further compress the salary adjustment by using a single weighted average increase for all GS grades.

In an effort to improve the administration of the pay comparability concept in the future, we recommend that the private sector survey be broadened to include several more occupations. We refer you to the 60 some positions attached to our letter to Frank Mellor dated July 11, 1975. We support adoption of a policy


which establishes pay comparability for each occupation or discipline. The averaging of several diverse occupations and the use of dual pay lines serve to distort the pay comparability concept by increasing salaries in the lower grades and lowering the salaries in the higher grades.

In making job comparisons we suggest that skills, abilities, training, educational requirements and years of experience be included as factors for obtaining better job matches and more equitable levels of work responsibilities.

In our recommendations we have attempted to point out problems that if solved would, in our opinion, make pay comparability a better, sounder and more acceptable tool in keeping Federal salaries on a par with those in the private sector. The pay comparability concept is right and its objectives are sound, but public acceptance of the logic is being challenged. Critics are constantly seeking excuses to abolish the system. Unless we all work harder to improve the administration of the concept, and unless we strive to maintain defensible equity, pay comparability as we recognize it today is in jeopardy.

Thank you for the opportunity to express our concerns on this very important issue. If we can be of service, let us know.

Sincerely,


George E. Bradley
Executive Director - OPEDA

Edward S. Bauer, Chairman
Committee on Classification and Pay
Patent Office Professional Association
921 Mackall Avenue
McLean, Virginia 22101

July 29, 1976

Mr. Frank S. Mellor, Acting Chief
Pay Policy Division
Bureau of Policies and Standards
United States Civil Service Commission
Washington, D.C. 20415

Dear Mr. Mellor:

Thank you for your letter of July 27, 1976 and the enclosures that were contained therein. These are our comments which you requested that we submit by July 30, 1976.

There is only one aspect of the proposals that you sent to us which the Patent Office Professional Association (POPA) considers to be an improvement over the methods used in past years to determine the comparability pay increase. POPA wholeheartedly endorses the concept of providing a percentage increase at each grade in accordance with the comparability data for that grade. The previous method of providing a uniform, across-the-board increase for all grades provided severe undercompensation in the higher grades. Thus, the highly skilled and trained professionals in the higher grades of the federal service constantly find that positions in the private sector are considerably more highly paid than comparable positions in the federal service. These professionals are naturally inclined to move into the more highly paid private positions. The federal government is thus forced continuously to provide the very expensive training function for young professionals while the benefit of this training predominately goes to the private sector. It would be considerably less expensive for the government to provide a comparable salary to the highly trained professionals so that they would stay and use their training as government employees rather than for the government continuously to train and then lose the professionals. It is clearly less expensive in the long run for the government to have a stable, professional force that is well-paid than to have an under-paid, and therefore transient, professional force.

Although POPA has many members with mathematical and statistical skills, we have been provided insufficient information to make a detailed evaluation of the specific proposals submitted to us. However, it is clear that several decisions have been made that were motivated solely by a desire to reduce the amount of the pay raise rather than to seek comparability in pay as required by law.

POPA is generally in favor of including more occupations in the BLS survey to provide a broader cross-section of private sector pay. We would particularly like to see Patent Attorneys in private practice included in the survey. However, the decision to include secretaries and computer operators in the survey is clearly a decision which was motivated by a desire to reduce the pay raise rather than to provide a more representative sample of occupations.

Even with the inclusion of secretaries and computer operators, the BLS found an average salary increase in the private sector of 7.3%. When this increase is added to the 3.66% that was lost last year due to the 5% pay raise ceiling, the pay raise due should be in the neighborhood of 10.96%. The various manipulations of this data that have lowered this figure to the 5% range must be viewed as a statistical distortion of the facts.

If the Administration desires to reduce again the pay raise that is due to federal employees, then the only honest way to do it is to report the facts accurately and then announce the decision with the reasons therefore. No one's interests are served by burying the decision and the reasons therefore in a mass of computer print-outs.

The decision of whether to make the pay of federal employees comparable to the corresponding pay in the private sector is a political decision. And it may well be necessary politically to make federal employees bear the brunt of the fight against inflation. But there is also universal agreement in this country that we need more integrity and candor in government. Distorting the facts as to what is comparable private sector pay by statistical maneuvering in order to avoid the consequences of making the political decision is an example of the deceitful actions that causes the American public to lose faith in the integrity of their government.

"Weighting" the pay of an occupation in accordance with the number of people in that occupation is one of the maneuvers that has the opposite effect to that dictated by the principles of comparability. Obviously, it is just those specialties which are most in demand in the private sector which are the most highly paid. A simple averaging of the pay of the private sector occupations places the government at a disadvantage in competing for those employees whose services are most in demand in the private sector. "Weighting" compounds this problem by making the actual federal pay for the occupations in demand even less comparable to the corresponding private occupations. Thus the private sector gets first choice in employing people whose skills are in demand and the government gets those the private sector didn't want.

No one is advocating that the federal government should over-

compensate its employees. But, lacking a perfect system for determining comparable pay, it is preferable to adjust the calculations with the object of enabling the government to compete well for the services of the best employees rather than to make adjustments with the object of placing the government at a competitive disadvantage. The entire government runs more efficiently if the highly skilled and trained professionals find an entire career in government to be attractive.

POPA is a union exclusively of professional employees. Even though Executive Order 11491 recognizes that professional employees and nonprofessional employees have different communities of interest and therefore can have separate bargaining representatives, all of the members of the Federal Employees Pay Council represent unions whose membership is overwhelmingly nonprofessional. The federal professionals, who represent such a large and important portion of the federal employees, should have formal representation in the pay-setting process. POPA is perhaps uniquely qualified to represent the federal professionals.

We appreciate having the opportunity to present our comments.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "Edward S. Bauer". The script is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Edward S. Bauer

cc Advisory Committee on Federal Pay

Appendix F

Formal Statement of the Members of the
Federal Employees Pay Council Who Have Resigned

F E D E R A L E M P L O Y E E S P A Y C O U N C I L

(ESTABLISHED UNDER PUBLIC LAW NO. 91-656)

**Mr. Richard Galleher, AFL-CIO, Chairman
Mr. Vincent Connery, National Treasury Employees Union
**Mr. Dennis Garrison, American Federation of Government Employees
**Mr. Thomas E. Swain, American Federation of Government Employees
Dr. Nathan Wolkomir, National Federation of Federal Employees

Washington, D. C.
August 18, 1976

PREFATORY REMARKS

The President of the National Treasury Employees Union, Mr. Vincent Connery, has declined to participate in the preparation of this Report or to sign any document submitted by the three majority members of the Federal Employees Pay Council on Council letterhead. He construes that the three majority members are not entitled to submit a Council Report because of their letters of resignation dated August 11, 1976. The majority members dispute this construction and contend that their obligations under the Federal Pay Comparability Act of 1970 require them to submit this Report. They point out that their resignation followed delivery of the draft of the Agent's Report for their comment and, in their view, this Report therefore is an integral part of, and completes, their resignation action as Council members. The majority members do not consider that they have the authority to exclude any Council member from the right to review, sign, or dissent from the majority view, or take such other action as he may wish. For this reason, the majority have listed all five members on the letterhead, as heretofore, and have provided a place for signature by each of the Council members.

**Resigned members as per attached letters, dated August 11, 1976

REPORT

During the last year, the Federal Employees Pay Council extended to the President's Pay Agent the utmost cooperation in seeking to develop within the criteria of the Pay Comparability Act, a new system of setting Federal pay on the basis of comparability. This spirit of cooperation emanated from initiatives which the Council itself had undertaken three years earlier to introduce a proper system of weighting to replace the biased system which the Pay Agent has been using -- for example, granting more than fifty times the weight to the Federal population at GS-1 than to the Federal population at GS-5. This latter system did not, in our judgment, comply with the intent of the Pay Comparability Act.

In the process, the most critical issue which needed to be resolved was a clear understanding by all parties of the weight which the Pay Agent was prepared to give to the role of the Council and whether such weight would be as great as that intended by the Act. The Council repeatedly requested the Agent to designate clearly those matters which the Pay Agent itself considered to be "policy" matters and those which it regarded as "technical". To this end, the Council on November 19, 1975, submitted a written statement of its own principles and requested a written response from the Pay Agent. The Agent has yet to reply.

Despite repeated rebuffs, the Council persevered in a policy of cooperation and conciliation because of its desire to preserve the mechanism established by the Pay Comparability Act for setting the pay of Federal white-collar and military uniformed personnel.

It was therefore greatly encouraged when the Advisory Committee on Federal Pay undertook to mediate between the Agent and the Council to assure that a proper forum of constructive discourse was created. This was the kind of role which the Pay Comparability Act intended for the Advisory Committee.

The decision of the Advisory Committee on Federal Pay was taken at a critical juncture when the Council members were deliberating whether anything could be salvaged from the looming wreckage of the present system because of the adamant and unilateral stand taken by the Agent on the crucial issue of the definitions given to the Bureau of Labor Statistics regarding Secretaries and Computer Operators. The Council favored the inclusion of these two occupations in the BLS survey; however, it considered the specific language of the Agent's definitions to have the ulterior purpose of depressing the Federal payline rather than of better achieving the comparability objective of the Act.

The Agent's insistence on introducing the disputed definitions, without any modification whatsoever, was the first major indication to the Council of the determination of the Agent to impose the so-called "PATCO" weighting system at all costs, despite the fact that it was incomplete in structure and premature. This made a mockery of the careful planning by the Congress of the roles of the Agent, Council, and Advisory Committee when it set up the present system. We regard this action to be arbitrary and in violation of the purposes of the Act.

The second indication of the absolute determination of the Agent to impose its quasi-weighting system, regardless of the intent of the Congress, appeared in the President's budget message. President Ford, for the public record, stated that "it is anticipated that these changes in the survey will reduce the average comparability increase in October 1976 from the earlier estimate of 11.5%, although the exact amount cannot as yet be determined..... The budget assumes that October 1976 pay increases for white-collar employees will be limited to 5%.....The estimated average increase is 4.7%. A full return to comparability is assumed for 1978." This pre-judgment by the President and the Agent was arbitrary and capricious and not in accord with the purposes of the Act.

Almost simultaneously with the President's statement that the "exact amount cannot as yet be determined," the Assistant Director for Budget Review of the Office of Management and Budget, Mr. Dale R. McOmber, was transmitting, on January 26, 1976, to Congressional Committees data showing that the proposed "administrative changes" would, in fact, reduce the "comparability figure" by 5.5%. Neither of the above documents were discussed by the Agent with the Council.

As the Report of the Agent for 1976 shows, this is precisely the reduction which eventuated. Instead of a 10.3% increase, predicated on the existing PATC formula, the President's Agent has derived a pay increase of 4.8% -- as anticipated by Mr. McOmber, precisely 5.5% lower than that indicated by the previous methodology.

The evidence thus indicates that the Agent knew exactly the impact of the PATCO system as far back as mid-January 1976.

The President's budget message obviously was completed in late 1975. The decision of the Agent to introduce the disputed Secretary/Computer Operator definitions into the 1976 BLS survey was communicated by the Agent to the Bureau of Labor Statistics on December 11, 1975. It is evident that this most important policy decision had been taken in late 1975, although the Agent continued throughout 1976 to give lip service to the statutory requirement that it would give serious consideration to the views of the Pay Council. This action, also, was inconsistent with the intent of the Pay Comparability Act.

DESPERATION AND DECEIT BY THE PAY AGENT

These decisions, made by the White House in conjunction with the Office of Management and Budget, but without consultation with the Advisory Committee or the Council, reveal the lengths to which the Agent was prepared to go to deceive the Council and the Advisory Committee on Federal Pay. While claiming to be interested in structural reform, the evidence shows that the Agent's principal concern was to accommodate the President's budgetary program and to avoid the need to submit an Alternate Plan to Congress in an election year, rather than to carry out the purposes and intent of the Act and to recognize the roles that the Congress intended for the Council and the Advisory Committee.

THE PHONY "PATCO" VIOLATES THE STAFF'S OWN RECOMMENDATIONS

A major problem confronting the Agent was a total ignoring of those portions of the technical "Staff Report" which clearly presented the preconditions which had to be created before one could install the so-called PATCO system. The most crucial of these was the introduction of new definitions and new occupations into the survey of the Bureau of Labor Statistics.

The "Staff" conclusion thus was identical with the one reached independently by the Council.

The Staff study on necessary structural reforms, entitled "The Staff Technical Paper", was available to the Agent in March 1975.

Extracts, in the form of photocopies of relevant pages are attached to this statement of the Council with the request they be included in the Agent's Report to the President.

On pages 8-10 of the "Staff Technical Paper", there appears a report of the "Model PATC Survey Job List" essential to the Agent's PATCO system. The following quotation is sufficient to show the judgment of the "Staff" as to the major revisions necessary in the BLS survey to accomplish the PATCO methodology:

"The application of the job selection criteria expands the current job list from 19 occupations and 80 work levels, to a recommended maximum list of 28 occupations and 135 work levels. The new list does not include five currently surveyed jobs - accounting clerks, keypunch operators, keypunch supervisors, drafter, and job analysts - because they do not meet the numerical significance tests. These five jobs comprise 15 work levels.

The recommended job list is a significant improvement over current job selection in terms of representation of the Federal workforce. The present list 'represents' about 25% of G.S. employees. Full implementation of the new job list would result in about 45% coverage, an increase of about 80%."

Stated succinctly, five of the 19 present occupations, with 15 work levels are to be dropped, resulting in a balance of 14 present occupations with 65 levels of work. To these are to be added 14 new occupations with 70 work levels.

