

DEPARTMENT OF THE TREASURY
BUREAU OF ENGRAVING AND PRINTING

BULLETIN NO. 78-3
February 7, 1978

WAGE ADJUSTMENT

1. PURPOSE: The purpose of this Bulletin is to announce a change in wage rates made under authority conferred upon the Director by the Department of the Treasury.
2. COVERAGE: This adjustment will affect approximately 27 employees in job classifications related to the Engraver, Sculptural Engraver, and Designer Crafts as listed on the attached schedule.
3. EFFECTIVE DATE: October 31, 1977
4. REFERENCES:
 - a. Treasury Personnel Manual Chapter 532.
 - b. American Bank Note Company data.
 - c. Delegation of Wage Fixing Authority, October 18, 1974.
 - d. United States Government Printing Office Instruction 640.6, September 9, 1974.
 - e. Treasury Department Memorandum, October 31, 1973.
 - f. Treasury Department Memorandum, April 9, 1973.
 - g. Treasury Department Wage Board Decision, September 11, 1968.
 - h. Treasury Department Wage Board Decision, July 10, 1964.
 - i. Treasury Department Wage Board Decision, September 26, 1961.
 - j. Treasury Department Wage Board Decision, April 10, 1961.
 - k. Treasury Department Wage Board Decision, July 25, 1958.
 - l. Treasury Department Wage Board Decision, June 19, 1956.
 - m. Treasury Department Wage Board Decision, December 23, 1948.



Seymour Berry
Director

DISTRIBUTION LIST C
& ALL WAGE & SALARY SCHEDULE HOLDERS
Take down Date: February 22, 1978

PICTURE ENGRAVER (BANK NOTE) WE 5618

16.91
15.68
 23

<u>From (p.h.)</u>	<u>To (p.h.)</u>
\$15.679	\$16.910

Administrative Pay Plan:

Step	<u>From (p.h.)</u>	<u>To (p.h.)</u>
A	\$15.928	\$17.159
B	16.341	17.572
C	16.755	17.986
D	17.031	18.262

APPRENTICE PICTURE ENGRAVER WE 5618

	<u>From (p.h.)</u>	<u>To (p.h.)</u>
1st 6 months	\$ 6.272	\$ 6.764
2nd 6 months	6.899	7.440
3rd 6 months	7.526	8.117
4th 6 months	8.152	8.793
5th 6 months	8.780	9.470
6th 6 months	9.407	10.146
7th 6 months	10.034	10.822
8th 6 months	10.661	11.499
9th 6 months	11.288	12.175
10th 6 months	11.916	12.852
11th 6 months	12.543	13.528
12th 6 months	12.856	13.866
13th 6 months	13.170	14.204
14th 6 months	13.484	14.543
15th 6 months	13.797	14.881
16th 6 months	14.111	15.219
17th 6 months	14.424	15.557
18th 6 months	14.738	15.895
19th 6 months	15.052	16.234
20th 6 months	15.365	16.572
11th year and thereafter	15.679	16.910

FOREMAN OF ENGRAVERS

<u>From (p.a.)</u>	<u>To (p.a.)</u>
\$42,831.10	\$48,023.30

LETTER ENGRAVER (BANK NOTE) WE 5618
 LETTER AND SCRIPT ENGRAVER (BANK NOTE) WE 5618
 SCULPTURAL ENGRAVER (BANK NOTE) WE 5616
 DESIGNER (BANK NOTE) WE 5614

From (p.h.)
 \$15.088

To (p.h.)
 \$16.910

APPRENTICE LETTER AND SCRIPT ENGRAVER
 (BANK NOTE) WE 5618
 APPRENTICE SCULPTURAL ENGRAVER
 (BANK NOTE) WE 5616
 APPRENTICE DESIGNER
 (BANK NOTE) WE 5614

	<u>From (p.h.)</u>	<u>To (p.h.)</u>
1st 6 months	\$ 6.035	\$ 6.764
2nd 6 months	6.638	7.440
3rd 6 months	7.242	8.117
4th 6 months	7.846	8.793
5th 6 months	8.449	9.470
6th 6 months	9.053	10.146
7th 6 months	9.656	10.822
8th 6 months	10.259	11.499
9th 6 months	10.863	12.175
10th 6 months	11.467	12.852
11th 6 months	12.070	13.528
12th 6 months	12.824	14.374
13th 6 months	13.579	15.219
14th 6 months	14.333	16.065
8th year and thereafter	15.088	16.910

