

SECRET

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Government Services Incorporated Wage Policy for
[redacted] Employees

REFERENCE : Memo fr DTR to DDB dtd 14 Apr 65, same subject

1. In accordance with your request, we have reviewed the proposal in reference for the establishment of a wage policy and pay schedule for employees of Government Services Incorporated at [redacted]

25X

2. GSI employees at [redacted] are currently covered under a comparable type of pay schedule and the Chief, [redacted] has been delegated the same authority for approving pay increases that is proposed for the Chief, [redacted]. This delegation of authority has not resulted in any inequities at [redacted] and should not produce any problems at [redacted].

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3. The base rates proposed are not excessive and are appropriately above the absolute minimum rates currently recommended by the President for work financed by the Government. The maximum worker rates are above the [redacted] schedule but are below both the Washington, D. C. [redacted] commissary schedule and the [redacted] regular wage schedules. The three longevity rates are consistent with GSI practice elsewhere, including [redacted] while above comparable [redacted] schedules, they are below [redacted] schedules.

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4. In view of the foregoing, the proposed wage policy and pay schedules appear fully justifiable and defensible. Your approval is recommended.

/s/ Emmett D. Echols

Emmett D. Echols
Director of Personnel

Distribution:

- 0 & 1 - Addressee
- 1 - D/Pers
- 2 - SWD/OP

[redacted] (29 April 1965)
[redacted] (11 May 1965) -- Revised for editorial changes

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

STAT

Approved For Release 2005/08/22 : CIA-RDP92-00420R000300090006-6

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Metropolitan Washington, D. C.

Enclosure (1)

COMMISSARY SERVICE

Non-Supervisory Schedule

<u>Level</u>	<u>Step Rates</u>		
	<u>1st</u>	<u>2nd</u>	<u>3rd</u>
1	\$1.94	\$2.02	\$2.10
2	2.07	2.16	2.25
3	2.21	2.30	2.39
4	2.46	2.56	2.66
5	2.64	2.75	2.86
6	2.74	2.85	2.96
7	2.83	2.95	3.07

Supervisory Differentials

<u>Level</u>	<u>Hourly Rate</u>
C	\$.33
F	.69
I	1.10
L	1.51

Non-Supervisory Schedule for Commissary Service
(Ratings Paid Exception Rates or Levels Not Published)

<u>Rating</u>	<u>Step Rates</u>		
	<u>1st</u>	<u>2nd</u>	<u>3rd</u>
Cook	\$2.74	\$2.85	\$2.96
Meat Packager	2.20	2.29	2.38
Utilityman	2.20	2.29	2.38

LAUNDRY SERVICE

Non-Supervisory Schedule

<u>Level</u>	<u>Step Rates</u>		
	<u>1st</u>	<u>2nd</u>	<u>3rd</u>
1	\$1.27	\$1.32	\$1.37
2	1.32	1.38	1.44
3	1.38	1.44	1.50
4	1.50	1.56	1.62
5	1.65	1.76	1.83
6	1.88	1.96	2.04

Supervisory Differentials

<u>Level</u>	<u>Hourly Rate</u>
C	\$.27
F	.57
I	.92
L	1.26

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DEFINITIONS OF CIVILIAN UNGRADED RATINGS

P-1005-296

receive supervision from the supervisor normally in charge in that area, e. g., Storekeeper, Head Cook, Leadingman Cook, Head Baker, etc. In certain activities the Mess Attendant is normally relieved of table serving duties by employees in the rating of Waitress (Naval Home) or by enlisted Messmen (Naval Academy).

Occupational Code: 835 02

D. O. T. Code: 2-29.71

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DEFINITIONS OF CIVILIAN UNGRADED RATINGS

P-1005-297

receiving, stowing, and issuing of dry or cold stores only, may be rated as Laborer, Laborer (Heavy), or Warehouseman, as appropriate, in the Laborer, Helper and Mechanic Service.