In short, the BLS survey has to be radically restructured to achieve the goals of PATCO.

The Council's position is identical with that of the Agent's "Staff" as to the necessity for the prior restructuring of the BLS survey before the introduction of the PATCO weighting technique. This is the only way to comply with the intent and purposes of the Pay Comparability Act under the proposed PATCO methodology.

THE AGENT AND THE PRESIDENT

Such a restructuring needs time, of course. And the problem confronting the Agent and its policy staff, as distinguished from its technical staff, was the lack of time. Regardless of the violence done to the intent of the Pay Comparability Act by such arbitrary actions, they had to achieve a result this year, reducing the payline by supposedly "technical" and "objective" means to eliminate the need for an embarrassing and controversial Alternate Plan in an election year.

The Council was fully aware of the intense pressures under which the Agent and its policy staff were operating. It realized that the President had given the Agent its "marching orders" and, as has so often happened in recent administrations, the President's desires and political needs were given priority by his appointees over the clear intent of the law.

The Council also realized that, unless some other realistic measures were taken, the Agent would become increasingly rigid, inflexible and deceptive and put off announcing its pay line until the very last moment.

One such realistic measure appeared in the role provided by the Advisory Committee on Federal Pay by appointing a mediator to deal with the impending crisis.

A second element was a proposal of indexation for this year, giving the Agent the necessary time to implement the "Staff" recommendations regarding the essential changes in the BLS survey during calendar year 1977.

The Council readily cooperated with both these opportunities in order to make it possible for the Agent to arrive at an honorable alternative, consistent with the recommendations of the "Staff" technical paper and also consistent with the purposes of the statute.

The principal goal of the Council was to concede every material point to the Agent so long as it did not involve the integrity or legality of the statutory pay setting process. Consequently, despite the fact that the Council continued to object, and still objects, to the definitions of Secretary and Computer Operator, it was prepared not to invoke this disagreement in its discussions on the proper payline. Instead, the Council heeded the advice of the Advisory Committee regarding the possibility of the use of indexation. It paid equal attention to the BLS report that the average wage increase for private white-collar pay at the clerical level was 7.3% and at the professional level was 6.7%.

The Council insisted that the proper pay measure this year should be 8.2%. Some of its members did recognize that 6.7% lay

precisely midway between the results produced by the PATCO/SGH payline (5.1%) and the Agent's earlier Dual payline (8.2%, including the data on the disputed Secretary/Computer Operator definitions).

On the basis of report of the BLS that the PATC increase was 6.7% for private enterprise professional employees, four of the Council members felt that they would reluctantly accept this 6.7% across the board, PROVIDED THE AGENT AGREED TO A TWO-YEAR INTERVAL TO STUDY AND INTRODUCE A PROPER PERMANENT SYSTEM OF FAIRLY SETTING FEDERAL PAY.

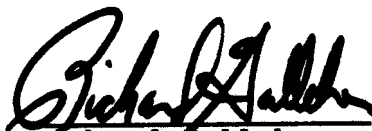
The National Treasury Employees Union member did not agree to any system of weighing and insisted on an 8.2% increase this year. Despite every accommodation by the Council, the evidence indicates that the Agent was simply overwhelmed by its desperate need to serve the convenience of the President in an election year. Consequently, it installed the PATCO/SGH line intact as developed by its policy staff. Furthermore, this policy staff ruled out of order every argument by the Council demonstrating that in fact the present PATCO/SGH formula violates the explicit findings of the Agent's technical staff, as incorporated in its lengthy study of the need to revise fundamentally the BLS survey by new definitions and new occupations, as well as the intent of the statute.

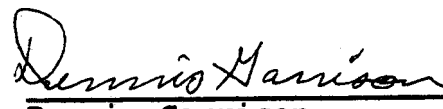
The purposes of the Council all this year were to preserve the good name and reputation of the Agent and of its policy staff and to follow the intent and purpose of the statute. For this reason, the Council went to great lengths to concede every point where the basic integrity and legality of the statutory system was not involved. The Council has an equal duty to preserve its own reputation and

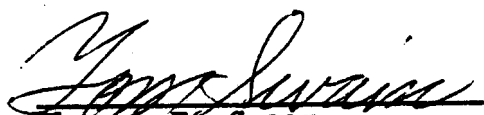
self respect as well. Consequently, in light of the arbitrary, unilateral action of the Agent in installing the PATCO/SGH payline, without any modification, reservation, or phasing, and without regard to the intent of the Act and the statutory responsibilities of the Council, three members of the Council felt they had no choice but to resign. The Council notes that the remaining two members are submitting their joint views in another report.


Sincerely,

Vincent Connery
President, National
Treasury Employees Union


Richard Galleher,
Economist, AFL-CIO
(Resigned, per
letter of August 11,
1976 attached)


Dennis Garrison,
National President
American Federation of
Government Employees
(Resigned, per
letter of August 11,
1976 attached)


Thomas E. Swain,
Executive Vice-President
American Federation of
Government Employees
(Resigned, per letter of
August 11, 1976 attached)

*Concur with the Report portion
but not the Prefatory Remarks.*

Nathan T. Wolkowicz, President
National Federation of
Federal Employees

(Seven Appendices)

APPENDICES TO REPORT
OF THE
FEDERAL EMPLOYEES PAY COUNCIL

1976

1. Extracts from Agent's "STAFF TECHNICAL PAPER, March 1975"
 - a. "Model PATC Survey Job List" (pages 8-10)
 - b. "Appendix C" thereto, showing Federal populations by grade which indicate occupations needed to be added to the BLS survey prior to implementation of PATCO
 - c. "Appendix D13" showing the "Male/Female Characteristic" of Federal occupations
 - d. "Appendix E" (pages 15-17)
2. Copy of January 26, 1976 communication from Dale R. McOmber, Assistant Director for Budget Review, Office of Management and Budget to Mr. John H. Martiny, Chief Counsel, Committee on Post Office and Civil Service. The table on the second page is particularly relevant.
3. Pay Council Statement to the Agent of June 9, 1976
4. Pay Council Aide Memoire to the Advisory Committee on Federal Pay, June 9, 1976
5. Pay Council Statement to the Agent of June 29, 1976
6. Letter of Resignation of AFGE National President Dennis Garrison and AFGE Executive Vice President Thomas E. Swain
7. Letter of Resignation of Richard Galleher, AFL-CIO

Extracts from Pay Agent's
"STAFF TECHNICAL PAPER -
REPORT ON THE OCCUPATIONAL REPRESENTATIVENESS
ON THE PATC SURVEY"

(Pages are shown as they appear in the original report.)

IV. Model PATC Survey Job List

The application of the job selection criteria expands the current job list from 19 occupations and 80 work levels, to a recommended maximum list of 28 occupations and 135 work levels. The new list does not include five currently surveyed jobs - accounting clerks, keypunch operators, keypunch supervisors, drafter, and job analysts - because they do not meet the numerical significance tests. These five jobs comprise 15 work levels.

The recommended job list is a significant improvement over current job selection in terms of representation of the Federal workforce. The present list "represents" about 25% of G.S. employees. Full implementation of the new job list would result in about 45% coverage, an increase of about 80%.

As can be seen from tables 2 and 2A(pp 13-14) which detail the improved workforce coverage, the greatest improvements occur in the "Other", Administrative, Technical, and Clerical categories, respectively. When uniquely Federal jobs are deducted from the computations, the coverage increases are, of course, even greater.

The focus of the job selection methodology was representation of Federal occupations. In a number of significant instances, populous Federal jobs had no private industry counterparts (e.g. air traffic controllers). This limitation was recognized and accommodated when selecting jobs. The job list shown below is a result of the application of selection criteria I and II. It will be fully refined after a thorough investigation of the characteristics of the jobs in private industry (i.e., application of criterion III). The end product of the entire development effort will then be "the" survey job list.

JOB LIST

(* - ADDITION TO CURRENT LIST)

<u>Grade & Job</u>	<u>PATCO Category</u>	<u>Grade & Job</u>	<u>PATCO Category</u>
<u>GS-1</u>		<u>GS-5 (cont'd.)</u>	
Clerk Typist	C	*Computer Specialist	A
*General Clerical & Admin.	C	Engineer	P
Mail and File Clerk	C	Engineering Technician	T
<u>GS-2</u>		*General Clerical & Admin.	C
Clerk Typist	C	*Guard	O
*General Clerical & Admin.	C	*Nursing Assistant	O
Mail and File Clerk	C	Secretary	C
<u>GS-3</u>		*Supply Clerk & Technician	C
Clerk Stenographer	C	*Surveying Technician	O
Clerk Typist	C	<u>GS-6</u>	
*General Clerical & Admin.	C	*Accounting Technician	T
*Guard	O	Computer Operator	T
Mail and File Clerk	C	*Engineering Technician	T
*Nursing Assistant	O	*General Clerical & Admin.	C
*Supply Clerk & Technician	C	*Guard	O
*Surveying Technician	O	*Nursing Assistant	O
<u>GS-4</u>		Secretary	C
Clerk Stenographer	C	*Supply Clerk & Technician	C
*Clerk Typist	C	*Surveying Technician	O
*General Clerical & Admin.	C	<u>GS-7</u>	
*Guard	O	Accountant	P
*Mail and File Clerk	C	*Accounting Technician	T
*Nursing Assistant	O	Auditor	P
Secretary	C	Buyer	A
*Supply Clerk & Technician	C	Chemist	P
*Surveying Technician	O	Computer Operator	T
<u>GS-5</u>		*Computer Specialist	A
Accountant	P	Engineer	P
*Accounting Technician	T	Engineering Technician	T
Auditor	P	*Equipment Specialist	T
Buyer	A	*Inventory Manager	A
Chemist	P	*Mail and File Clerk	C
*Clerk Stenographer	C	*Nurse	P
Computer Operator	T	Secretary	C
		*Social Insurance Admin.	A
		*Supply Clerical & Technical	T

<u>Grade & Job</u>	<u>PATCO Category</u>	<u>Grade & Job</u>	<u>PATCO Category</u>
<u>GS-8</u>		<u>GS-12</u>	
*Accounting Technician	T	Accountant	P
*Clerk Stenographer	C	Attorney	P
Computer Operator	T	*Auditor	P
*Engineering Technician	T	*Buyer	A
*Mail and File Clerk	C	Chemist	P
Secretary	C	*Computer Specialist	A
		Engineer	P
<u>GS-9</u>		*Equipment Specialist	A
Accountant	P	*Management Analyst	A
*Accounting Technician	T	Personnel Management	A
Attorney	P	*Quality Assurance	A
Auditor	P		
Buyer	A	<u>GS-13</u>	
Chemist	P	Accountant	P
Computer Operator	T	Attorney	P
*Computer Specialist	A	*Auditor	P
Engineer	P	*Buyer	A
Engineering Technician	T	Chemist	P
*Equipment Specialist	T	*Computer Specialist	A
*Inventory Manager	A	Engineer	P
*Management Analyst	A	*Management Analyst	A
*Nurse	P	Personnel Management	A
*Social Insurance Admin.	A	*Quality Assurance	A
<u>GS-10</u>		<u>GS-14</u>	
*Accounting Technician	T	Accountant	P
*Computer Operator	T	Attorney	P
*Engineering Technician	T	*Auditor	P
*Equipment Specialist	T	*Buyer	A
*Social Insurance Admin.	A	Chemist	P
		*Computer Specialist	A
<u>GS-11</u>		Engineer	P
Accountant	P	*Management Analyst	A
Attorney	P	Personnel Management	A
Auditor	P	*Quality Assurance	A
Buyer	A		
Chemist	P	<u>GS-15</u>	
*Computer Operator	T	Accountant	P
*Computer Specialist	A	Attorney	P
Engineer	P	*Auditor	P
*Engineering Technician	T	*Buyer	A
*Equipment Specialist	A	Chemist	P
*Inventory Manager	A	*Computer Specialist	A
*Management Analyst	A	Engineer	P
*Nurse	P	*Management Analyst	A
Personnel Management	A	Personnel Management	A
*Quality Assurance	A	*Quality Assurance	A

APPENDIX C

The following listing of General Schedule series by grade and PATCO category has been compiled to facilitate and illustrate selection of occupations most representative of the General Schedule workforce. Included are all series comprising at least one percent of their appropriate PATCO category employment at each grade, except in instances where a PATCO category comprises only a very small percentage of the employment at a grade and the inclusion of all series down to one percent significance would result in reporting meaninglessly low employments. In these instances, the series listed cover at least 85 percent of the category.

Series are designated as follows:

- * indicates a series likely to have a counterpart in private enterprise, within the industrial limitations of the present PATC Survey scope.
- ** indicates a series currently represented in the PATC Survey job list.

Two qualifications must be made to the above. (1) The determination of series having counterparts in private enterprise was based on experienced judgement rather than thorough occupational analysis. It is recognized that only through extensive field testing can many General Schedule occupations be absolutely identified as having private enterprise counterparts, and that, therefore, some occupations may have been overlooked, while still others may have been incorrectly included. It is anticipated, however, that the private industry factfinding work conducted as part of definition development in the second phase of this project will result in a refined determination. (2) There are several series currently represented in the PATC Survey job list that do not appear in the occupational listing which follows because they do not comprise at least one percent of their appropriate PATCO category at their grade. These are listed below:

GS-501-3	general accounting clerical and administrative
GS-856-3	electronic technician
GS-221-5,7,9,11	position classification
GS-356-5,6,7	card punch operator
GS-1105-9,11	purchasing

The definitions for Professional, Administrative, Technical, Clerical, and Other used as the basis for categorizing the General Schedule series; are as follows:

Professional occupations are those that require knowledge in a field of science or learning characteristically acquired through education or training equivalent to a bachelor's or higher degree with major study in or pertinent to the specialized field, as distinguished from general education. The work of a professional occupation requires the exercise of discretion, judgment and personal responsibility for the application of an organized body of knowledge that is constantly studied to make new discoveries and interpretations, and to improve the data, materials and methods.