FOREMAN OF DESIGNERS

From (p.a.)
 \$39,536.40

To (p.a.)
 \$44,329.20

GRAPHIC ARTS SCHEDULE (GA)

SCHDL	GR	TITLE	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 Press	10.48	10.79	11.11	11.44	11.78	11.39	11.70	12.02	12.35	12.69	12.76	13.07	13.39	13.72	14.06
	02	Offset Pressman	11.15	11.48	11.82	12.17	12.54	12.06	12.39	12.73	13.08	13.45	13.43	13.76	14.10	14.45	14.82
	03	Offset Let Press	13.17	13.57	13.98			14.08	14.48	14.89			15.45	15.85	16.26		
	04	Pressman-I	14.40					15.31					16.68				
	05	Offset Press Appren	6.13	6.69	7.81	8.92	10.04										
GAI	01	Doc Finish Spec	10.60	10.92	11.25	11.59	11.94	11.51	11.83	12.16	12.50	12.85	12.88	13.20	13.53	13.87	14.22
	02	Doc Fin Sp-Off Press	12.54	12.92	13.31			13.45	13.83	14.22			14.82	15.20	15.59		
	03	Illustrator-Appren	6.28	6.85	7.99	9.13	10.27										
	04	Illustrator	11.41	11.75	12.10	12.46	12.83	12.32	12.66	13.01	13.37	13.74	13.69	14.03	14.38	14.74	15.11
	05	Illustrator-Val	13.47	13.87	14.29			14.38	14.78	15.20			15.75	16.15	16.57		
	06	Offset Photo	11.41	11.75	12.10	12.46	12.83	12.32	12.66	13.01	13.37	13.74	13.69	14.03	14.38	14.74	15.11
	07	Photoengraver	11.41	11.75	12.10	12.46	12.83	12.32	12.66	13.01	13.37	13.74	13.69	14.03	14.38	14.74	15.11
	08	Photoeng-Off Photo	13.47	13.87	14.29			14.38	14.78	15.20			15.75	16.15	16.57		
GAC	01	Compositor	10.78	11.10	11.43	11.77	12.12	11.69	12.01	12.34	12.68	13.03	13.06	13.38	13.71	14.05	14.40
	02	Comp-Plat Press	12.73	13.11	13.50			13.64	14.02	14.41			15.01	15.39	15.78		
GAD	01	Reprd Tech DS	<u>16.91</u>	<u>17.42</u>	<u>17.94</u>			<u>17.82</u>	<u>18.33</u>	<u>18.85</u>			<u>19.19</u>	<u>19.70</u>	<u>20.22</u>		
	02	Reprd Tech DSW	<u>18.84</u>	<u>19.41</u>	<u>19.99</u>			<u>19.75</u>	<u>20.32</u>	<u>20.90</u>			<u>21.12</u>	<u>21.69</u>	<u>22.27</u>		
	03	Reprd Tech P	<u>16.91</u>	<u>17.42</u>	<u>17.94</u>			<u>17.82</u>	<u>18.33</u>	<u>18.85</u>			<u>19.19</u>	<u>19.70</u>	<u>20.22</u>		
	04	Reprd Tech PG	<u>18.84</u>	<u>19.41</u>	<u>19.99</u>			<u>19.75</u>	<u>20.32</u>	<u>20.90</u>			<u>21.12</u>	<u>21.69</u>	<u>22.27</u>		
GAL	01	Third Hand	5.03	5.48	6.40	7.31	8.23										
	02	Back Tender	9.14	9.41	9.69	9.98	10.28										
	03	Beaterman	9.14	9.41	9.69	9.98	10.28										
	04	Machine Tender	11.15	11.48	11.82	12.17	12.54						15.45	15.85	16.26		
	05	Paper Maker	13.17	13.57	13.98												

EFFECTIVE DATE: 31 October 1977

APPROVAL DATE: 17 February 1978

This schedule supersedes the schedule approved 3 February 1978

The affected rates are underlined.

ADMINISTRATIVE-INTERNAL USE ONLY

Paper made rates

5

DIFFERENTIAL: 15%

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:


Chief - \$2.28
D. Ch. - \$.91

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

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

REFERENCE: BEP Bulletin #78-3 (7 February 1978)

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.


