

August 13, 1974

Office of the White House Press Secretary

NOTICE TO THE PRESS

The President last evening returned to the House of Representatives without his signature, H. R. 5094 which would have upgraded nonsupervisory deputy United States marshal positions by one, two and three grades.

H. R. 5094 is substantially similar to the deputy marshal upgrading bill passed in the 92nd Congress, H. R. 13895, which President Nixon pocket vetoed October 27, 1972. It has the effect of exempting deputy U. S. marshals from the job evaluation standards and controls of the General Schedule pay system, although -- unlike the vetoed bill -- nominal coverage under that system would be retained. In another respect, however, the bill is even more objectionable than the vetoed bill because of its discriminatory "grade conversion" provisions described below.

Under existing law, salaries for deputy United States marshals are fixed under the General Schedule (GS) classification and pay system which governs the pay of some 1.2 million Federal white collar employees, including other law enforcement employees in the Justice Department and elsewhere throughout the Government.

Prior to June 15, 1973, deputy marshals were classified at grade levels GS-6 through GS-9, with GS-8 as the typical journeyman level. They were promoted at one-grade intervals. Special deputy positions existed at GS-4 and GS-5 to provide employment opportunities for Vietnam veterans with inadequate or insufficient law enforcement training or experience to qualify at the entry level.

On June 15, 1973, the Civil Service Commission issued new standards for the deputy marshal occupation as a result of a full-scale study. The new standards recognize the expanded duties and responsibilities imposed on the Marshal Service and accord deputy marshals classification and pay treatment which is consistent with that of other Federal employees. Under this system, the deputy marshal occupation is classified at grade levels GS-5 through GS-9 and structured to provide a two-grade interval progression for promotions, i. e., GS-5, GS-7, and GS-9, with GS-9 as the full journeyman level. GS-4 was retained as the special rate for trainees and veterans, and GS-5 as the entry level for more qualified candidates.

As a result of the new standards, large scale upgradings have occurred. For example, Justice states that prior to the application of the June 15, 1973 standard, 429 deputy marshals were in grade GS-9 whereas now 949 are in that grade. Positions not upgraded were carefully evaluated and found to be properly classified at existing levels.

H. R. 5094 would have legislated changes in the pay structure for some 1,300 nonsupervisory deputy marshals, based on a reconstruction of the grades and steps they were in prior to CSC's 1973 reclassification, as follows:

-- The classification structure administratively defined by the CSC would have been fixed in statute and revised so that GS-5 would be used as a trainee level only, and GS-11, rather than GS-9, would become the full journeyman level. The GS-4 sub-entry level would have been eliminated.

-- Deputies in GS-4, GS-5, GS-7, and GS-9 would have been advanced to GS-5, GS-7, GS-9, and GS-11, respectively. These persons would have been converted to the same step rates of the higher grades as those they now have in their present grades.

-- "Grade conversion" provisions in the bill would have required that persons who occupied positions at GS-6, and GS-8 would be advanced to three different grades, GS-7, GS-9, GS-11, solely on the basis of their previous step rate. Those in step 7 or below of their reconstructed grades would have advanced to the next grade; those in higher steps would have advanced three grades.

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