

~~C-O-N-F-I-D-E-N-T-I-A-L~~

11 February 1964

OFFICE OF PERSONNEL MEMORANDUM NO. 20-31-5

SUBJECT : Advanced Pay Rate Schedules for Certain Positions

RESCISSION: OPM 20-31-2, 24 October 1962  
 OPM 20-31-2 (Supplement No. 1), 20 February 1963  
 OPM 20-31-2 (Supplement No. 2), 2 August 1963

1. Section 504 of the Federal Salary Reform Act of 1962 authorizes the President or an agency acting for him to establish minimum rates and rate schedules for specific categories of positions, above the rates specified in the Salary Reform Act, when such advanced rates are required for recruitment or retention of well qualified personnel. Under this authority the Civil Service Commission has established advanced rate schedules for two categories of positions -- Medical Officer and Scientific and Engineering. The Agency has adopted these schedules (Attachment A) in conformance with its general adoption of the principles of the Classification Act of 1949 and amendments thereto. A revision of advanced rates required by the pay increase effected by Schedule II of the Salary Reform Act is authorized herein.

2. A new advanced rate schedule has been authorized for Medical Officer positions, and rates for Scientific and Engineering positions have been adjusted in accordance with Commission policy as stated immediately below. Except where a new advanced rate schedule has been authorized under Section 504, on the effective date of Schedule II of the Salary Reform Act the lowest rate of the grade in Compensation Schedule II of Section 603 (b) of the Classification Act which equals or exceeds an increased minimum rate established under Schedule I becomes the new minimum rate under Schedule II; and all rates of the salary range for the grade are increased by the dollar amount by which the new minimum rate exceeds the minimum rate prescribed by law for the grade.

3. The effective date of the new schedules is 5 January 1964. The schedules apply on a world-wide basis to both current employees and employees appointed after the effective date.

4. Employees occupying positions covered by advanced rate schedules will have their pay adjusted on the effective date of the new schedules by an amount equal to the statutory pay increase between Schedule I and Schedule II, except in those instances where the employee's salary is above the maximum of the previous statutory range when a smaller increase results. The new rates for such employees are shown on the attached Conversion Tables (Attachment B). This pay adjustment is not an equivalent increase for step-increase purposes.

OPM 4-64

Group I Excluded from Automatic Downgrading and Declassification
---

~~C-O-N-F-I-D-E-N-T-I-A-L~~

C-O-N-F-I-D-E-N-T-I-A-L

5. Employees appointed or promoted after the effective date to affected position categories will receive the rates appropriate under the new schedules and lists.

6. The following information will continue to be required on all Forms 1152, Request for Personnel Action, which are prepared for employees in the occupational categories to which the special rate schedules apply:

a. Under Item 5, Category of Employment, in addition to the prescribed category designation, insert in parentheses the following terms, as appropriate:

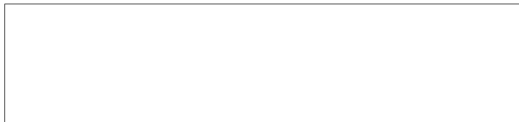
"Scientific" for employees occupying positions covered by the Scientific and Engineering Pay Schedule; or

"Medical" for those employees covered by the Medical Officer Pay Schedule.

b. Under Item 14, Classification Schedule (GS, LB, etc.), use

"GSS" designation for Scientific and Engineer categories; or

"GSM" designation for Medical Officers.



EMMETT D. ECHOLS  
Director of Personnel

(b)(3)  
(b)(6)

Attachments: A/S

~~C-O-N-F-I-D-E-N-T-I-A-L~~

## SCIENTIFIC AND ENGINEERING PAY SCHEDULE

Per Annum Rates

5 January 1964

Grade	1	2	3	4	5	6	7	8	9	10
GSS-05	\$5650	\$5810	\$5970	\$6130	\$6290	\$6450	\$6610	\$6770	\$6930	\$7090
GSS-06	5760	5935	6110	6285	6460	6635	6810	6985	7160	7335
GSS-07	6770	6965	7160	7355	7550	7745	7940	8135	8330	8525
GSS-08	6810	7020	7230	7440	7650	7860	8070	8280	8490	8700
GSS-09	7260	7490	7720	7950	8180	8410	8640	8870	9100	9330
GSS-10	7945	8200	8455	8710	8965	9220	9475	9730	9985	10240
GSS-11	8690	8970	9250	9530	9810	10090	10370	10650	10930	-----

