

MEMORANDUM FOR:

8/85

Old Computation sheets.

See 1985 folder for new sheet.

Date

Format line
 → arrow
 return of *always comp*
 Executive *2nd declm*
1.00

GRAPHICS ARTS PAY SCHEDULE (GA)

computation
 Sheet for GA

Usually 1 year between steps; proficiency determined by supervisor

SCHDL	GR	TITLE	1	2 ^{1/2}	3	4	5	A	B	C	D	E	F	G	H	I	J
			JNYMN	PRO-1	PRO-2	PRO-3	PRO-4	DCH	DCH	DCH	DCH	DCH	CH	CH	CH	CH	CH
GAA	01	Letter Pressman	101% GPO 100% + 3% * 3% * 3% * 3% * 3%														
	02	Offset Pressman	100% GPO 100% - Same as GAA 01														
	03	Offset Letter Press	GAA-02/5 x 105% + 3% PFO steps														
	04	Pressman-I	GAA-03/3 x 105%														
	05	Offset Press Appren	55% 60% 70% 80% 90% of GAA 02/1 (No D/CH or Ch rates for GAA-05)														
GAB	01	Document Finish Spec	GPA-05, 100% + 3% steps (Journeyman Rate taken from Agency Government Printing (GP) Schedule)														
	02	Doc Fin Sp-Off Press	105% of GAB 01/5 + 3% steps														
	03	Illustrator-Appren	55% 60% 70% 80% 90% of GAB-04/1 NO SUPERVISORY RATES FOR GAB-03														
	04	Illustrator	GPE-05 100% + 3% steps (x103)														
	05	Illustrator-Val	GAB-04/5 x 105% plus 3% steps (only 2 additional steps)														
GAC	06	Offset Photographer	GPE-05 100% plus 3% steps (Journeyman Rate taken from Agency Government Printing (GP) Schedule)														
	07	Photoengraver	SAME AS GAB-06 04														
	08	Photoengr-Off Photo	GAB-06/5 x 105% plus two 3% steps Same as GAB 05														
	09	Doc Fin Sp - appren	GAB-01 55% 60, 70, 80, 90% of GAB-01														
	01	Compositor	GPB-05 100% plus 3% steps														
GAD	02	Comp-Platen Pressman	GAC-01/5 x 105% plus 3% steps (2) step one is GAC-01/5 x 105%														
	03	" Appren	55, 60, 70, 80, 90% of GAC-01														
	01	Reprd Tech-DS	BE&P Picture Engraver (Bank Note) plus two 3% steps from Dep of Treasury														
	02	Reprd Tech-DSW	GAD-01/3 x 105% plus two 3% steps														
	03	Reprd Tech-P	BE&P Picture Engraver (Bank Note) plus two 3% steps														
GAE	04	Reprd Tech-PG	GAD-03/3 x 105% plus two 3% steps														
	01	Third Hand	55% 60% 70% 80% 90% of GAE-02/1														
	02	Back Tender	3% * Same as GAE 02														
	03	Printer	GAA 01 x 82% + 3% steps														
	04	Printer/Asst Form	GAE 03/5 x 105% + two 3% steps														
GAE	05	Back Tender	SAME AS GAA-02 ACROSS THE BOARD														
	06	Printer	SAME AS GAA-03 ACROSS THE BOARD														

} = GPO Pressman GPC 05

Key! work backward to GAE-01 beginning with GAE-06

1/ Proficiency Rates are each 3% higher than the next lower rate
 2/ Rate A through J are established on the basis of two constants, see formula next page.
 3/ GAE-02/1 & GAE-03/1 are 82% of GAE-05/1, then 3% steps 2 through 5


Differential: 15% Included in pay change notice from GPO.

Supervisory differentials for Chief and Deputy Chief are constants determined by the percentages as noted below times the average of the sum of the following rates: GAA-02/3; GAB-01/3; GAB-04/1; GAB-06/1; GAB-07/1 and GAC-01/2.