Administrative occupations are those that involve the exercise of analytical ability, judgment, discretion and personal responsibility, and the application of a substantial body of knowledge of principles, concepts and practices applicable to one or more fields of administration or management. While these positions do not require specialized educational majors, they do involve the type of skills (analytical, research, writing, judgment) typically gained through a college level general education, or through progressively responsible experience. Occupational series in this group typically follow a two-grade interval pattern.

Technical occupations are those that involve work typically associated with and supportive of a professional or administrative field, which is non-routine in nature; which involves extensive practical knowledge, gained through on-job experience and/or specific training less than that represented by college graduation. Work in these occupations may involve substantial elements of the work of the professional or administrative field, but requires less than full competence in the field involved. Occupational series in this group typically follow a one-grade interval pattern.

Clerical occupations are those that involve structured work in support of office, business or fiscal operations; performed in accordance with established policies, procedures or techniques; and requiring training, experience or working knowledges related to the tasks to be performed.

Other occupations are those that can not be related to the above professional, administrative, technical, or clerical groups.

GS-1

<u>Category</u>	<u>Employment</u>
Professional.....	3
Administrative.....	5
Technical.....	221
Clerical.....	3,242
Other.....	<u>177</u>
Total	3,648

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
T	**	802 engineering technician	61	27.6
T	*	404 biological technician	33	14.9
T	*	1311 physical science technician	31	14.0
T	*	1702 educ. and training technician	18	8.1
T		421 plant, pest control technician	15	6.8
T	**	818 engineering drafting	13	5.9
T		189 recreat. aid and assistant	12	5.4
C	*	301 general clerical and admin.	1,785	52.1
C	**	322 clerk-typist	950	27.7
C	**	305 mail and file	297	8.7
C	**	302 messenger	134	3.9
C	**	356 card punch operator	55	1.6
C	*	350 office machine operator	48	1.4
C	*	2005 supply cler. and technician	47	1.4
O	*	621 nursing assistant	67	37.9
O	*	699 health aid and technician	28	15.8
O		622 medical aid	23	13.0
O	*	817 surveying technician	18	10.2
		students	28	15.8

GS-2

<u>Category</u>	<u>Employment</u>
Professional.....	5
Administrative.....	12
Technical.....	2,196
Clerical.....	29,998
Other.....	<u>2,340</u>
Total	34,551

<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
T	* 592 tax accounting	966	44.0
T	** 802 engineering technician	270	12.3
T	** 332 computer operator	183	8.3
T	* 462 forestry technician	128	5.8
T	* 404 biological technician	116	5.3
T	* 1702 educ. and training technician	83	3.8
T	* 1311 physical science technician	66	3.0
T	** 818 engineering drafting	52	2.4
T	026 park technician	50	2.3
T	* 1411 library technician	49	2.2
T	* 1371 cartographic technician	41	1.9
T	* 1316 hydrologic technician	37	1.7
T	645 medical technician	30	1.4
T	189 recreation aid and assistant	21	1.0
T	* 1521 mathematical technician	21	1.0
C	** 322 clerk-typist	13,839	46.1
C	* 301 general clerical and admin.	6,524	21.7
C	** 356 card punch operator	1,983	6.6
C	** 305 mail and file	4,227	14.1
C	** 302 messenger	748	2.5
C	* 3005 supply clerk and technician	605	2.0
C	* 2091 sales store clerical	415	1.4
C	* 350 office machine operator	363	1.2
O	* 621 nursing assistant	1,785	76.3
O	* 817 surveying technician	171	7.3
O	622 medical aid	102	4.4

GS-2

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
0		899 eng. and arch. stud. trainee	67	2.9
0	*	085 guard	48	2.1
0		099 general student, trainee	42	1.8
0	*	699 health aid and technician	34	1.5
0		681 dental assistant	26	1.1

GS-3

<u>Category</u>	<u>Employment</u>
Professional.....	15
Administrative.....	233
Technical.....	4,288
Clerical.....	88,253
Other.....	<u>10,937</u>
Total	103,726

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
A	*	1712 training instruction	194	83.3
A		2152 air traffic control	4	1.7
A	**	1102 contract and procurement	4	1.7
A	**	201 personnel management	4	1.7
A		205 military personnel management	3	1.3
T	*	592 tax accounting	813	19.0
T	**	332 computer operator	509	11.9
T	**	802 engineering technician	499	11.6
T	*	404 biological technician	439	10.2
T	*	462 forestry technician	317	7.4
T	*	1702 educ. and training technician	310	7.2
T	*	1411 library technician	226	5.3
T	*	1311 physical science technician	192	4.5
T	**	818 engineering drafting	149	3.5
T		645 medical technician	119	2.8
T		189 recreat. aid assistant	90	2.1
T		675 medical record technician	77	1.8
T	*	1371 cartographic technician	70	1.6
T		026 park technician	68	1.6
T		649 medical machine technician	57	1.3
C	**	322 clerk-typist	35,524	40.3
C	*	301 general clerical and admin.	12,465	14.1
C	**	305 mail and file	9,042	10.2
C	**	312 clerk-steno. and reporter	6,050	6.9
C	**	356 card punch operator	5,965	6.8

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
C	*	2005 supply clerk and technician	4,141	4.7
C	*	2091 sales store clerk	2,575	2.9
C	*	382 telephone operator	2,318	2.6
C	*	316 clerk-dict. mach. transcriber	1,006	1.1
C		204 military pers. cler & technician	925	1.0
C	**	520 accounts maint. clerk	828	0.9
O	*	621 nursing assistant	6,997	64.0
O	*	085 guard	912	8.3
O	*	081 fire protect. and prevention	684	6.3
O		622 medical aid	576	5.3
O		681 dental assistant	319	2.9
O	*	817 survey technician	307	2.8
O	*	699 health aid and technician	261	2.4
O		899 eng. and arch. stud. trainee	194	1.8
O		083 police	134	1.2
O		099 general student trainee	133	1.2
O	*	661 pharmacy technician	128	1.2

GS-4

<u>Category</u>	<u>Employment</u>
Professional.....	71
Administrative.....	1,487
Technical.....	11,318
Clerical.....	120,296
Other.....	28,260
Total	161,432

<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
A	* 1712 training instruction	1,230	82.7
A	* 1101 general business and industry	33	2.2
A	* 2050 supply cataloging	18	1.2
A	* 1144 commissary store management	17	1.1
A	025 park management	15	1.0
T	* 592 tax accounting	2,194	19.4
T	** 332 computer operator	1,367	12.1
T	** 525 accounting technician	848	7.5
T	** 802 engineering technician	699	6.2
T	* 404 biological technician	531	4.7
T	* 462 forestry technician	530	4.7
T	* 1411 library technician	488	4.3
T	962 contact representative	425	3.8
T	** 1105 purchasing	413	3.6
T	* 1702 educ. and training technician	402	3.6
T	* 1311 physical science technician	382	3.4
T	** 818 engineering drafting	319	2.8
T	649 medical machine technician	296	2.6
T	645 medical technician	250	2.2
T	675 medical record technician	244	2.2
T	026 park technician	224	2.0
T	** 856 electronic technician	142	1.3
T	* 1371 cartographic technician	140	1.2
T	647 medical radiology technician	126	1.1
T	* 1152 production control	129	1.1
T	* 1060 photography	113	1.0
T	458 soil conservation technician	104	0.9
T	993 social ins. claims examiner	102	0.9
T	459 irrigation systems operator	101	0.9

GS-4

<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
C	** 322 clerk-typist	21,460	17.8
C	** 312 clerk-steno. and reporter	19,486	16.2
C	* 301 general clerical and admin.	19,087	15.9
C	* 2005 supply clerical and technician	10,226	8.5
C	** 305 mail and file	5,767	4.8
C	** 318 secretary	5,088	4.2
C	* 998 claims clerical	4,821	4.0
C	* 316 clerk-dict. mach. transcriber	4,034	3.4
C	204 military pers. cler & technician	3,104	2.6
C	** 520 accounts maint. clerk	2,905	2.4
C	** 356 card punch operator	2,489	2.1
C	* 1106 procurement clerk and assistant	2,337	1.9
C	* 203 personnel clerk and assistant	2,146	1.8
C	** 501 general acctg. cler. and admin.	1,646	1.4
C	* 382 telephone operator	1,639	1.4
C	545 military pay	1,511	1.3
C	* 540 voucher examiner	1,404	1.2
C	* 335 computer aid and technician	1,173	1.0
C	* 2134 shipment clerical	1,099	0.9
O	* 621 nursing assistant	15,712	55.6
O	* 085 guard	4,132	14.6
O	* 081 fire protect. and prevention	2,583	9.1
O	681 dental assistant	1,492	5.3
O	083 police	1,036	3.7
O	* 699 health aid and technician	594	2.1
O	622 medical aid	567	2.0
O	* 392 general communications	403	1.4
O	* 817 surveying technician	316	1.1
O	* 661 pharmacy technician	289	1.0

GS-5

<u>Category</u>	<u>Employment</u>
Professional.....	3,656
Administrative.....	8,368
Technical.....	24,998
Clerical.....	107,525
Other.....	<u>26,465</u>
Total	171,012

<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
P	** 512 internal revenue agent	801	21.9
P	** 800 professional engineering	626	17.1
P	** 510 accounting	598	16.4
P	610 nurse	210	5.7
P	644 medical technologist	160	4.4
P	** 1320 chemist	128	3.5
P	1710 educ. and vocat. training	116	3.2
P	* 457 soil conservation	74	2.0
P	* 1520 mathematics	64	1.8
P	* 110 economics	54	1.5
P	* 1350 geologist	53	1.4
P	401 general biological science	52	1.4
P	* 1340 meteorology	50	1.4
P	* 1530 statistician	49	1.3
P	* 460 forestry	48	1.3
P	696 consumer safety	47	1.3
P	* 1370 cartography	43	1.2
P	101 social science	43	1.1
P	475 agricultural management	42	1.1
P	* 403 microbiology	35	1.0
P	* 470 soil science	35	1.0
A	* 105 social insurance administration	2,102	25.1
A	** 1102 contract and procurement	531	6.3
A	* 334 computer specialists	455	5.4
A	1169 internal revenue officer	292	3.5
A	* 1712 training instruction	290	3.5
A	* 2010 inventory management	273	3.3
A	2152 air traffic control	263	3.1
A	1811 criminal investigating	248	3.0
A	* 343 management analysis	244	2.9
A	** 201 personnel management	239	2.9

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<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
A	1101 general business and industry	189	2.3
A	* 560 budget administration	151	1.8
A	* 1910 quality assurance	151	1.8
A	* 1170 realty	128	1.5
A	* 1173 housing management	127	1.5
A	186 social services	117	1.4
A	* 2003 supply program management	111	1.3
A	1816 immigration inspection	110	1.3
A	* 1144 commissary store management	107	1.3
A	* 1165 loan specialist	105	1.3
A	* 341 administrative officer	105	1.3
A	188 recreation specialist	105	1.3
A	* 342 office services mgt and supv.	103	1.2
A	* 1082 writing and editing	98	1.2
A	* 080 security administration	95	1.1
A	1890 customs inspection	92	1.1
A	* 2050 supply cataloging	90	1.1
A	025 park management	87	1.0
A	* 212 personnel staffing	86	1.0
T	** 525 accounting technician	3,624	14.5
T	* 592 tax accounting	2,668	10.7
T	** 332 computer operator	1,823	7.3
T	** 1105 purchasing	1,526	6.1
T	* 526 tax technician	1,141	4.6
T	* 404 biological technician	1,129	4.5
T	993 social insurance claims examiner	1,005	4.0
T	** 802 engineering technician	994	4.0
T	* 462 forestry technician	751	3.0
T	649 medical machine technician	719	2.9
T	* 1411 library technician	678	2.7
T	* 1152 production control	626	2.5
T	645 medical technician	613	2.5
T	647 medical radiology technician	587	2.3
T	** 818 engineering drafting	580	2.3
T	962 contact representative	563	2.3
T	1863 food inspection	561	2.2
T	* 1311 physical science technician	474	1.9
T	** 856 electronic technician	366	1.5
T	458 soil conservation technician	360	1.4
T	186 social services aid and assistant	320	1.3
T	* 1060 photography	294	1.2
T	675 medical record technician	256	1.0

<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
C	* 301 general clerical and admin.	25,696	23.9
C	** 318 secretary	24,051	22.4
C	* 2005 supply clerical and technician	9,589	8.9
C	** 312 clerk-steno. and reporter	7,587	7.1
C	* 998 claims clerical	4,168	3.9
C	* 203 personnel clerical and assistant	3,073	2.9
C	** 501 general acctg. clerical and admin.	2,509	2.3
C	** 520 accounts maintenance clerical	2,494	2.3
C	** 305 mail and file	2,362	2.2
C	204 military pers. cler & technician	2,309	2.1
C	* 544 payroll	2,201	2.0
C	* 540 voucher examiner	2,001	1.9
C	* 1106 procurement clerical and asst.	1,884	1.8
C	545 military pay	1,622	1.5
C	* 335 computer aid and technician	1,616	1.5
C	** 322 clerk-typist	1,489	1.4
C	* 316 clerk-dict. mach. transcriber	1,199	1.1
C	* 2134 shipment clerical	1,078	1.0
C	* 1531 statistical assistant	1,068	1.0
O	* 621 nursing assistant	11,514	43.5
O	083 police	4,280	16.2
O	* 085 guard	2,413	9.1
O	* 392 general communications	938	3.5
O	* 699 health aid and technician	709	2.7
O	* 817 surveying technician	362	1.4
O	636 rehabilitation therapy asst.	310	1.2