B Occupational Code: 685 02

D. O. T. Code: 2-29.89

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DEFINITIONS OF CIVILIAN UNGRADED RATINGS

P-1005-303

enlisted men, etc., and not with sale of items to patrons of a Commissary Meat Store. The Meat Cutter rating may be used, however, in a Commissary Meat Store for employees who cut and prepare meats for packaging but do not make direct sales to patrons. (In this latter instance, the Meat Cutter would receive supervision from a Head or Leadingman Meat Cutter (Sales).)

Occupational Code: 834.03

D. O. T. Code: 5-58.100

STAT

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Approved For Release 2005/08/22 : CIA-RDP92-00420R000300090006-6

LITHOGRAPHIC AND PRINTING PLANT WAGE SCHEDULE



25X1

XPA-XLA GRADE	Non-Supervisory XP RATES			Leader XL RATES			XSA GRADE	Supervisory XS RATES		
	1	2	3	1	2	3		1	2	3
1	6.15	6.41	6.67	6.78	7.06	7.34	1	9.19	9.57	9.96
2	6.60	6.88	7.16	7.27	7.57	7.87	2	9.65	10.06	10.46
3	7.05	7.34	7.63	7.74	8.07	8.39	3	10.08	10.50	10.92
4	7.49	7.81	8.12	8.22	8.56	8.92	4	10.52	10.96	11.40
5	7.92	8.25	8.59	8.70	9.06	9.43	5	10.97	11.43	11.89
6	8.37	8.72	9.07	9.19	9.57	9.96	6	11.41	11.89	12.37
7	8.81	9.19	9.56	9.69	10.10	10.51	7	11.87	12.36	12.86
8	9.25	9.64	10.03	10.19	10.62	11.05	8	12.29	12.81	13.33
9	9.69	10.10	10.51	10.68	11.12	11.57	9	12.74	13.27	13.80
10	10.12	10.54	10.97	11.15	11.62	12.08	10	13.20	13.75	14.30
11	10.59	11.04	11.48	11.64	12.13	12.61	11	13.71	14.28	14.85
12	11.04	11.49	11.96	12.13	12.64	13.15	12	14.37	14.97	15.57
13	11.47	11.95	12.43	12.62	13.15	13.68	13	15.21	15.84	16.47
14	11.91	12.41	12.91	13.10	13.65	14.20	14	16.20	16.88	17.55
15	12.35	12.87	13.39	13.60	14.17	14.74	15	17.32	18.05	18.77
							16	18.62	19.40	20.18
							17	20.08	20.92	21.76
							18	21.71	22.61	23.51
							19	23.46	24.44	25.42

SHIFT DIFFERENTIALS: 2nd Shift 7.5%
 3rd Shift 10%

WITHIN-GRADE INCREASES: Advancement from Step 1 to Step 2--26 weeks;
 from Step 2 to Step 3--78 weeks; creditable service for step increase is at the
 lower step, unless conduct or service warrants postponement of the advancement.

OVERTIME: Section 201 of the Work Hours Act of 1962--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. Agency
 policy on overtime pay for prevailing rate employees is explained in

25X1

This schedule supersedes the rates on the Lithographic and Printing Plant Wage
 Schedule for the approved 31 July 1984.

25X1

EFFECTIVE DATE: 13 October 1985

APPROVED

8/29/85
 Date

25X1

Approved For Release 2005/08/22 : CIA-RDP92-00420R000300090006-6
 DEPARTMENT OF DEFENSE WAGE FIXING AUTHORITY
 ALEXANDRIA, VIRGINIA 22331-1200

AC-181
 9 JULY 1985

SUBJECT: FEDERAL WAGE SYSTEM SPECIAL PRINTING SCHEDULES FOR PRINTING AND LITHOGRAPHIC OCCUPATIONS
 IN THE WAGE AREA OF

TO: COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND DOD COMPONENT INSTALLATIONS IN THE AREA.