Chief - 20% of constructed average.
D Ch 8% of constructed average.


For all rates:
Cents are rounded up if .005 or higher,
down if .004 or lower, ignore any digit
past the third decimal place.

APPROVED:



Chief, Position Mgmt. & Compensation Division

STAT



Director of Technical Service

STAT

GRAPHIC ARTS SCHEDULE (GA)

Usually 1 yr. value from steps; proficiency rates determined by supervisor

SCHDL	GR	TITLE	1	2 ^{1/}	3	4	5	A ^{2/}	B	C	D	E	F	G	H	I	J		
			JNYMN	PRO-1	PRO-2	PRO-3	PRO-4	DCH	DCH	DCH	DCH	DCH	CH	CH	CH	CH	CH		
GAA	01	Letter Press [^]	GPO 100	3%	3%	3%	3%												
	02	Offset Pressman	GPO 100	"	"	"	"												
	03	Offset Let Press	GAA-02/5 x 105% + 3% Pro steps																
	04	Pressman-I	GAA-03/3 x 105%																
	05	Offset Press Appren	55%	60%	70%	80%	90%												
			(of 02/1)																
			(No D/CH or Ch rates for GAA-05)																
GAB	01	Doc Finish Spec [^]	GPA-05, 100% + 3% steps																
	02	Doc Fin Sp-Off Press	SAME AS GAA-02/5 <i>105% of GAB 01/5 + 3% steps</i>																
	03	Illustrator-Appren	55%	60%	70%	80%	90%	of GAB-04										NO SUPERVISORY RATES FOR GAB-03	
	04	Illustrator	GPE-05 100% + 3% steps																
	05	Illustrator-Val	GAB-04/5 x 105% plus 3% steps (only 2 additional steps)																
	06	Offset Photo	GPE-05 100% plus 3% steps																
	07	Photoengraver	SAME AS GAB-06																
	08	Photoeng-Off Photo	GAB-06/5 x 105% plus two 3% steps																
GAC	01	Compositor	GPB-05 100% plus 3% steps																
	02	Comp-Plat Press	GAC-01/5 x 105% plus 3% steps (2)																
GAD	01	Reprd Tech DS	BE&P Die Sinker (Bank Note) plus two 3% steps																
	02	Reprd Tech DSW	GAD-01/3 x 105% plus two 3% steps																
	03	Reprd Tech P	BE&P Picture Engraver (Bank Note) plus two 3% steps																
	04	Reprd Tech PG	GAD-03/3 x 105% plus two 3% steps																
GAE	01	Third Hand	55%	60%	70%	80%	90%	of GAE -02											
	02	Back Tender	<u>3/*</u>																
	03	Beaterman																	
	04	Beaterman/Asst For	<i>GAE 03/5 x 105% + 2 3% steps</i>																
	05	Machine Tender	SAME AS GAA-02 ACROSS THE BOARD																
	06	Paper Maker	SAME AS GAA-03 ACROSS THE BOARD																

EFFECTIVE DATE: As received, do not adjust to pay period.

APPROVAL DATE: Date you process.

This schedule supersedes the schedule approved

1/ Proficiency Rates are each 3% higher than the next lower rate
 2/ Rate A through J are established on the basis of two constants, see formula next page.

The affected rates are underlined.

3/ Step 5 equal 92% of GAE 05/1, steps 1-4 equal progressive 3% increments, computed back from the step 5 rate. *GAE 02/4 + GAE 03/1 are 52% of GAE 05/1; then 3% steps 2, to 5*

NIGHT DIFFERENTIAL: 15% Included in pay change notice from GPO.

OVERTIME: Time and one half for all work in excess of 8 hours in one day or in excess of 40 hours in a week provided the employee is in actual work or standby status during the overtime hours.

SUPERVISORY DIFFERENTIALS: 4/

HOLIDAY PAY: In addition to gratuity pay, one and one half times the regular hourly rate for all hours worked.

Chief - 20% of constructed average shown below.
CH. 8% of constructed average shown below.