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<u>Category</u>	<u>Employment</u>
Professional.....	199
Administrative.....	939
Technical.....	17,372
Clerical.....	53,161
Other.....	<u>7,633</u>
Total	79,304

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
P	*	610 nurse	77	38.7
P		644 medical technologist	25	12.6
P		635 corrective therapist	24	12.1
P		633 physical therapist	22	11.1
P		631 occupational therapist	20	10.1
P		637 manual arts therapist	9	4.5
A	*	342 office services mgt & supv.	187	19.9
A		1101 general business and industry	151	16.1
A	*	341 administrative officer	105	11.2
A	*	1144 commissary store management	76	8.1
A	*	2050 supply cataloging	40	4.3
A	**	1102 contract and procurement	29	3.1
A	*	080 security administration	28	3.0
A	*	1712 training instruction	26	2.8
A	*	1173 housing management	25	2.7
A	*	105 social insurance administration	22	2.3
A		188 recreation specialist	19	2.0
A		186 social services	18	1.9
A	*	2010 inventory management	17	1.8
A	*	1601 general facilities and equip. mgt.	17	1.8
A	*	560 budget administration	16	1.7
A	*	1165 loan specialist	10	1.1
A	*	2030 distrib. facilities and storage mgt.	9	1.0
T	**	525 accounting technician	3,475	20.0
T	*	592 tax accounting	2,313	13.3

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
T	*	458 soil conservation technician	1,587	9.1
T	**	332 computer operator	1,169	6.7
T	**	1105 purchasing	910	5.2
T	**	802 engineering technician	830	4.8
T		647 medical radiology technician	823	4.7
T		645 medical technician	702	4.0
T	*	404 biological technician	549	3.2
T		649 medical machine technician	483	2.8
T	*	1411 library technician	375	2.2
T	**	818 engineering drafting	321	1.8
T	*	1311 physical science technician	282	1.6
T	*	462 forestry technician	268	1.5
T	*	1702 educ. and training technician	257	1.5
T		993 social insurance claims examining	239	1.4
T	*	962 contact representative	236	1.4
T	*	1371 cartographic technician	214	1.2
T		593 insurance accounts	190	1.1
T	*	1152 production control	184	1.1
T	*	809 construction control	174	1.0
T		1895 customs warehouse officer	171	1.0
C	**	318 secretary	16,429	30.9
C	*	301 general clerical and admin.	12,607	23.7
C	*	998 claims clerical	5,315	10.0
C	*	2005 supply clerk and technician	3,028	5.7
C	*	203 personnel clerk and assistant	1,440	2.7
C	**	501 general acctg. cler. and admin.	1,373	2.6
C	*	2001 general supply	1,254	2.4
C		204 military pers. cler and technician	1,164	2.2
C	**	305 mail and file	791	1.5
C	*	540 voucher examiner	774	1.5
C	*	986 legal clerical and administrative	741	1.4
C	*	1531 statistical assistant	680	1.3
C	*	544 payroll	549	1.0
C		545 military pay	533	1.0
C	**	520 accounts maintenance clerical	529	1.0
O	*	621 nursing assistant	2,268	29.7
O	*	081 fire protect. and prevention	1,885	24.7
O	*	085 guard	726	9.5
O	*	392 general communications	546	7.2

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<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>	
0	636	rehabil. therapy assistant	520	6.8
0	007	correctional officer	491	6.4
0	083	police	332	4.3
0	* 699	health aid and technician	311	4.1
0	* 817	surveying technician	297	3.9
0	* 390	communications relay operation	79	1.0

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<u>Category</u>	<u>Employment</u>
Professional.....	15,029
Administrative.....	21,280
Technical.....	62,065
Clerical.....	12,346
Other.....	6,016
Total	116,736

<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
P	* 610 nurse	3,109	20.7
P	** 800 professional engineering	2,238	14.9
P	** 512 internal revenue agent	2,056	13.7
P	** 510 accounting	1,407	9.4
P	* 644 medical technologist	1,403	9.3
P	** 1320 chemist	458	3.0
P	1710 educ. and vocat. training	402	2.7
P	696 consumer safety	390	2.6
P	* 457 soil conservation	388	2.6
P	* 1520 mathematics	238	1.6
P	* 460 forestry	215	1.4
P	* 1410 librarian	186	1.2
P	475 agriculture management	179	1.2
P	* 110 economist	174	1.2
P	* 401 general biological science	162	1.1
A	* 2010 inventory management	1,696	8.0
A	2152 air traffic control	1,558	7.3
A	** 1102 contract and procurement	1,497	7.0
A	* 341 administrative officer	1,149	5.4
A	* 334 computer specialist	1,083	5.1
A	* 105 social insurance administration	1,054	5.0
A	1811 criminal investigation	811	3.8
A	1169 internal revenue officer	782	3.7
A	* 1712 training instruction	761	3.6
A	* 560 budget administration	722	3.4
A	* 2050 supply cataloging	619	2.9
A	* 1910 quality assurance	609	2.9

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
A	**	201 personnel management	546	2.6
A	*	343 management analysis	400	1.9
A		1101 general business and industry	341	1.6
A		188 recreation specialist	336	1.6
A		1104 property disposal	323	1.5
A	*	342 office services mgt & supv.	320	1.5
A		1890 customs inspection	285	1.3
A	*	212 personnel staffing	283	1.3
A	*	1082 writing and editing	282	1.3
A	*	345 program analysis	276	1.3
A		025 park management	264	1.2
A	*	1170 realty	256	1.2
A	*	1165 loan specialist	246	1.2
A		160 equal opportunity	242	1.1
A	*	2003 supply program management	241	1.1
A	*	080 security administration	240	1.1
A	*	1173 housing management	228	1.1
A		186 social services	213	1.0
T	*	301 general clerical and admin.	16,364	26.4
T		1863 food inspection	3,201	5.2
T	**	802 engineering technician	2,985	4.8
T	*	2005 supply cler. and technician	2,683	4.3
T	*	592 tax accounting	2,583	4.2
T	**	525 accounting technician	2,578	4.2
T	**	332 computer operator	2,483	4.0
T	*	2001 general supply	1,946	3.1
T	**	501 general acctg. cler. and admin.	1,546	2.5
T	*	1152 production control	1,332	2.1
T	*	404 biological technician	1,318	2.1
T	*	462 forestry technician	1,315	2.1
T	*	203 personnel clerk and assistant	1,304	2.1
T		993 social insurance claims examining	1,216	2.0
T	**	856 electronic technician	1,114	1.8
T		204 military pers. cler & technician	976	1.6
T	*	809 construction control	923	1.5
T		645 medical technician	858	1.4
T	*	526 tax technician	849	1.4
T	*	1311 physical science technician	810	1.3
T	*	1060 photography	794	1.3
T	*	1960 quality inspection	791	1.3
T	*	1531 statistical assistant	727	1.2
T	*	335 computer aid and technician	726	1.2
T	**	1105 purchasing	669	1.1
T	**	818 engineering drafting	623	1.0

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
C	**	318 secretary	7,969	64.5
C	*	344 management clerical and assistance	1,069	8.7
C		545 military pay	362	2.9
C	**	305 mail and file	354	2.9
C	*	544 payroll	314	2.5
C	*	540 voucher examining	291	2.4
C	*	1087 editorial assistance	263	2.1
C	*	998 claims clerical	183	1.5
C	**	520 accounts maintenance clerical	159	1.3
C	*	2132 travel	162	1.3
C	*	2151 dispatching	143	1.2
C		134 intelligence aid and clerk	132	1.1
C	*	2134 shipment clerical	126	1.0
O		007 correctional officer	1,540	25.6
O		1899 miscellaneous inspection	799	13.3
O	*	081 fire protection and prevention	679	11.3
O	*	392 general communications	594	9.9
O		083 police	477	7.9
O	*	817 surveying technician	424	7.0
O	*	085 guard	372	6.2
O	*	699 health aid and technician	351	5.8
O		082 U. S. marshall	289	4.8
O	*	390 communications relay operation	160	2.7
O		border patrol agent	116	1.9

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<u>Category</u>	<u>Employment</u>
Professional.....	1,450
Administrative.....	2,226
Technical.....	16,275
Clerical.....	3,894
Other.....	<u>1,925</u>
Total	25,770

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
P	*	610 nurse	1,060	73.1
P	*	644 medical technologist	118	8.1
P		633 physical therapist	48	3.3
P		631 occupational therapist	45	3.1
P	*	1410 librarian	44	3.1
P	*	630 dietitian	33	2.3
P		635 corrective therapist	25	1.7
P		637 manual arts therapist	25	1.7
A	*	2181 aircraft operation	293	13.2
A		188 recreation specialist	220	9.9
A	*	342 office services management and superv.	210	9.4
A	*	2010 inventory management	167	7.5
A	*	341 administrative officer	133	6.0
A	*	2003 supply program management	104	4.7
A	*	1712 training instruction	103	4.6
A	*	2030 distribution facilities and storage mgmt.	100	4.5
A		187 social services	99	4.4
A	*	1101 general business and industry	84	3.8
A	**	1102 contract and procurement	82	3.7
A	*	1144 commissary store management	65	2.9
A	*	2130 traffic management	58	2.6
A	*	1170 realty	51	2.3
A	*	2150 transportation operator	40	1.8
A	*	560 budget administration	37	1.7
A		673 hospital housekeeping management	35	1.6
A	*	1173 housing management	34	1.6
A	*	1601 general facilities and equipment mgmt.	34	1.6
A		1630 cemetery administration	25	1.1

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<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
T	*	301 general clerical and administrative	3,304	20.3
T	*	993 social insurance claims examining	2,084	12.8
T	**	802 engineering technician	1,153	7.1
T	**	332 computer operation	914	5.6
T		1863 food inspection	848	5.2
T	**	525 accounting technician	738	4.5
T	**	856 electronics technician	583	3.6
T	*	1152 production control	497	3.1
T	*	2001 general supply	412	2.5
T	*	1960 quality inspection	412	2.5
T	**	501 general acctg. clerical and administ.	336	2.1
T	*	1341 meteorological technician	312	1.9
T		683 dental laboratory aid and technician	307	1.9
T	*	2005 supply clerical and technician	282	1.7
T	*	1311 physical science technician	216	1.3
T	*	592 tax accounting	212	1.3
T	*	2131 freight rate	210	1.3
T	*	1060 photography	205	1.2
T		962 contact representative	202	1.2
T	*	1702 education and training technician	191	1.2
T	*	963 legal instruments examining	198	1.2
T	*	809 construction control	185	1.1
T	**	1105 purchasing	182	1.1
C	**	318 secretary	2,676	68.7
C	*	344 management clerical and assistance	295	7.6
C		545 military pay	106	2.7
C	*	319 closed microphone reporter	98	2.5
C	**	305 mail and file	86	2.2
C	**	312 clerk-stenographer and reporter	85	2.2
C	*	544 payroll	83	2.1
C	*	540 voucher examining	90	2.3
C	*	530 cash processing	64	1.6
C	*	2132 travel	53	1.4
C	*	2134 shipment clerk	46	1.2
O		007 correctional officer	665	34.5
O	*	081 fire protection and prevention	439	22.8
O		1896 border patrol agent	332	17.2
O	*	392 general communications	132	6.9
O	*	699 health aid and technician	92	4.8
O		083 police	73	3.8
O	*	085 guard	72	3.7
O	*	817 surveying technician	55	2.9

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<u>Category</u>	<u>Employment</u>
Professional.....	25,407
Administrative.....	47,562
Technical.....	49,929
Clerical.....	2,228
Other.....	<u>4,059</u>
Total	129,185

<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
P	** 800 professional engineering	4,404	17.3
P	* 1710 educ. and vocat. training	2,950	11.6
P	** 510 accounting	2,034	8.6
P	* 460 forestry	1,323	5.2
P	* 457 soil conservation	1,195	4.7
P	475 agricultural management	1,044	4.1
P	** 1320 chemistry	1,004	4.0
P	* 610 nurse	989	3.9
P	** 512 internal revenue agent	786	3.1
P	644 medical technologist	665	2.6
P	* 1410 librarian	621	2.4
P	436 plant quar. and pest control	504	2.0
P	* 401 general biological science	501	1.9
P	* 1370 cartography	490	1.9
P	* 1520 mathematics	388	1.5
P	* 630 dietitian	387	1.5
P	* 470 soil science	382	1.5
P	185 social work	339	1.3
P	* 635 corrective therapist	301	1.2
P	* 1310 physics	298	1.2
P	* 631 occupational therapist	282	1.1
P	** 905 general attorney	272	1.1
P	* 110 economist	256	1.0
P	* 633 physical therapist	243	1.0
A	* 1910 quality assurance	5,714	12.0
A	* 2010 inventory management	4,168	8.8
A	** 1102 contract and procurement	3,182	6.7
A	1890 customs inspection	2,575	5.4
A	* 334 computer specialist	2,554	5.4
A	* 1712 training instruction	2,442	5.1