Occupational categories to which the above rates apply:

GSS-0801.02 Engineer (General)  
 GSS-0801.03 Intelligence Officer (General Engineer)  
 GSS-0801.04 Intelligence Officer (Foreign Materials)  
 GSS-0801.05 Operations Officer (General Engineer)  
 GSS-0803.01 Safety Engineer  
 GSS-0805.01 Maintenance Engineer  
 GSS-0808.01 Architect-Engineer  
 GSS-0810.01 Civil Engineer  
 GSS-0811.01 Construction Engineer  
 GSS-0830.01 Intelligence Officer (Mechanical Engineer)  
 GSS-0830.02 Mechanical Engineer  
 GSS-0835.01 Intelligence Officer (Ordnance Engineer)  
 GSS-0850.01 Intelligence Officer (Electrical Engineer)  
 GSS-0850.02 Electrical Engineer  
 GSS-0855.01 Electronic Engineer  
 GSS-0855.02 Intelligence Officer (Electronic Engineer)  
 GSS-0855.04 Electronic Engineer (Radio)  
 GSS-0855.06 Electronic Engineer (Wire Communications)  
 GSS-0855.16 Electronic Engineer (Microwave)  
 GSS-0855.18 Electronic Engineer (Instrumentation)  
 GSS-0855.19 Operations Officer (Electronic Engineer)  
 GSS-0855.20 Electronic Engineer (Training)  
 GSS-0855.21 Electronic Engineer (Audio Support)  
 GSS-0860.01 Intelligence Officer (Aeronautical Engineer)

## C-O-N-F-I-D-E-N-T-I-A-L

GSS-0860.02	Operations Officer (Aeronautical Engineer)
GSS-0855.14	Electronic Engineer (Communications Devices)
GSS-0870.01	Intelligence Officer (Marine Engineer)
GSS-0870.02	Marine Engineer
GSS-0881.01	Intelligence Officer (Petroleum Engineer)
GSS-0893.01	Intelligence Officer (Chemical Engineer)
GSS-0893.02	Chemical Engineer
GSS-1301.01	Intelligence Officer (Physical Science)
GSS-1301.02	Intelligence Officer (Guided Missiles)
GSS-1301.03	Intelligence Officer (Air Weapons)
GSS-1301.04	Intelligence Officer (Naval Weapons)
GSS-1301.05	Intelligence Officer (Ground Weapons)
GSS-1301.06	Physical Science Administrator
GSS-1301.07	Physical Scientist
GSS-1301.08	Operations Officer (Physical Scientist)
GSS-1301.09	Operations Officer (Guided Missiles)
GSS-1310.01	Intelligence Officer (Physics)
GSS-1310.02	Intelligence Officer (Nuclear Energy)
GSS-1310.03	Intelligence Officer (Geophysics)
GSS-1310.04	Physicist
GSS-1310.05	Operations Officer (Nuclear)
GSS-1312.01	Intelligence Officer (Electronic Scientist)
GSS-1320.01	Intelligence Officer (Chemistry)
GSS-1320.02	Chemist
GSS-1320.03	Intelligence Officer (Organic Chemistry)
GSS-1320.05	Intelligence Officer (Inorganic Chemistry)
GSS-1320.06	Inorganic Chemist
GSS-1320.07	Intelligence Officer (Biochemistry)
GSS-1320.09	Intelligence Officer (Industrial Chemistry)
GSS-1320.10	Intelligence Officer (Physical Chemistry)
GSS-1320.11	Physical Chemist
GSS-1320.12	Operations Officer (Chemistry)
GSS-1321.01	Intelligence Officer (Metallurgy)
GSS-1340.01	Intelligence Officer (Meteorology)
GSS-1340.02	Operations Officer (Meteorology)
GSS-1340.03	Meteorologist
GSS-1390.02	Technologist (Photographic)
GSS-1520.01	Intelligence Officer (Mathematics)
GSS-1520.02	Mathematician

NOTE: This schedule supersedes the schedules of the same title dated 14 October 1962; 3 March 1963.