The Fair Labor Standards Act is applicable for overtime for Non-Exempt employees in any case where overtime pay would be greater.

REFERENCE: GPO or Bureau of Engraving and Printing Notice No.

Proficiency rates require submission of the Promotion Action=(F1152) with certification of progressive increase in experience, skill, and aptitude to intelligence work or appointment action certifying initial possession of these qualities outlined in OPM 20-31-34.

Differentials for Chief and Deputy Chief are constants determined by the above noted %'s times the average of the sum of the following rates: GAA-02/3; GAB-01/3; GAB-04/1; GAB-06/1; GAB-07/1 and GAC-01/2.

For all rates:
are rounded up if .005 or higher,
down if .004 or lower, ignore any
digit past the third decimal place.

Chief, Position MGMT. & Compensation Division

Calculating salaries for GAD1. Journeyman levels*Sculptural Engraver Bank Notice*

GAD 01/1 Obtain base rate from the Bureau of Engraving & Printing Bulletin

GAD 01/2 Multiply 01/1 rate by 103%

GAD 01/3 Multiply 01/2 rate by 103%

GAD 02/1 Multiply 01/3 rate by 105%

GAD 02/2 Multiply 02/1 rate by 103%

GAD 02/3 Multiply 02/2 rate by 103%

GAD 03/1 thru 03/3 Same as GAD 01/1 thru 01/3.

GAD 04/1 thru 04/3 Same as GAD 02/1 thru 02/3

2. Deputy Chief levels (\$1.03)

a) calculating differential

- take 8% of average of GAA 02/3 + GAB 01/3 + GAB 04/1 + GAB 06/1
 + GAB 07/1 + GAC 01/2 = \$1.03

b) add \$1.03 to the corresponding journeyman levels

GAD 01/1 + \$1.03 = GAD 01/A

GAD 01/2 + \$1.03 = GAD 01/B

GAD 01/3 + \$1.03 = GAD 01/C

GAD 02/1 + \$1.03 = GAD 02/A

GAD 02/2 + \$1.03 = GAD 02/B

GAD 02/3 + \$1.03 = GAD 02/C

GAD 03 - same as GAD 01

GAD 04 - same as GAD 02

3. Chief levels (\$2.57)

a) calculating differential

- take 20% of average of GAA 02/3 + GAB 01/3 + GAB 04/1 + GAB 06/1
 + GAB 07/1 + GAC 01/2 = \$2.57