Chief, Position Mgmt. & Compensation Division

STAT

GRAPHIC ARTS SCHEDULE (GA)

SCHDL	GR	TITLE	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 Press															
		02 Offset Pressman															
		03 Offset Let Press															
		04 Pressman-I						<u>15.31</u>					<u>16.68</u>				
		05 Offset Press Appren															
GA		01 Doc Finish Spec															
		02 Doc Fin Sp-Off Press															
		03 Illustrator-Appren															
		04 Illustrator															
		05 Illustrator-Val															
		06 Offset Photo															
		07 Photoengraver															
		08 Photoeng-Off Photo															
GAC		01 Compositor															
		02 Comp-Plat Press															
GAD		01 Reprd Tech DS															
		02 Reprd Tech DSW															
		03 Reprd Tech P															
		04 Reprd Tech PG															
GAE		01 Third Hand															
		02 Back Tender															
		03 Beaterman															
		04 Machine Tender															
		05 Paper Maker															

EFFECTIVE DATE: 7 August 1977

APPROVAL DATE: 22 August 1977

This schedule supersedes the schedule approved 12 August 1977
 To correct rates for GAA-04 Steps I, A and F.
 The affected rates are underlined.

~~ADMINISTRATIVE-INTERNAL USE ONLY~~

DIFFERENTIAL: 15%

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:


Chief - \$2.28
D. Ch.- \$.91

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

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

REFERENCE: GPO Notices 640-39 (17 June 1977) and 640-42 (4 August 1977)

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.


Chief, Position Mgmt. & Compensation Division

STAT

~~ADMINISTRATIVE-INTERNAL USE ONLY~~

GRAPHIC ARTS SCHEDULE (GA)