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
A	*	341 administrative officer	1,597	3.4
A	*	343 management analysis	1,455	3.1
A		2152 air traffic control	1,386	2.9
A	*	560 budget administration	1,319	2.8
A	*	2050 supply cataloging	1,255	2.6
A		1169 internal revenue officer	1,023	2.2
A	**	201 personnel management	975	2.0
A	*	345 program analysis	935	2.0
A		1811 criminal investigation	920	1.9
A	*	2003 supply program management	726	1.5
A		188 recreation specialist	664	1.4
A		105 social insurance administration	645	1.4
A	*	212 personnel staffing	593	1.2
A	*	1165 loan specialist	576	1.2
A		1101 general business and industry	518	1.1
T	*	301 general clerical and admin.	7,129	14.3
T	**	802 engineering technician	6,429	12.9
T	**	856 electronic technician	3,984	8.0
T	*	1670 equipment specialist	3,468	6.9
T	*	1152 production control	2,820	5.6
T		1863 food inspection	2,193	4.4
T	*	526 tax technician	1,803	3.6
T	**	332 computer operation	1,596	3.2
T	*	895 industrial engineering technician	1,512	3.0
T	*	2001 general supply	1,773	3.6
T	*	809 construction contract	1,281	2.6
T		1980 agric. commodity grading	1,277	2.6
T	*	1371 cartographic technician	1,224	2.4
T	**	501 general acct. clerical and admin.	897	1.8
T	*	1020 illustrator	877	1.8
T	*	426 forestry technician	754	1.5
T		996 veterans claims examining	785	1.6
T	*	1060 photography	738	1.5
T	*	404 biological technician	666	1.3
T	*	1311 physical science technician	595	1.2
T	*	1960 quality inspection	524	1.1
T	**	525 accounting technician	522	1.0
C	**	318 secretary	1,155	51.8
C	*	344 management clerical and assistance	567	25.4
C	**	305 mail and file	62	2.8

<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
C	545 military pay	60	2.7
C	134 intelligence aid and clerk	54	2.4
C	* 540 voucher examining	55	2.4
C	** 312 clerk-steno and reporter	49	2.2
O	082 U.S. marshall	794	19.6
O	007 correctional officer	340	8.4
O	1896 border patrol agent	790	19.5
O	1899 miscellaneous inspection	785	19.4
O	* 081 fire protect. and prevention	317	7.8
O	* 392 general communications	237	5.8
O	083 police	135	3.3
O	* 817 survey technician	132	3.3
O	* 699 health aid and technician	81	2.0
O	* 1045 translator	49	1.2
O	* 663 physicians assistant	39	1.0

GS-10

<u>Category</u>	<u>Employment</u>
Professional.....	905
Administrative.....	11,070
Technical.....	9,408
Clerical.....	435
Other.....	495
Total	22,313

<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
P	* 1410 librarian	155	17.1
P	630 dietitian	118	13.0
P	* 1710 educ. and vocational training	96	10.6
P	* 610 nurse	90	9.9
P	** 510 accounting	56	6.2
P	633 physical therapist	63	7.0
P	631 occupational therapist	51	5.6
P	* 644 medical technician	47	5.2
P	* 660 pharmacist	34	3.8
P	637 manual arts therapist	30	3.3
P	635 corrective therapist	26	2.9
P	605 nurse anesthetist	20	2.2
P	639 educational therapist	13	1.5
P	601 general health science	12	1.3
A	* 105 social insurance administration	5,329	48.1
A	2152 air traffic control	2,621	23.7
A	1811 criminal investigation	862	7.8
A	* 2003 supply program management	158	1.4
A	* 341 administrative officer	157	1.4
A	* 2181 aircraft operation	122	1.1
A	* 560 budget administration	118	1.1
A	** 1102 contract and procurement	117	1.1
A	* 1144 commissary store management	109	1.0
T	* 301 general clerical and admin.	1,572	16.7
T	** 802 engineering technician	1,289	13.7
T	** 856 electronics technician	1,233	13.1

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
T	*	1341 meteorological technician	907	9.6
T	*	962 contract representative	339	3.6
T	*	1152 production control	232	2.5
T	**	332 computer operation	212	2.3
T	*	2001 general supply	171	1.8
T	**	501 general acct. clerical and admin.	161	1.5
T	*	1670 equipment specialist	155	1.4
T	*	592 tax accounting	137	1.2
T	*	1060 photography	135	1.2
T	*	1311 physical science technician	119	1.1
T		1863 food inspection	105	1.0
C	**	318 secretary	288	66.2
C	*	344 management clerical and assistance	53	12.1
C	**	305 mail and file	22	5.1
C	*	544 payroll	13	3.0
C	*	540 voucher examining	8	1.8
C		545 military pay	5	1.1
O		1896 border patrol agent	189	38.2
O	*	081 fire protect. and prevention	139	28.1
O	*	392 general communications	32	6.5
O		083 police	29	5.9
O	*	699 health aid and technician	16	3.2
O	*	817 surveying technician	13	2.6
O	*	085 guard	10	2.0

GS-11

<u>Category</u>	<u>Employment</u>
Professional.....	43,170
Administrative.....	74,378
Technical.....	21,259
Clerical.....	378
Other.....	<u>1,040</u>
Total	140,225

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
P	**	800 professional engineering	11,698	27.1
P	**	510 accounting	4,553	10.5
P	**	512 internal revenue agent	2,799	6.5
P	*	457 soil conservation	1,829	4.2
P	*	460 forestry	1,659	3.8
P	**	1320 chemistry	1,639	3.8
P		475 agricultural management	1,551	3.6
P		185 social work	1,543	3.6
P	*	1710 educ. and vocational training	1,300	3.0
P	**	905 general attorney	1,164	2.7
P	*	1370 cartography	1,085	2.5
P	*	1520 mathematics	839	1.9
P	*	660 pharmacist	698	1.6
P	*	470 soil science	691	1.6
P	*	1310 physics	689	1.6
P	*	401 general biological science	651	1.5
P	*	1410 librarian	621	1.4
P	*	110 economist	546	1.3
P	*	701 veterinary medical science	488	1.1
P	*	904 law clerk	478	1.1
A	*	334 computer specialist	6,088	8.2
A	*	301 general clerical and admin.	5,636	7.6
A		1811 criminal investigation	5,297	7.1
A		2152 air traffic control	4,361	5.9
A	*	1910 quality assurance	4,138	5.6
A	*	1670 equipment specialist	3,408	4.6
A	**	1102 contract and procurement	3,396	4.6
A	*	343 management analysis	2,579	3.5

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
A		1169 internal revenue officer	2,477	3.3
A	*	2010 inventory management	2,414	3.2
A		993 social insurance claims examining	1,517	2.0
A	*	1712 training instruction	1,514	2.0
A	*	1150 industrial specialist	1,505	2.0
A	**	201 personnel management	1,491	2.0
A	*	560 budget administration	1,422	1.9
A	*	341 administrative officer	1,258	1.7
A	*	2003 supply program management	1,158	1.6
A	*	1152 production control	1,082	1.5
A	*	1171 appraising and assessing	1,051	1.4
A	*	2001 general supply	1,012	1.4
A	*	212 personnel staffing	908	1.2
A	*	1170 realty	813	1.1
T	**	856 electronics technician	7,580	35.7
T	**	802 engineering technician	5,993	28.2
T	*	993 social insurance claims examining	1,021	4.8
T	*	809 construction control	699	3.3
T	*	895 industrial engineering technician	559	2.6
T	**	332 computer operation	486	2.3
T		996 veterans claims examining	475	2.2
T	*	1371 cartographic technician	463	2.2
T	*	1020 illustrating	386	1.8
T	*	1060 photography	371	1.7
T	*	1341 meterological technician	349	1.6
T	*	1311 physical science technician	333	1.6
T	*	393 communications specialist	326	1.5
T	*	526 tax technician	286	1.3
T		1980 agricultural commodity grading	249	1.2
C	*	344 management clerical and assistance	183	48.4
C	**	318 secretary	96	25.4
C		545 military pay	16	4.2
C	**	305 mail and file	14	3.7
C	*	2132 travel	12	3.2
C	*	540 voucher examining	10	2.6
O	*	1899 miscellaneous inspection	177	17.0
O		082 U.S. marshall	171	16.4
O	*	081 fire protection and prevention	136	13.1
O		007 correctional officer	126	12.1
O		1896 border patrol agent	103	9.9
O	*	392 general communications	69	6.6
O	*	817 surveying technician	61	5.9
O	*	1045 translator	48	4.6

GS-12

<u>Category</u>	<u>Employment</u>
Professional.....	49,274
Administrative.....	64,474
Technical.....	11,950
Clerical.....	104
Other.....	380
Total	126,182

<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
P	** 800 professional engineering	20,709	42.0
P	** 510 accounting	4,230	8.6
P	** 512 internal revenue agent	3,530	7.2
P	** 905 general attorney	2,099	4.3
P	** 1320 chemistry	1,596	3.2
P	* 1310 physics	1,315	2.7
P	* 1520 mathematics	1,184	2.4
P	* 460 forestry	1,170	2.4
P	* 701 veterinary medical science	1,048	2.1
P	* 1710 educ. and vocational training	893	1.8
P	* 110 economist	591	1.2
P	* 180 psychology	572	1.2
P	* 1340 meteorology	564	1.1
P	* 457 soil conservation	553	1.1
P	* 1370 cartography	511	1.0
P	185 social work	500	1.0
A	* 334 computer specialist	6,888	10.7
A	* 301 general clerical and admin.	5,782	9.0
A	2152 air traffic control	5,592	8.7
A	1811 criminal investigation	3,671	5.7
A	** 1102 contract and procurement	3,482	5.4
A	* 1670 equipment specialist	1,995	3.1
A	* 343 management analysis	1,985	3.1
A	* 345 program analysis	1,766	2.7
A	** 201 personnel management	1,674	2.6
A	* 1910 quality assurance	1,654	2.6
A	1169 internal revenue officer	1,484	2.3
A	* 105 social insurance administration	1,481	2.3
A	* 560 budget administration	1,337	2.1

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
A	*	341 administrative officer	1,245	1.9
A	*	2003 supply program management	1,167	1.8
A	*	2010 inventory management	996	1.5
A		1101 general business and industry	871	1.4
A	*	1150 industrial specialist	811	1.3
A		132 intelligence	744	1.2
A	*	1165 loan specialist	726	1.1
A	*	2181 aircraft operation	647	1.0
T	**	856 electronics technician	6,329	53.0
T	**	802 engineering technician	2,324	19.4
T		996 veterans claims examining	587	4.9
T	*	993 social insurance claims examining	579	4.8
T	*	393 communications specialist	471	3.9
C	*	344 management clerical and assistance	58	55.8
C	**	318 secretary	17	16.3
C		545 military pay	13	12.5
O		1899 miscellaneous inspection	151	39.7
O		1896 border patrol agent	41	10.8
O		082 U.S. marshall	35	9.2
O	*	081 fire protection and prevention	34	8.9
O	*	1045 translator	28	7.7
O		007 correctional officer	18	4.7

GS-13

<u>Category</u>	<u>Employment</u>
Professional.....	47,324
Administrative.....	49,223
Technical.....	2,668
Clerical.....	35
Other.....	194
Total	99,444

<u>Category</u>	<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
P	** 800 professional engineering	21,912	46.3
P	** 512 internal revenue agent	3,702	7.8
P	** 510 accounting	3,192	6.7
P	** 905 attorney	2,514	5.3
P	* 1310 physics	1,548	3.3
P	** 1320 chemistry	1,421	3.0
P	* 180 psychology	1,011	2.1
P	* 1520 mathematics	956	2.0
P	* 1301 general physical science	754	1.6
P	* 110 economist	738	1.6
P	* 1515 operations research	618	1.3
P	* 1340 meteorology	588	1.2
P	* 460 forestry	584	1.2
P	1710 educ. and vocational training	476	1.0
P	* 701 veterinary medical science	435	1.0
A	2152 air traffic control	7,276	14.8
A	* 301 general clerical and admin.	5,602	11.4
A	1811 criminal investigation	5,144	10.5
A	* 334 computer specialist	3,942	8.0
A	** 1102 contract and procurement	2,165	4.4
A	* 345 program analysis	1,721	3.5
A	** 201 personnel management	1,573	3.2
A	* 343 management analysis	1,373	2.8
A	1825 aviation safety officer	1,060	2.2
A	* 105 social insurance administration	1,025	2.1
A	* 2181 aircraft operation	964	2.0
A	* 1101 general business and industry	807	1.6
A	* 341 administrative officer	772	1.6
A	* 2003 supply program management	751	1.5
A	132 intelligence	554	1.1
A	* 1910 quality assurance	531	1.1

GS-13

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
T	**	856 electronics technician	1,110	41.6
T	*	393 communication specialist	461	17.3
T	**	802 engineering technician	374	14.0
T		996 veterans claims examining	210	7.9
T	*	993 social insurance claims examining	111	4.2
C	*	344 management clerical and assistance	12	34.3
C		545 military pay	9	25.1
C	**	318 secretary	5	14.3
O		082 U.S. marshall	61	31.4
O		1899 miscellaneous inspection	49	25.3
O		1896 border patrol agent	27	13.9
O	*	081 fire protection and prevention	11	5.7
O	*	1045 translator	10	5.2
O	*	1047 interpreter	4	2.1
O	*	392 general communication	4	2.1

GS-14

<u>Category</u>	<u>Employment</u>
Professional.....	24,161
Administrative.....	20,981
Technical.....	421
Clerical.....	8
Other.....	84
Total	45,655