b) add \$2.57 to the corresponding journeyman levels

GAD 01/1 + \$2.57 = GAD 01/F GAD 03 is the same as GAD 01

GAD 01/2 + \$2.57 = GAD 01/G

GAD 01/3 + \$2.57 = GAD 01/H

GAD 02/1 + \$2.57 = GAD 02/F GAD 04 is the same as GAD 02

GAD 02/2 + \$2.57 = GAD 02/G

GAD 02/3 + \$2.57 = GAD 02/H

GH COMPUTATION SHEET

CFDL	GR	TITLE	PROGRESSIVE RATES						SUPERVISORY RATES								
			1	2	3	4	5	6	7	8	A	B	C	D	E	F	
			55%	60%	70%	80%	90%	JNYMN	PRO-1	PRO-2	DCH	DCH	DCH	CH	CH	CH	
AA	01	BASIC LET PRESSMAN						100%	103%	103%(7)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	
	02	LETTER PRESSMAN						GAA-1/8	103%	103%(7)	(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")	
	03	BASIC OFFSET PRESS						100%	103%	103%(7)	(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")	
	04	OFFSET PRESSMAN						GAA-3/8	103%	103%(7)	(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")	
	05	OFFSET LET PRESS	(higher of 105% of GAA-2/8 or GAA-4/8)						103%	103%(7)	(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")
	06	PRESSMAN-I	(103% of GAA-5/8)"								(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")	(" " " ")
GAB	01	BASIC BOOKBINDER						100%	103%	103%(7)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	
	02	DOC FINISH SPEC						GAB-1/8	"	"	"	"	"	"	"	"	
	03	DOC FIN SP-OFF PRESS	(105% of GAA-3/8 or GAB-2/8)						"	"	"	"	"	"	"	"	"
	04	ILLUSTRATOR (based on Engraver journeyman rate)	100%						"	"	"	"	"	"	"	"	"
	05	ILLUSTRATOR-VAL (105% of GAB-4/8)	100%						"	"	"	"	"	"	"	"	"
	06	PROCESS PHOTO (based on Engraver Journeyman rate)	100%						"	"	"	"	"	"	"	"	"
	07	PROCESS PHOTO-COLOR	GAB-6/8						"	"	"	"	"	"	"	"	"
	08	PHOTOENGRAV-ETCHER (based on Engraver Journeyman rate)	100%						"	"	"	"	"	"	"	"	"
	09	PHOTOENGRAV-LITH (105% of GAB-4/8)	100%						"	"	"	"	"	"	"	"	"
	10	PHOTOENGRAV-PHOTO (105% of GAB-4/8)	100%						"	"	"	"	"	"	"	"	"
GAC	01	BASIC COMPOSITOR						100%	103%	103%(7)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	
	02	COMPOSITOR-DES						GAC-1/7	"	"	"	"	"	"	"	"	
	03	COMP-PLAT PRESS	(105% of GAC-2/8)						"	"	"	"	"	"	"	"	"
GAD	01	REPRD TECH DS (based on Die Sinker BN)						100%	103%	103%(7)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	(flat premium+step)	
	02	REPRD TECH DSW	(105% of GAD-1/8)						"	"	"	"	"	"	"	"	"
	03	REPRD TECH P (based on Picture Engraver BN)	100%						"	"	"	"	"	"	"	"	"
	04	REPRD TECH PG	(105% of GAD-3/8)						"	"	"	"	"	"	"	"	"

SUPERVISORY PREMIUM: *OFFSET PHOTO*
 ✓ Photoengraver Etch.....\$???? *offset photo*
 ✓ Process Photographer.....\$???? *offset photo*
 ✓ Compositor Design.....\$????
 ✓ Doc Finish Spec.....\$????
 ✓ Offset Pressman.....\$????
 ✓ Illustrator.....\$???? *offset photo*
 Total \$????? + 6 = \$XXXX x 20% = CH premium
 \$XXXX x 8% = DCH premium

GAB 07/1
GAB 06/1
GAC 01/2
GAB 01/3
GAA 02/3
GAB 04/1

GRAPHIC ARTS SCHEDULE (GA)

Use of 1 yr. proficiency steps; proficiency determined by supervisor
- A thru J relate to 10% in job experience

CHDL	GR	TITLE	INYMN PRO-1 PRO-2 PRO-3 PRO-4					DCH	DCH	DCH	DCH	DCH	CH	CH	CH	CH	CH
			1	2	3	4	5										
		(CUMBER PRESSMAN)															
GAA	01	Letter Press	GPO 100	3%	3%	3%	3%										
	02	Offset Pressman	GPO 100	3%	3%	3%	3%										
	03	Offset Let Press	GAA-02/1	105%	105%	105%	105%										
	04	Pressman-I	GAA-03/3	X	105%	103%											
	05	Offset Press Appren	55%	60%	70%	80%	90%	of GAA-02/1									
GAB	01	Doc Finish Spec	GPA-05	100%	3%	3%	3%	3%									
	02	Doc Fin Sp-Off Press	Higher of 105% of GAA-02/5 or GAB-01														
	03	Illustrator-Appren	55%	60%	70%	80%	90%	of GAB-04									
	04	Illustrator	GPE-05	100%	3%	3%	3%	3%									
	05	Illustrator-Val	GAB-04/5	X	105%	plus 3% steps (2)											
	06	Offset Photo	GPE-05	100%	3%	3%	3%	3%									
	07	Photoengraver	Same as GAB-06														
	08	Photoeng-Off Photo	GAB-05/5	X	105%	plus two 3% steps											
GAC	01	Compositor	GPB-05	100%	3%	3%	3%	3%									
	02	Comp-Plat Press	GAC-01/5	X	105%	plus 3% steps (2)											
GAD	01	Reprd Tech DS	BE&P Die Sinker (Bank Note)														
	02	Reprd Tech DSW	GAD-01/3	X	105%	plus two 3% steps											
	03	Reprd Tech P	BE&P Picture Engraver (Bank Note)														
	04	Reprd Tech PG	GAD-03/3	X	105%	plus two 3% steps											
GAE	01	Third Hand	55%	60%	70%	80%	90%	of GAE-02									
	02	Back Tender	3/1*														
	03	Beaterman															
	04	Machine Tender	3/1*														
	05	Paper Maker															