SCHDL	GR	TITLE	JNYMN	PRO-1	PRO-2	PRO-3	PRO-4	DCH	DCH	DCH	DCH	DCH	CH	CH	CH	CH	CH
GAA	01	Letter Press	<u>10.48</u>	<u>10.79</u>	<u>11.11</u>	<u>11.44</u>	<u>11.78</u>	<u>11.39</u>	<u>11.70</u>	<u>12.02</u>	<u>12.35</u>	<u>12.69</u>	<u>12.76</u>	<u>13.07</u>	<u>13.39</u>	<u>13.72</u>	<u>14.06</u>
	02	Offset Pressman	<u>11.15</u>	<u>11.48</u>	<u>11.82</u>	<u>12.17</u>	<u>12.54</u>	<u>12.06</u>	<u>12.39</u>	<u>12.73</u>	<u>13.08</u>	<u>13.45</u>	<u>13.43</u>	<u>13.76</u>	<u>14.10</u>	<u>14.45</u>	<u>14.82</u>
	03	Offset Let Press	<u>13.17</u>	<u>13.57</u>	<u>13.98</u>			<u>14.08</u>	<u>14.48</u>	<u>14.89</u>			<u>15.45</u>	<u>15.85</u>	<u>16.26</u>		
	04	Pressman-I	<u>14.68</u>					<u>15.59</u>					<u>16.96</u>				
	05	Offset Press Appren	<u>6.13</u>	<u>6.69</u>	<u>7.81</u>	<u>8.92</u>	<u>10.04</u>										
GAB	01	Doc Finish Spec	<u>10.58</u>	<u>10.90</u>	<u>11.23</u>	<u>11.57</u>	<u>11.92</u>	<u>11.49</u>	<u>11.81</u>	<u>12.14</u>	<u>12.48</u>	<u>12.83</u>	<u>12.86</u>	<u>13.18</u>	<u>13.51</u>	<u>13.85</u>	<u>14.20</u>
	02	Doc Fin Sp-Off Press	<u>12.52</u>	<u>12.90</u>	<u>13.29</u>			<u>13.43</u>	<u>13.81</u>	<u>14.20</u>			<u>14.80</u>	<u>15.18</u>	<u>15.57</u>		
	03	Illustrator-Appren	<u>6.28</u>	<u>6.85</u>	<u>7.99</u>	<u>9.13</u>	<u>10.27</u>										
	04	Illustrator	<u>11.41</u>	<u>11.75</u>	<u>12.10</u>	<u>12.46</u>	<u>12.83</u>	<u>12.32</u>	<u>12.66</u>	<u>13.01</u>	<u>13.37</u>	<u>13.74</u>	<u>13.69</u>	<u>14.03</u>	<u>14.38</u>	<u>14.74</u>	<u>15.11</u>
	05	Illustrator-Val	<u>13.47</u>	<u>13.87</u>	<u>14.29</u>			<u>14.38</u>	<u>14.78</u>	<u>15.20</u>			<u>15.75</u>	<u>16.15</u>	<u>16.57</u>		
	06	Offset Photo	<u>11.41</u>	<u>11.75</u>	<u>12.10</u>	<u>12.46</u>	<u>12.83</u>	<u>12.32</u>	<u>12.66</u>	<u>13.01</u>	<u>13.37</u>	<u>13.74</u>	<u>13.69</u>	<u>14.03</u>	<u>14.38</u>	<u>14.74</u>	<u>15.11</u>
	07	Photoengraver	<u>11.41</u>	<u>11.75</u>	<u>12.10</u>	<u>12.46</u>	<u>12.83</u>	<u>12.32</u>	<u>12.66</u>	<u>13.01</u>	<u>13.37</u>	<u>13.74</u>	<u>13.69</u>	<u>14.03</u>	<u>14.38</u>	<u>14.74</u>	<u>15.11</u>
	08	Photoeng-Off Photo	<u>13.47</u>	<u>13.87</u>	<u>14.29</u>			<u>14.38</u>	<u>14.78</u>	<u>15.20</u>			<u>15.75</u>	<u>16.15</u>	<u>16.57</u>		
GAC	01	Compositor	<u>10.78</u>	<u>11.10</u>	<u>11.43</u>	<u>11.77</u>	<u>12.12</u>	<u>11.69</u>	<u>12.01</u>	<u>12.34</u>	<u>12.68</u>	<u>13.03</u>	<u>13.06</u>	<u>13.38</u>	<u>13.71</u>	<u>14.05</u>	<u>14.40</u>
	02	Comp-Plat Press	<u>12.73</u>	<u>13.11</u>	<u>13.50</u>			<u>13.64</u>	<u>14.02</u>	<u>14.41</u>			<u>15.01</u>	<u>15.39</u>	<u>15.78</u>		
GAD	01	Reprd Tech DS	<u>15.09</u>	<u>15.54</u>	<u>16.01</u>			<u>15.90</u>	<u>16.35</u>	<u>16.82</u>			<u>17.12</u>	<u>17.57</u>	<u>18.04</u>		
	02	Reprd Tech DSW	<u>16.81</u>	<u>17.31</u>	<u>17.83</u>			<u>17.62</u>	<u>18.12</u>	<u>18.64</u>			<u>18.84</u>	<u>19.34</u>	<u>19.86</u>		
	03	Reprd Tech P	<u>15.68</u>	<u>16.15</u>	<u>16.63</u>			<u>16.49</u>	<u>16.96</u>	<u>17.44</u>			<u>17.71</u>	<u>18.18</u>	<u>18.66</u>		
	04	Reprd Tech PG	<u>17.46</u>	<u>17.98</u>	<u>18.52</u>			<u>18.27</u>	<u>18.79</u>	<u>19.33</u>			<u>19.49</u>	<u>20.01</u>	<u>20.55</u>		
GAE	01	Third Hand <i>05-05/3 10,462</i>	<u>5.03</u>	<u>5.48</u>	<u>6.40</u>	<u>7.31</u>	<u>8.23</u>										
	02	Back Tender <i>05-11/3</i>	<u>9.14</u>	<u>9.41</u>	<u>9.69</u>	<u>9.98</u>	<u>10.28</u>										
	03	Beaterman <i>05-11/3 19,011</i>	<u>9.14</u>	<u>9.41</u>	<u>9.69</u>	<u>9.98</u>	<u>10.28</u>										
	04	Machine Tender <i>05-12/3 23,192</i>	<u>11.15</u>	<u>11.48</u>	<u>11.82</u>	<u>12.17</u>	<u>12.54</u>										
	05	Paper Maker <i>05-12/3 27,388</i>	<u>13.17</u>	<u>13.57</u>	<u>13.98</u>								<u>15.45</u>	<u>15.85</u>	<u>16.26</u>		

EFFECTIVE DATE: 7 August 1977

APPROVAL DATE: 12 August 1977

This schedule supersedes the schedule approved 28 June 1977

The affected rates are underlined.