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
P	**	800 professional engineering	10,376	42.9
P	**	905 general attorney	1,971	8.2
P	**	510 accounting	1,756	7.3
P	**	512 internal revenue agent	938	3.9
P	*	1310 physics	833	3.4
P	**	1320 chemistry	716	3.0
P	*	110 economist	493	2.0
P	**	1515 operations research	460	1.9
P		1224 patent examining	342	1.4
P	*	1530 statistician	325	1.3
P		1720 education research and program	305	1.3
P		101 social science	274	1.1
P	*	602 medical officer	268	1.1
P	*	180 psychology	263	1.1
P	*	1520 mathematics	262	1.1
A	*	301 general clerical and admin.	3,665	17.5
A		2152 air traffic control	2,148	10.2
A		1811 criminal investigation	1,407	6.7
A	*	334 computer specialist	1,166	5.6
A	*	345 program analysis	1,020	4.9
A	**	1102 contract and procurement	866	4.1
A	**	201 personnel management	805	3.8
A	*	343 management analysis	632	3.0
A	*	340 program management	596	2.8
A	*	1101 general business and industry	563	2.7
A		1825 aviation safety officer	533	2.5
A	*	560 budget administration	488	2.3

GS-14

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
A	*	105 social insurance administration	450	2.1
A	*	341 administrative officer	362	1.7
A	*	1081 public information	350	1.7
A	*	2003 supply program management	295	1.4
A	*	330 digital computer systems admin.	276	1.3
A	*	160 equal opportunity	256	1.2
A	*	505 financial management	227	1.1
A	*	132 intelligence	216	1.0
T	*	393 communications specialist	112	26.6
T	**	856 electronics technician	103	24.5
T		996 veterans claims examining	59	14.0
T	*	993 social insurance claims examining	36	8.6
T	**	802 engineering technician	31	7.4
T		1980 agric. commodity grading	19	4.5
O		082 U.S. marshall	36	43.1
O		1899 miscellaneous inspection	19	22.6
O		1896 border patrol agent	17	20.2

GS-15

<u>Category</u>	<u>Employment</u>
Professional.....	13,313
Administrative.....	9,693
Technical.....	87
Clerical.....	4
Other.....	
Total	23,099

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
P	**	800 professional engineering	4,646	34.9
P	**	905 general attorney	1,728	13.0
P	*	1301 general physical science	746	5.6
P	**	510 accounting	666	5.0
P	*	1313 geophysics	464	3.5
P		935 administrative law judge	431	3.2
P	*	110 economist	393	3.0
P	*	602 medical officer	384	2.9
P	**	1320 chemistry	381	2.9
P	*	1515 operations research	343	2.6
P	*	1350 geology	193	1.4
P		1720 education research and program	189	1.4
P	*	1530 statistician	176	1.3
P		601 general health science	171	1.3
P		101 social science	167	1.3
P	*	180 psychology	163	1.2
P		1224 patent examining	162	1.2
A	*	301 general clerical and admin.	2,835	29.2
A	*	340 program management	792	8.2
A		1811 criminal investigating	515	5.3
A	*	345 program analysis	507	5.2
A	**	201 personnel management	393	4.1
A	**	1102 contract and procurement	296	3.1
A	*	343 management analysis	276	2.8
A	*	334 computer specialist	275	2.8
A		2152 air traffic control	262	2.7
A	*	560 budget administration	254	2.6
A	*	341 administrative officer	244	2.5
A	*	330 digital computer systems admin.	217	2.2

<u>Category</u>		<u>Series</u>	<u>Employment</u>	<u>Percent of Category</u>
A	*	1109 general business and industry	213	2.2
A	*	1081 public information	210	2.2
A		105 social insurance administration	165	1.7
A	*	505 financial management	145	1.5
A	*	142 manpower development	121	1.2
A		132 intelligence	113	1.2
A	*	2003 supply program management	107	1.1
T	*	393 communications specialist	34	39.1
T		996 veterans claims examining	17	19.6
T		994 workman's comp. claims examining	13	14.9
T	*	993 social insurance claims examining	6	6.9
T		1421 archives technician	4	4.6
T		1980 agricultural commodity grader	4	4.6

The Male/Female Characteristic

Table D7 highlights the division of General Schedule employees on the basis of sex. When considering employees included in Grades 1 to 15 as a single group (top line of table), there is a roughly 60/40 break in favor of males.

However, as might be anticipated, the 60/40 split is not a consistent ratio throughout the range of work levels. To point up differences, Table D7 also shows the male/female division at each grade, GS-1 to GS-15.

From the data it can be seen that there is a clearly discernable trend -- as successively higher grades are examined the proportion of males to females increases. Thus, while in the lower grades, females predominate the upper grades are predominately comprised of males.

Male/Female by PATCO Category

As can be seen from Table D8, the 60/40 overall ratio also does not apply evenly to each PATCO Category. The clerical group has 84% females, while, at the other extreme, the Professional and Administrative categories report 11 and 17 percent females, respectively. The Technical and "Other" categories show about 30% females each.

These facts, combined with the data of the PATCO matrix, help to explain the general observation that as the work level increases so also does the proportion of male employees. In examining the PATCO matrix, it was found that the lower grades were dominated by the Clerical category (relatively few males), while the upper grades (GS-11 through GS-15)

are increasingly composed of Professionals and Administratives, the two heavily male categories.

The preceding analysis shows that numerous internal variations, the general 60/40 male/female proportion of GS employees is a highly qualified observation.

The same qualification, applies to the male/female mix of each PATCO category when considering the various series within each. Each category contains particular GS series that deviate significantly in sex composition from the category's average mix. The following general observations can be pointed out:

- o Among the Professional series: Although only 11% (See Table D8) of this category's employees are female, certain professional occupations are heavily female. For example, Series 610, Nurse, is 98% female. Similar percentages are found in related medical-field occupations such as Dietician and Physical Therapist. Other examples include the Librarian series (which is 70% female) and Professional series related to Social Work.
- o Among the "Other" series: Because of the unique structure of this category (discussed earlier), the overall 70/30 male/female ratio is even a more **divergent** ratio than the ratios of other categories. Of the two dominant occupational families, one is nearly exclusively male, one highly female. In the Protective Services occupations the major series - Guard, Police and Fire Prevention and Protection -- are over 99% male. In the Health Services occupations, the Nursing Assistant series is 56% female. Thus the 70/30 ratio must be regarded as a particularly tentative factor in describing the sex composition of this category.
- o Among the Clerical series: Among the series currently covered by the PATC survey job list, two clerical series, Mail and File and Messenger, are more highly male than the average (17%) for the category. Mail and File is 41% male, Messenger, 89%.

Table D7 Number and percent¹ of full-time General Schedule employees by grade and sex,
December 1973

Grade	Employment				
	Number			Percent	
	Total	Male	Female	Male	Female
Total GS 1-15	1,291,057	758,578	531,002	58.8	41.1
GS-1	3,487	974	2,497	27.9	71.6
GS-2	34,486	7,089	27,150	20.6	78.7
GS-3	103,798	21,875	81,563	21.1	78.6
GS-4	161,672	39,246	122,202	24.3	75.6
GS-5	171,494	58,387	112,933	34.0	65.9
GS-6	79,461	26,038	53,394	32.8	67.2
GS-7	117,898	68,279	49,499	57.9	42.0
GS-8	25,864	14,776	11,081	57.1	42.8
GS-9	129,979	99,937	29,950	76.9	23.0
GS-10	22,376	17,120	5,252	76.5	23.5
GS-11	141,722	123,307	18,340	87.0	12.9
GS-12	128,276	118,425	9,787	92.3	7.6
GS-13	100,674	95,722	4,920	95.1	4.9
GS-14	46,404	44,617	1,761	96.1	3.8
GS-15	23,466	22,786	673	97.1	2.9

¹ Due to a small amount of unspecified data, total employments will be slightly greater than the sums of the male and female employments, and percents may not total 100.0%.

Table D 8 Number and Percent Full-Time General Schedule Female Employees, by Grade, by PATCO Category, December 1973

Grade	Employment																	
	Total			Professional			Administrative			Technical			Clerical			Other		
	Total ^{1/}	Female		Total	Female		Total	Female		Total	Female		Total	Female		Total	Female	
		Number	%		Number	%		Number	%		Number	%		Number	%		Number	%
Total GS 1-15	1,291,057	531,002	41.1	223,979	25,524	11.4	311,930	52,235	16.7	234,399	71,077	30.3	421,549	352,609	83.6	91,874	28,027	30.5
GS-1	3,487	2,497	71.6	*	-	-	*	-	-	208	51	24.5	3,069	2,335	76.1	161	76	47.2
GS-2	34,486	27,150	78.7	*	-	-	*	-	-	2,185	1,139	52.1	29,891	24,712	82.7	2,339	1,259	53.8
GS-3	103,798	81,563	78.6	*	-	-	*	-	-	4,281	2,033	47.5	88,197	73,798	83.7	10,954	5,522	50.4
GS-4	161,672	122,202	75.6	*	-	-	*	-	-	11,311	5,927	52.4	120,279	103,818	86.3	28,344	11,252	39.7
GS-5	171,494	112,933	65.9	3,656	793	21.7	8,368	3,626	43.3	24,998	12,440	49.8	107,523	88,803	82.6	26,586	7,122	26.8
GS-6	79,461	53,394	67.2	*	-	-	*	-	-	17,372	8,382	48.3	53,158	42,463	79.9	7,716	1,850	24.0
GS-7	117,898	49,499	42.0	15,028	6,010	40.0	21,280	8,345	39.2	62,065	23,139	37.3	12,346	10,947	88.7	6,158	516	8.4
GS-8	25,864	11,081	42.8	1,450	1,318	90.9	2,226	503	22.6	16,257	5,623	34.6	3,894	3,439	88.3	1,925	110	5.7
GS-9	129,979	29,950	23.0	25,407	6,364	25.0	47,562	12,337	25.9	49,929	9,162	18.4	2,228	1,690	75.9	4,059	193	4.8
GS-10	22,376	5,252	23.5	905	521	57.6	11,070	2,893	26.1	9,408	1,470	15.6	435	341	78.4	495	15	3.0
GS-11	141,722	18,340	12.9	43,170	4,774	11.1	74,378	11,973	16.1	21,259	1,149	5.4	*	-	-	1,400	73	5.2
GS-12	128,276	9,787	7.6	49,273	2,563	5.2	64,473	6,679	10.4	11,950	394	3.3	*	-	-	-	-	-
GS-13	100,674	4,920	4.9	47,322	1,816	3.8	49,223	2,981	6.1	2,668	72	2.7	*	-	-	*	-	-
GS-14	46,404	1,761	3.8	24,161	801	3.3	20,981	917	4.4	*	-	-	*	-	-	*	-	-
GS-15	23,466	673	2.9	13,314	350	2.6	9,693	310	3.2	*	-	-	*	-	-	*	-	-

^{1/} Due to a small amount of unspecified data, total employments will be slightly greater than the sums of the categories.
 Note: * indicates employment representing less than 1 percent of grade.

Table D 9. Number and Percent Full-Time General Schedule Female Employees, by Category, by Grade, December 1973

Grade	Employment																	
	Total			Professional			Administrative			Technical			Clerical			Other		
	Total ^{1/}	Female		Total	Female		Total	Female		Total	Female		Total	Female		Total	Female	
		Number	%		Number	%		Number	%		Number	%		Number	%		Number	%
Total GS 1-18	1,295,829	531,130	100.0	226,735	25,587	100.0	313,815	52,277	100.0	234,400	71,077	100.0	421,553	352,612	100.0	91,887	28,027	100.0
Total GS-1-15	1,291,057	531,002	99.9	223,979	25,524	99.8	311,930	52,235	99.9	234,399	71,077	100.0	421,549	352,609	99.9	91,874	28,027	100.0
GS-1	3,487	2,497	0.5	-	*	-	-	*	-	-	*	-	-	*	-	-	*	-
GS-2	34,486	27,150	5.1	-	*	-	-	*	-	2,185	1,139	1.6	29,891	24,712	7.0	2,339	1,259	4.5
GS-3	103,798	81,563	15.4	-	*	-	-	*	-	4,281	2,033	2.9	88,197	73,798	20.9	10,954	5,522	19.7
GS-4	161,672	122,202	23.0	-	*	-	1,487	1,034	2.0	11,311	5,927	8.3	120,279	103,818	-	28,344	11,252	40.1
GS-5	171,494	112,933	21.3	3,656	793	3.1	8,368	3,626	6.9	24,998	12,440	17.5	107,523	88,803	-	26,586	7,122	25.4
GS-6	79,461	53,394	10.1	-	*	-	939	504	1.0	17,372	8,382	11.8	53,158	42,463	-	7,716	1,850	6.6
GS-7	117,898	49,499	9.3	15,028	6,010	23.5	21,280	8,345	16.0	62,065	23,139	32.6	12,346	10,947	-	6,158	516	1.8
GS-8	25,864	11,081	2.1	1,450	1,318	5.2	2,226	503	1.0	16,257	5,623	7.9	3,894	3,439	-	-	*	-
GS-9	129,979	29,950	5.6	25,407	6,364	24.9	47,562	12,337	23.6	49,929	9,162	12.9	-	*	-	-	*	-
GS-10	22,376	5,252	1.0	905	521	2.0	11,070	2,893	5.5	9,408	1,470	2.1	-	*	-	-	*	-
GS-11	141,722	18,340	3.5	43,170	4,774	18.7	74,378	11,973	22.9	21,259	1,149	1.6	-	*	-	-	*	-
GS-12	128,276	9,787	1.8	49,273	2,563	10.0	64,473	6,679	12.8	-	*	-	-	*	-	-	*	-
GS-13	100,674	4,920	0.9	47,322	1,816	7.1	49,223	2,981	5.7	-	*	-	-	*	-	-	*	-
GS-14	46,404	1,761	0.3	24,161	801	3.1	20,981	917	1.8	-	*	-	-	*	-	-	*	-
GS-15	23,466	673	0.1	13,314	350	1.4	-	*	-	-	*	-	-	*	-	-	*	-

^{1/} Due to a small amount of unspecified data, total employments will be slightly greater than the sums of the categories.