Combination rates only have 2 steps, except GAA-04 which has 1.

SEE PROCEEDING SHEET FOR CALCULATIONS

EFFECTIVE DATE: As received, do not adjust to pay period.

APPROVAL DATE: Date you process.

This schedule supersedes the schedule approved

The affected rates are underlined.

1/ Proficiency Rates are each 3% higher than the next lower rate.

2/ Rate A through J are established on the basis of two constants, see formula next page.

() See 20 June 71 memo to...*

3/ Step 5 equal 90% of GAE-01/1, steps 1 - 4 equal progressive

ADMINISTRATIVE-INTERNAL USE ONLY

NIGHT

DIFFERENTIAL: 15% Included in pay change notice from GPO.

OVERTIME: Time and one half for all work in excess of 8 hours in one day or in excess of 40 hours in a week provided the employee is in actual work or standby status during the overtime hours.

SUPERVISORY DIFFERENTIALS: ^{4/}

HOLIDAY PAY: In addition to ^{Base} gratuity pay, one and one half times the regular hourly rate for all hours worked. *(in effect 2 1/2 x's)*

Chief - 20% of constructed ~~rate~~ average shown below.
D. Ch.- 8% of constructed average shown below.

The Fair Labor Standards Act is applicable for overtime for Non-Exempt employees in any case where overtime pay would be greater.

REFERENCE: GPO or Bureau of Engraving and Printing Notice No.

Proficiency rates require submission of the Promotion Action (F1152) with certification of progressive increase in experience, skill, and aptitude to intelligence work or appointment action certifying initial possession of these qualities outlined in OPM 20-31-34.

Differentials for Chief and Deputy Chief are constants determined by the above noted %'s times the average of the sum of the following rates: GAA-02/3; GAB-01/3; GAB-04/1; GAB-06/1; GAB-07/1 and GAC-01/2.

Thurs April 10 to 1, & F to 1 - Add differential to each step - last time it was

For all rates:
¢ are rounded up if .005 or higher,
down if .004 or lower, ignore any
digit past the third decimal place.

Chief, Position Mgmt. & Compensation Division *.81 for D/CH*
** 2.03 for CH*

GAA-02/3	11.82
GAB-01/3	11.23
GAB-04/1	11.41
GAB-06/1	11.41
GAB-07/1	11.10
GAC-01/2	6.33

ADMINISTRATIVE-INTERNAL USE ONLY

6/68.25 11.40 x 20% = 2.28
2.28 11.40 x 8% = .91

Had a discussion with [redacted] about the GA pay schedule.

Seems the PERSTEP system has not been geared to accomodate STAT

step increases for the apprentice levels in the GA. We

have apprentices at GAA-05, GAB-03 and GAE-01. Their steps

1 through 5 are treated as PSI's, not Proficiency Steps.

Waiting periods are 26, 26, 52 and 52 weeks from step 1

STAT

through step 5. Movement from step 5 is a promotion to

journeyman level. [redacted] suggests, and I agree what we should

STAT

footnote the schedule to show that these are PSI's, with the

waiting periods specified. There is one GAA-05 employee, [redacted]

is correcting the record on him. [redacted]

STAT