DIFFERENTIAL: 15%

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:

Chief - \$2.28
D. Ch.- \$.91


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

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STAT


Chief, Position Mgmt. & Compensation Division

~~ADMINISTRATIVE-INTERNAL USE ONLY~~

GRAPHIC ARTS SCHEDULE (GA)

SCHDL	GR	TITLE	JNYMN	PRO-1	PRO-2	PRO-3	PRO-4	DCH	DCH	DCH	DCH	DCH	CH	CH	CH	CH	CH
			1	2	3	4	5	A	B	C	D	E	F	G	H	I	J
GAA	01	Letter Press	9.88	10.18	10.49	10.80	11.12	10.69	10.99	11.30	11.61	11.93	11.91	12.21	12.52	12.83	13.15
	02	Offset Pressman	10.53	10.85	11.18	11.52	11.87	11.34	11.66	11.99	12.33	12.68	12.56	12.88	13.21	13.55	13.90
	03	Offset Let Press	12.46	12.83	13.21			13.27	13.64	14.02			14.49	14.86	15.24		
	04	Pressman-I	13.61					14.42					15.64				
	05	Offset Press Appren	<u>6.13</u>	<u>6.69</u>	<u>7.81</u>	<u>8.92</u>	<u>10.04</u>										
GAB	01	Doc Finish Spec	10.09	10.39	10.70	11.02	11.35	10.90	11.20	11.51	11.83	12.16	12.12	12.42	12.73	13.05	13.38
	02	Doc Fin Sp-Off Pres	11.92	12.28	12.65			12.73	13.09	13.46			13.95	14.31	14.68		
	03	Illustrator-Appren	6.28	6.85	7.99	9.13	10.27										
	04	Illustrator	10.86	11.19	11.53	11.88	12.24	11.67	12.00	12.34	12.69	13.05	12.89	13.22	13.56	13.91	14.27
	05	Illustrator-Val	12.85	13.24	13.64			13.66	14.05	14.45			14.88	15.27	15.67		
	06	Offset Photo	10.86	11.19	11.53	11.88	12.24	11.67	12.00	12.34	12.69	13.05	12.89	13.22	13.56	13.91	14.27
	07	Photoengraver	10.86	11.19	11.53	11.88	12.24	11.67	12.00	12.34	12.69	13.05	12.89	13.22	13.56	13.91	14.27
	08	Photoeng-Off Photo	12.85	13.24	13.64			13.66	14.05	14.45			14.88	15.27	15.67		
GAC	01	Compositor	10.25	10.56	10.88	11.21	11.55	11.06	11.37	11.69	12.02	12.36	12.28	12.59	12.91	13.24	13.58
	02	Comp-Plat Press	12.13	12.49	12.86			12.94	13.30	13.67			14.16	14.52	14.89		
GAD	01	Reprd Tech DS	15.09	15.54	16.01			15.90	16.35	16.82			17.12	17.57	18.04		
	02	Reprd Tech DSW	16.81	17.31	17.83			17.62	18.12	18.64			18.84	19.34	19.86		
	03	Reprd Tech P	15.68	16.15	16.63			16.49	16.96	17.44			17.71	18.18	18.66		
	04	Reprd Tech PG	17.46	17.98	18.52			18.27	18.79	19.33			19.49	20.01	20.55		
GAE	01	Third Hand	<u>5.03</u>	<u>5.48</u>	<u>6.40</u>	<u>7.31</u>	<u>8.23</u>										
	02	Back Tender	8.61	8.87	9.14	9.41	9.69										
	03	Beaterman	8.61	8.87	9.14	9.41	9.69										
	04	Machine Tender	10.53	10.85	11.18	11.52	11.87						12.56	12.88	13.21	13.55	13.90
	05	Paper Maker	12.46	12.83	13.21								14.49	14.86	15.24		

EFFECTIVE DATE: 19 June 1977

APPROVAL DATE: 28 June 1977

This schedule supersedes the schedule approved 6 December 1976

The affected rates are underlined.

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DIFFERENTIAL: 15%

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:

Chief - \$2.28
D. Ch.- \$.91


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

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

REFERENCE: *apo notices: 1640-39 (17 June 1977) and 1640-39 CH-1 (5 July 1977)*

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.

STAT


Chief, Position Mgmt. & Compensation Division

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