Note: * indicates employment representing less than 1 percent of category's total female employment.

Table E 5.

Professional occupations heavily employed in private enterprise and not presently included in PATC Survey job list -- employment by industry, 1970

Occupation	Employment								
	Manfact.	Trans. & Public Utilities	Wholesale & Retail Trade	Finance, Insur. & Real Estate	Engineering & Architec. Service	Commercial R & D	Acctg. & Auditing	Advertising	Computer Prog.
Registered nurse	* 10,893	804	1,371	1,052	29	* 62	106	-	-
Economist	* 25,288	* 3,687	* 7,468	* 6,923	* 405	* 460	* 457	* 425	* 765
Teacher	* 12,835	* 3,691	* 10,600	274	68	* 63	* 126	25	* 753
Librarian	3,209	294	544	766	* 254	* 241	* 109	* 94	* 132
Statistician	5,518	1,826	1,272	* 2,510	54	* 191	71	* 125	* 87
Mathematician	1,615	108	123	588	* 144	* 404	26	-	* 169
Architect	1,283	572	734	466	* 25,220	* 53	* 147	5	* 74
Pharmacist	1,011	29	* 82,904	-	-	19	-	-	-
Actuary	79	12	-	* 3,485	-	-	-	-	-

* represents 0.1% or more of total industry employment

NOTE: Employment figures are based on occupational and industrial statistics published by the Bureau of the Census in their 1970 Census of Population reports.

Table E 6

Administrative occupations heavily employed in private enterprise and not presently included in PATC Survey job list -- employment by industry, 1970

Occupation	Employment								
	Manfact.	Trans, & Public Utilities	Wholesale & Retail Trade	Finance, Insur. & Real Estate	Engineering & Architec. Services	Commercial R & D	Acctg. & Auditing	Advertising	Computer Prog.
Other managers, administrators	*796,809	*247,274	*1,100,615	*188,469	* 12,889	* 5,371	* 6,954	* 18,658	*10,926
Sales managers	*107,641	* 11,586	* 96,300	* 22,608	* 298	* 146	* 424	* 854	* 902
Personnel, labor relations	* 68,074	* 17,972	* 31,344	* 16,056	* 735	* 565	* 646	* 507	* 929
Computer programers	* 62,247	* 9,564	* 13,922	* 21,356	* 1,300	* 1,864	* 5,603	* 221	*19,454
Office managers NEC	* 51,394	* 22,683	* 80,383	* 41,705	* 1,989	* 191	* 1,855	* 1,199	* 512
Operations, systems research	* 51,057	* 3,724	3,907	* 6,016	* 507	* 848	* 361	* 57	* 513
Computer systems analyst	* 35,493	* 4,608	* 8,903	* 8,316	* 561	* 842	* 3,563	* 62	* 9,866
Bank, financial manager	* 23,977	* 3,864	* 14,423	*336,301	* 474	* 195	* 397	* 330	* 354
Creditmen	* 11,784	1,269	* 36,021	* 11,766	17	12	50	* 105	-

* represents 0.1% or more of total industry employment

NOTE: Employment figures are based on occupational and industrial statistics published by the Bureau of the Census in their 1970 Census of Population reports.

Table E 7

Technical occupations heavily employed in private enterprise and not presently included
in PATC Survey job list -- employment by industry, 1970

Occupation	Employment								
	Manfact.	Trans. & Public Utilities	Wholesale & Retail Trade	Finance, Insur. & Real Estate	Engineering & Architec. Services	Commercial R & D	Acctg. & Auditing	Advertising	Computer Prog.
Expeditors, product controllers	*149,501	* 10,105	* 15,392	* 4,673	* 558	* 437	-	* 600	* 711
Editors & reporters	* 88,686	* 10,121	5,261	1,711	* 338	* 333	* 201	* 5,955	* 245
Chemical Tech.	* 59,034	654	1,388	-	225	* 1,521	-	-	-
Designers	* 57,022	* 2,620	* 15,702	434	* 10,075	* 569	* 201	* 1,355	* 343
Computer peripheral equipment oper.	* 44,825	* 10,611	* 15,980	* 26,204	* 573	* 674	* 5,148	* 166	* 8,631
Estimators, investi- gators, NEC	* 44,435	* 36,982	* 50,966	* 57,224	* 1,541	* 256	* 1,078	* 494	* 614
Painters & sculptors	* 24,373	1,224	* 7,612	-	* 1,000	* 295	-	* 9,524	-
Research workers, NEC	* 21,351	1,100	2,740	* 3,889	* 589	* 4,092	* 112	* 865	* 426
Photographers	* 17,661	1,774	1,499	82	* 267	* 225	17	* 477	40
Writers, artists, entertainers, NEC	* 15,249	* 4,753	3,981	585	* 969	* 356	* 120	* 216	* 373
Public relations, writers	* 14,848	* 8,672	* 8,452	* 7,606	* 429	* 150	94	* 1,130	* 161
Dispatchers, starters vehicle	6,862	* 29,482	* 11,838	459	4	39	42	13	* 118
Surveyors	874	* 2,689	323	561	* 17,564	* 46	-	37	-
Library attendants, assistants	3,287	443	789	1,552	120	* 231	* 256	* 87	* 451
Enumerators & interviewers	1,549	758	1,969	* 2,559	* 301	* 417	85	* 157	24

* represents 0.1% or more of total industry employment

NOTE: Employment figures are based on occupational and industrial statistics published by the Bureau of the Census in their 1970 Census of Population reports.

12.

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

January 26, 1976

Mr. John H. Martiny
Chief Counsel, Committee on
Post Office and Civil Service
House of Representatives
Washington, D. C. 20515

Dear John:

Enclosed is a table summarizing the figures I showed you at our briefing on January 22.

You also asked for information on the savings associated with legislation to eliminate the 1% bonus added to automatic cost-of-living increases for military and civil service retirement annuities. The information is as follows:

	(Millions)
Retired military pay	\$-112
Civil service retirement and disability	-69
Foreign service retirement and disability	<u>-1</u>
Total	-182

In addition, you wanted to know the savings resulting from discontinuance of duplicate pay for Federal employees on active duty for training with the National Guard or Reserves. The savings estimated in 1977 are expected to be \$45 million.

Sincerely,

(signed) Dale R. McOmber

Dale R. McOmber
Assistant Director
for Budget Review

Enclosure

cc: Mr. Preston ✓
Mr. Modlin
Mr. Strauss
Mr. Dame

1/26/76

Alternative Pay Raise Assumptions
Fiscal Year 1977
(dollars in millions)

	Existing Comparability	Change ^{1/}	Proposed Comparability	Change	Proposed Plan ^{2/}
Civilian:					
Civilian agencies:					
White collar	1,778	-806	972	-246 ^{2/}	726
Wage board	94	---	94	-60 ^{3/}	34
Defense:					
White collar	1,057	-478	579	-147 ^{2/}	432
Wage board	368	---	368	-241 ^{3/}	127
Total civilian:					
White collar	2,835	-1,284	1,551	-393 ^{2/}	1,158
Wage board	462	+3	465	-304 ^{3/}	161
Military	2,662	-1,264	1,398	-356 ^{2/}	1,042
Total	5,959	-2,548	3,411	-1,050	2,361
				(306)	(760)
Civilian agencies	(1,872)	(806)	(1,066)	(744)	(1,601)
Defense	(4,087)	(1,742)	(2,345)		

^{1/} These figures represent preliminary estimates of the changes that may occur in connection with administrative changes in the comparability survey. They are used as a basis for budget estimates and are subject to change.

^{2/} These figures are preliminary estimates of the changes that might result from establishment of a limit of 5% on pay increases for white-collar employees with a minimum of 3%. The actual proposals would be subject to the outcome of various discussions in the coming months.

^{3/} These changes require enactment of legislation.

3.

F E D E R A L E M P L O Y E E S P A Y C O U N C I L

(ESTABLISHED UNDER PUBLIC LAW NO. 91-656)

Mr. Richard Galleher, AFL-CIO, Chairman
Mr. Vincent Connery, National Treasury Employees Union
Mr. Dennis Garrison, American Federation of Government Employees, AFL-CIO
Mr. Clyde M. Webber, American Federation of Government Employees, AFL-CIO
Dr. Nathan Wolkowir, National Federation of Federal Employees

Washington, D.C.
June 9, 1976

The Federal Employees Pay Council cannot accept the Agent's staff's proposal as the appropriate estimated October 1, 1976 comparability pay line for Federal white collar employees and military uniformed personnel.

With regard to this proposal, the Federal Employees Pay Council rejects the global increase, the distribution among grades and the specific new methodologies used to derive the pay line.

The Federal Employees Pay Council notes that, based on an estimated PATC increase (March 1975 - March 1976) of 6.6%, the Agent's staff's proposal produces a Federal global increase of only 5.0541%, distributed variously in a novel pattern among grades. This 5.0541% includes the 3.66% loss imposed on Federal employees by the President's alternative plan for fiscal year 1976, reducing the indicated Federal pay increase from 8.66% to 5.0%.

Significantly, this Agent's staff's proposal is really only one of five alternative proposals developed by the "staff of the Civil Service Commission", all producing global increases in the vicinity of 5.0%.

The Federal Employees Pay Council notes that these global 5% results coincide neatly with the President's budget message submitted to Congress in January, 1976. The Federal Employees Pay Council believes that the President's Agent should expect the 1.5 million Federal employees and 2.5 million military uniformed personnel to marvel greatly at this extraordinary coincidence between a President's desired 5% and a staff's adroitness to provide the same 5.0% result by a new methodology devised this year.

For its part, the Federal Employees Pay Council cannot, in good conscience, be a party in such a posture.

The Federal Employees Pay Council reiterates its long-standing position, enunciated and reiterated throughout this year. It asks at the minimal for no further departure this year from the methodology imposed upon it and Federal personnel through the Dual Pay Line.

This Dual Pay Line methodology shows an estimated pay increase on October 1, 1976 of 8.2%. That 8.2% is computed on the basis of definitions of Secretary and Computer Operator to which the Council strongly objects. Thus, in accepting the 8.2% as a minimum, the Federal Employees Pay Council is granting, for the time being, a computation which the Federal courts may reverse.

The global 8.2% minimum can be derived also from the alternative formula suggested in 1974 by the Advisory Committee on Federal Pay -- a system of indexation.

Assuming the same March 1975 to March 1976 Hourly Earnings Index increase which the Agent used, the proper indexation should be to the 1975 base rate prior to the recommended 8.6% increase due in October 1975. Of this, 3.6% was lost through the 5.0% cap. Thus the proper current index rate would be 6.6% plus the lost 3.6%, which give 10.2%. Conceding the same 2.0% decrease from the exclusion of the disputed Secretary and Computer Operator definitions in the BLS survey for 1975, the adjusted result would be 8.2%.

Some persons might argue that the indexation procedure, itself being a new methodology, should relate only to the actual rates now paid the Federal employees, based on the 5.0% cap imposed by the President's alternative plan. Even on this computation, the pay increase should be identical with the HEI movement from March 1975 to March 1976, now estimated at 6.6% in terms of its PATC equivalent.

It is an interesting circumstance that 6.6% falls mid-way between 8.2% and 5.0%, being 1.6% above the latter and 1.6% below the former.

4.

F E D E R A L E M P L O Y E E S P A Y C O U N C I L

(ESTABLISHED UNDER PUBLIC LAW NO. 91-656)

Mr. Richard Galleher, AFL-CIO, Chairman
Mr. Vincent Connery, National Treasury Employees Union
Mr. Dennis Garrison, American Federation of Government Employees
Mr. Clyde M. Webber, American Federation of Government Employees
Dr. Nathan Wolkomir, National Federation of Federal Employees

Washington, D. C.
June 9, 1976

AIDE MEMOIRE

Supplemental Oral Statement
Made Unilaterally To
Advisory Committee on Federal Pay
In The Absence Of The President's Agent

The Federal Employees Pay Council asks that if the indexation formula is used this year, a further understanding be reached that this indexation formula will remain in force for at least one more year, unless an agreed new formula, endorsed both by the Agent and the Federal Employees Pay Council, is devised.

Bearing in mind the history of Presidential alternative plans since the enactment of the Federal Pay Comparability Act of 1970 (PL 91-656), the Federal Employees Pay Council must state categorically that any "compromise" based on the Hourly Earnings Index would be meaningless absent an understanding from the proponents of such a proposal that the President will not submit an Alternative Plan this year.

For its part, the Federal Employees Pay Council contends that the Agent's HEI formula, producing an estimated PATC data increase of 6.6%, hypothetically may be the minimal starting point for computation to which an appropriate supplement should be added to compensate for the losses imposed by the President's Alternative Plan "cap" of 5.0%.