C-O-N-F-I-D-E-N-T-I-A-L

## MEDICAL OFFICER PAY SCHEDULE

Per Annum Rates

5 January 1964

Grade	1	2	3	4	5	6	7	8	9
GSM-11	\$10090	\$10370	\$10650	\$10930	\$11210	\$11490	\$11770	\$12050	\$12330
GSM-12	11960	12290	12620	12950	13280	13610	13940	14270	14600
GSM-13	14035	14420	14805	15190	15575	15960	16345	16730	17115
GSM-14	15415	15865	16315	16765	17215	17665	18115	18565	19015
GSM-15	16180	16695	17210	17725	18240	18755	19270	19785	-----
GSM-16	17000	17500	18000	18500	19000	-----	-----	-----	-----

Occupational categories to which the above rates apply:

GSM-0602.01	Intelligence Officer (Medical)
GSM-0602.02	Medical Officer
GSM-0602.03	Medical Officer (Psychiatry)

NOTE: This schedule supersedes the schedule of the same title dated 4 August 1963.

C-O-N-F-I-D-E-N-T-I-A-L

Conversion Tables  
 Old Step and Salary to New Step and Salary  
 Effective 5 January 1964

Scientific and Engineering Pay Schedule

Grade	Effec. Date	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
GSS-05	Old Step 01-05-64	1 5525	2 5685	3 5845	4 6005	5 6165	6 6325	7 6485	8 6645	9 6805	10 6965	
		1 5650	2 5810	3 5970	4 6130	5 6290	6 6450	7 6610	8 6770	9 6930	10 7090	
GSS-06	Old 01-05-64	1 5715	2 5885	3 6055	4 6225	5 6395	6 6565	7 6735	8 6905	9 7075	10 7245	
		2 5935	3 6110	4 6285	5 6460	6 6635	7 6810	8 6985	9 7160	10 7335		
GSS-07	Old 01-05-64	1 6650	2 6835	3 7020	4 7205	5 7390	6 7575	7 7760	8 7945	9 8130	10 8315	
		2 6965	3 7160	4 7355	5 7550	6 7745	7 7940	8 8135	9 8330	10 8525		
GSS-08	Old 01-05-64	1 6705	2 6910	3 7115	4 7320	5 7525	6 7730	7 7935	8 8140	9 8345	10 8550	
		2 7020	3 7230	4 7440	5 7650	6 7860	7 8070	8 8280	9 8490	10 8700		
GSS-09	Old 01-05-64	1 7125	2 7350	3 7575	4 7800	5 8025	6 8250	7 8475	8 8700	9 8925	10 9150	
		2 7490	3 7720	4 7950	5 8180	6 8410	7 8640	8 8870	9 9100	10 9330		
GSS-10	Old 01-05-64	1 7780	2 8025	3 8270	4 8515	5 8760	6 9005	7 9250	8 9495	9 9740	10 9985	
		2 8200	3 8455	4 8710	5 8965	6 9220	7 9475	8 9730	9 9985	10 10240		
GSS-11	Old 01-05-64	1 8575	2 8840	3 9105	4 9370	5 9635	6 9900	7 10165	8 10430	9 10695	-----	
		2 8970	3 9250	4 9530	5 9810	6 10090	7 10370	8 10650	9 10930	-----		

Medical Officer Pay Schedule

GSM-11	Old 01-05-64	1 9635	2 9900	3 10165	4 10430	5 10695	6 10960	7 11225	8 11490	9 11755	
		1 10090	2 10370	3 10650	4 10930	5 11210	6 11490	7 11770	8 12050	9 12330	
GSM-12	Old 01-05-64	1 11365	2 11680	3 11995	4 12310	5 12625	6 12940	7 13255	8 13570	9 13885	
		1 11960	2 12290	3 12620	4 12950	5 13280	6 13610	7 13940	8 14270	9 14600	
GSM-13	Old 01-05-64	1 13340	2 13705	3 14070	4 14435	5 14800	6 15165	7 15530	8 15895	9 16260	
		1 14035	2 14420	3 14805	4 15190	5 15575	6 15960	7 16345	8 16730	9 17115	
GSM-14	Old 01-05-64	1 14545	2 14970	3 15395	4 15820	5 16245	6 16670	7 17095	8 17520	9 17945	
		1 15415	2 15865	3 16315	4 16765	5 17215	6 17665	7 18115	8 18565	9 19015	
GSM-15	Old 01-05-64	1 16005	2 16485	3 16965	4 17445	5 17925	6 18405	7 18885	8 19365	-----	
		3 17210	4 17725	5 18240	6 18755	7 19270	7 19270	7 19270	8 19785	-----	
GSM-16	Old 01-05-64	1 17000	2 17500	3 18000	4 18500	5 19000	-----	-----	-----	-----	
		1 17000	2 17500	3 18000	4 18500	5 19000	-----	-----	-----	-----	