F E D E R A L E M P L O Y E E S P A Y C O U N C I L

(ESTABLISHED UNDER PUBLIC LAW NO. 91-656)

Mr. Richard Galleher, AFL-CIO, Chairman
Mr. Vincent Connery, National Treasury Employees Union
Mr. Dennis Garrison, American Federation of Government Employees
Mr. Thomas E. Swain, American Federation of Government Employees
Dr. Nathan Wolkowir, National Federation of Federal Employees

Washington, D.C.
June 29, 1976

SUMMARY OF OBJECTIONS TO PATCO AND SGH PAY TECHNIQUE

The Federal Employees Pay Council has been requested by the Pay Agent to prepare a summary statement of the Council's objections to the specific formulation of PATCO weighting concept, as prepared by Agent's representatives staff, as well as the Council's objection to the SGH dual payline methodology.

COUNCIL FAVORS PROPER WEIGHTING

At the outset, the Council wishes to repeat that it was the first body calling for a change in the present so-called "equal weighting system". In fact, the Council challenged this designation of "equal weighting" as a misnomer. It pointed out that in fact the "equal weighting" technique gave 60 times the weight to the BLS data incorporated at GS-1 in relation to the BLS data entered at GS-5.

Moreover, the Council indicated that there were several alternative systems of weighting which it would like to

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review with the Agent. These should be reviewed expeditiously as to concept, theory and practicality and the merits of the alternatives fundamentally evaluated as quickly as possible.

The Council agreed that one of the promising alternatives, at least in concept, was PATCO. The Council still regards this as potentially as one of the fruitful systems of weighting, provided that the concept is implemented both in the collection of the pay data by the BLS as well as in the computation of the pay lines.

The Council stressed further that the weighting techniques employed in private and Federal sectors and in the construction of both the slopes of the Dual payline system should be identical and comprehensive in formulation so as to take into account the realities and dynamics of both the private and the Federal workforces.

To assure proper weighting, the Council proposed that joint studies be initiated to interrelate grade and step rate paylines and to ascertain what anomalies or special characteristics determined pay at the different levels of difficulty of work, both in the private and in the Federal sector.

The Council proposed these studies to assure the closest comparability approximations possible between Federal and private enterprise pay rates so as to determine both the proper global pay increases due to the entire Federal workforce,

III

and the equitable distribution to each individual by grade and step. In the latter regard, the intergrade differentials needed careful analysis, to avoid distortions and maldistributions.

The Council regrets that the Agent has not responded to the many requests for studies of other weighting systems besides PATCO. For this reason, the Council believes the comparability process has been deprived of that fuller review which it deserves.

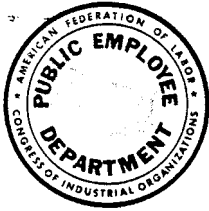
The Council iterates, as it did at the June 9, 1976 meeting with the Pay Agent's representatives, that the minutes of past meetings are replete with the systematic objections the Council developed to the specific curve fitting process and to the particular and selective judgments used in implementing the PATCO concept.

Most importantly, the Council has sought to emphasize in the past that the so-called PATCO methodology prepared by the Agent's staff seriously deviates from the PATCO concept to which the Agent and the Council had previously subscribed as an appropriate alternative to be studied jointly by both parties. On this understanding, the Council transmits the attached paper, which is designed primarily to deal with the technical failures to incorporate the essential characteristics of the PATCO concept in the Agent's specific project. As for the SGH line, the Council notes that a great expenditure of resource was applied, without any serious consideration being given to the Council's own proposals for weighting within a system of constant integrate differential.

IV

Nevertheless, since the PATCO concept has been accepted, in principle, by both the Agent and the Council as one of the likely, fruitful concepts, the principal issue regarding PATCO between them now relates to the adequacy of the actual model being proposed -- in short, is it sufficiently developed or is it still defective, incomplete or premature?

The Council believes the attached analysis shows that it is in fact still defective, incomplete and premature and not yet ready for utilization in setting Federal pay.



Public Employee Department AFL-CIO

815 SIXTEENTH STREET, N.W., WASHINGTON, D.C. 20006 • (202) 393-2820-21

WILLIAM H. McCLENNAN
President

JOHN A. McCART
Executive Director

FRANCIS S. FILBEY
Treasurer

August 11, 1976

Robert E. Hampton, Chairman
U.S. Civil Service Commission
Washington, D.C. 20415

James T. Lynn, Director
Office of Management and Budget
Washington, D.C. 20503

Dear Sirs:

It is with reluctance that the AFL-CIO Public Employee Department must submit its resignation from the Federal Employees Pay Council, effective today.

The Public Employee Department, AFL-CIO, and the American Federation of Government Employees, AFL-CIO, have worked thousands of hours to try to make the process of setting white-collar federal pay work. For the past three years, we have watched all our efforts on behalf of federal workers bring no results whatsoever. On the contrary, we have seen the introduction unilaterally by the Pay Agent of a series of different statistical techniques employed as gimmicks to erode the pay comparability adjustments due federal white-collar workers.

In October, 1976, the pay comparability increase would be almost 12% if the same method of setting pay, without any statistical gimmicks, was used today as was used from 1969 through 1972. Indeed, even if the Dual Payline system, imposed by management over the strong objections of the Council and used during the years 1973 through 1975, were employed this year, the pay increase due federal workers would be 10.3%.

Despite the Public Employee Department's best efforts to see that some measure of fairness and justice was present in the federal pay setting process, this has not been realized. On the contrary, three separate statistical gimmicks have been unilaterally imposed upon federal workers by the Pay Agent. These "statistical techniques" have allowed the Pay Agent to reduce the proper comparability pay increase to the 5% predetermined budgetary target of President Ford. This political distortion of the Pay Comparability Act's intention has made a sham out of the entire pay setting mechanism.

In addition, the Pay Agent proposes giving the smallest adjustments to the lower grades, while allocating the largest increases to the highest levels. A GS-1 worker, for example, will receive an increase of only \$250 while a GS-15 worker will receive an increase of \$2,473.

Messrs. Hampton and Lynn
August 11, 1976
Page Two

The result of this imbalanced and inequitable system has caused federal workers to suffer enormous losses in their buying power and in their standard of living. A GS-5, Step-4 worker's buying power in 1967 constant dollars was \$6,886 four years ago in October, 1972. By June, 1976, the constant dollar earnings of this employee had dropped by over a thousand dollars to a level of only \$5,772. Further, a GS-1, Step-1 worker in 1972, for example, earned \$7,694. This was \$308 more than the lower level budget of an urban family of four as then determined by the BLS. But if the Pay Agent's recommendations are accepted, we estimate that same worker will be \$729 below the lower level budget by October, 1976. There is a terrible injustice here which must be rectified.

The Public Employee Department, AFL-CIO, and the American Federation of Government Employees, AFL-CIO, have labored under the system through three years of predetermined Presidential budgetary actions being carried out through statistical gimmicks by the Pay Agent. During 1973 through 1975, federal white-collar workers lost over 4% of pay increases due to the dual payline statistical gimmick. In addition, they lost an additional 3.66% of income through the use of an alternate payline in 1975. Most importantly, needed reform of the pay setting process which would increase the pay adjustments going to federal workers have been totally disregarded by the Pay Agent, notwithstanding the merits and need for their implementation, which has been documented by the Federal Employees Pay Council.

The Congressional Budget Office in a study entitled "Federal Pay: Its Budgetary Implications," reviewed the discussions between the Pay Agent and the Pay Council. CBO estimated the approximate pay increases or decreases that would evolve from each of the issues being discussed. Five issues "on the table" many for three or four years, were identified by the CBO as having the potential effect of increasing federal pay comparability by a total of almost 18%. This is in addition to the 7% increase shown in the 1976 Bureau of Labor Statistics PATC Survey. The CBO noted that management proposals "on the table" results in a 5.5% decrease in federal pay. The proposal to decrease pay has been implemented by the Pay Agent. Once again, the union proposals have been left on the shelf.

The three unilateral actions taken by the Pay Agent this year were:
1. Insertion of two new invalid definitions into the Pay Comparability Survey;
2. Imposition of an improper method of weighting the BLS PATC data; and 3. Inversion of the Pay Distribution through a new pay setting curve called the SGH line.

The Pay Council was fully cognizant of the fact that the definitions for computer operators and secretaries were faulty and would produce inequitably low data in the pay survey. We challenged the validity of these definitions and requested that a third party decide their propriety. Though the Pay Council labored heavily and invested hundreds of staff hours in this one issue, the results were predetermined. Not one comma, not one semicolon, not one word was changed in either of the definitions. A third party binding arbitration agreement to decide the merit of definitions was abandoned by the Pay Agent. The pay increase

Messrs. Hampton and Lynn
August 11, 1976
Page Three

due federal workers in 1976 after the introduction of these two new definitions was reduced to 8.2% from 10.3%. The Pay Agent took two additional actions to further cut federal pay to achieve the budgetary directives of President Ford. These actions to lower federal pay totally ignore fairness, and equity for federal workers. The Pay Agent's decisions to selectively introduce and implement the new statistical gimmicks of PATCO weighting and SGH payline curve reduced federal workers pay by 5.5% down to only 4.83%.

The Public Employee Department can no longer participate in such an unfair, inequitable and unjust process that results in federal pay cuts in the name of statistical gimmicks rather than in adherence to the legal and moral principles encompassed in the Pay Comparability Act of 1970.

Sincerely,



Rick M. Galleher

Public Employee Department AFL-CIO

opeiu-2 afl-cio



J. F. GRINER BUILDING

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES

AFFILIATED WITH THE AFL-CIO

CLYDE M. WEBBER
NATIONAL PRESIDENT

DENNIS GARRISON
EXECUTIVE VICE PRESIDENT

NICHOLAS J. NOLAN
NATIONAL SEC. TREAS.

1325 MASSACHUSETTS AVE., N.W. • WASHINGTON, D. C. 20005

Telephone: (202) 737-8700



August 11, 1976

Robert E. Hampton, Chairman,
U.S. Civil Service Commission,
Washington, D.C. 20415

James T. Lynn, Director,
Office of Management and Budget,
Washington, D.C.

Dear Sirs:

I am submitting herewith my resignation from the Federal Employees Pay Council, effective today.

The Federal Pay Comparability Act of 1970 was enacted by Congress and signed by the President to assure that the pay of 1.5 million Federal white collar employees and 2.5 million military personnel is comparable to private enterprise pay at the same levels of difficulty of work.

The Federal Employees Pay Council has responsibilities to the President, to the Congress, to the principle of government by law, and to the Constitution of the United States to uphold all the provisions of the statute which established the Federal Employees Pay Council.

The unilateral and arbitrary decision of the President's Pay Agent to install in this election year both the so-called "PATCO" system and the so-called "SGH" payline, without any modification, reservation or phasing, violates the most fundamental principles of that statute.

Instead of comparability based on objective data, established techniques, and the spirit of the law, the Agent has manipulated the pay setting process to attain a 4.83% pay increase which coincides amazingly with the President's budget estimate of a 5.0% pay increase, submitted to Congress seven months ago in January 1976.

Through this device, the Agent has obviously served the convenience of the President during an election year. The result is that the Agent's proposal now eliminates the need to submit a controversial Alternative Presidential Plan to Congress by September 1976.

TO DO FOR ALL THAT WHICH NONE CAN DO FOR ONESELF

During the six years of implementation of the Federal Pay Comparability Act under Presidents Nixon and Ford, Federal pay rates have been manipulated in one fashion or another every year. This has resulted in a cumulative loss to date of almost 2.8 billion dollars in pay to Federal workers.

Last year alone, Federal employees and military personnel lost 1.522 billion dollars as a result of the President's alternate pay plan, depriving them of 3.66% of the pay increase they were due under comparability. The proposed 4.83% pay increase for fiscal year 1977, therefore, really amounts only to 1.17%, since it includes the "catchup" of the previously lost 3.66%. Moreover, the present proposal will deprive Federal employees and military personnel of a further 1.33 billion dollars in Federal pay this year. The cumulative grand total loss will exceed 4.0 billion dollars.

This massive discrimination is intolerable. Even more intolerable is the fact that the proposed "SGH" line provides GS-5 employees with only a 4.24% increase, or 0.58% over the 3.66% catchup. On the other hand, GS-15 employees will be receiving a 7.92% increase, or a 4.26% increase over the catchup; and GS-18 employees an 11.83% increase, or 8.17% more than the catchup.

The Agent seeks to justify this manipulation by its new methodology despite the fact that the Bureau of Labor Statistics clearly stated that private enterprise clerical pay rates increased 7.3% while the private professional pay increment was only 6.7%.

The Agent's action is even more unacceptable because of the mutual tripartite understanding (Pay Agent-Pay Council-Advisory Committee) that the Agent this year would accept advice also from the Advisory Committee on Federal Pay, and from its specially designated mediator, in connection with the matters of the so-called "PATCO" system and the so-called "SGH" payline.

It is now clearly evident that the advice of the Advisory Committee, of its special mediator, and of the Council collectively have had no influence at all with the Agent.


Under these circumstances, I cannot any longer continue as a member of the Federal Employees Pay Council. I therefore request that a copy of this letter be incorporated in the Agent's Report to the President for this year, together with such supplemental further comments which I shall be transmitting separately to you.

I am sending a copy of this letter also to other members of the Pay Council, to the Advisory Committee on Federal Pay, and to the Chairmen and ranking minority members of the House and Senate Post Office and Civil Service Committees respectively.

Sincerely,


Dennis Garrison,
National President

I concur fully with the views expressed by AFGE National President, Dennis Garrison, and submit herewith my own resignation from the Federal Employees Pay Council effectively concurrently with Mr. Garrison's resignation.


Thomas E. Swain,
Executive Vice President