THE SCHEDULES SHOWN BELOW HAVE BEEN ESTABLISHED UNDER AUTHORITY OF DOD DIRECTIVE 5120.39,
 "DEPARTMENT OF DEFENSE WAGE FIXING AUTHORITY -- APPROPRIATED FUND COMPENSATION," APRIL 24, 1980,
 SUBJECT TO THE LIMITATIONS CONTAINED IN FPM BULLETIN 532-61 DATED 10 DECEMBER 1984, AND ARE TO BE
 APPLIED IN ACCORDANCE WITH THE PROVISIONS OF PARA S11-14, FPM SUPP 532-1 TO ALL INSTALLATIONS
 LISTED ON THE REVERSE SIDE.

XP XL-XS GRADE	XP-RATES			XL-RATES			XS-XD-XN RATES			XD-XN PAY LEVEL
	1	2	3	1	2	3	1	2	3	
1	6.15	6.41	6.67	6.78	7.06	7.34	9.19	9.57	9.96	
2	6.60	6.88	7.16	7.27	7.57	7.87	9.65	10.06	10.46	
3	7.05	7.34	7.63	7.74	8.07	8.39	10.08	10.50	10.92	1
4	7.49	7.81	8.12	8.22	8.56	8.92	10.52	10.96	11.40	2
5	7.92	8.25	8.59	8.70	9.06	9.43	10.97	11.43	11.89	3
6	8.37	8.72	9.07	9.19	9.57	9.96	11.41	11.89	12.37	4
7	8.81	9.19	9.56	9.69	10.10	10.51	11.87	12.36	12.86	5 1
8	9.25	9.64	10.03	10.19	10.62	11.05	12.29	12.81	13.33	6 2
9	9.69	10.10	10.51	10.68	11.12	11.57	12.74	13.27	13.80	7 3
10	10.12	10.54	10.97	11.15	11.62	12.08	13.20	13.75	14.30	8 4
11	10.59	11.04	11.48	11.64	12.13	12.61	13.71	14.28	14.85	9 5
12	11.04	11.49	11.96	12.13	12.64	13.15	14.37	14.97	15.57	10 6
13	11.47	11.95	12.43	12.62	13.15	13.68	15.21	15.84	16.47	11 7
14	11.91	12.41	12.91	13.10	13.65	14.20	16.20	16.88	17.55	8
15	12.35	12.87	13.39	13.60	14.17	14.74	17.32	18.05	18.77	9
							XS-16	18.62	19.40	20.18
							XS-17	20.08	20.92	21.76
							XS-18	21.71	22.61	23.51
							XS-19	23.46	24.44	25.42

Cecil E. Allen
 CECIL E. ALLEN
 DIRECTOR
 TECHNICAL STAFF

ORDER DATE: 1 MAY 1985
 EFFECTIVE DATE: THE FIRST DAY OF THE FIRST PAY PERIOD
 BEGINNING ON OR AFTER 5 OCTOBER 1985
 SUPERSEDES SCHEDULE ISSUED 31 JULY 1984

25X1

Approved For Release 2005/08/22 : CIA-RDP92-00420R000300090006-6

Approved For Release 2005/08/22 : CIA-RDP92-00420R000300090006-6

1984

LITHOGRAPHIC AND PRINTING PLANT WAGE SCHEDULE



25X1

XPA-XLA GRADE	Non-Supervisory XP-Rates			Leader XL-Rates			XSA GRADE	Supervisory XS-Rates		
	1	2	3	1	2	3		1	2	3
1	5.95	6.20	6.45	6.56	6.83	7.10	1	8.88	9.25	9.63
2	6.38	6.65	6.92	7.03	7.32	7.61	2	9.33	9.72	10.11
3	6.82	7.10	7.38	7.48	7.80	8.11	3	9.74	10.15	10.56
4	7.24	7.55	7.85	7.95	8.28	8.62	4	10.17	10.59	11.02
5	7.66	7.98	8.30	8.41	8.76	9.12	5	10.60	11.05	11.49
6	8.09	8.43	8.77	8.88	9.25	9.63	6	11.04	11.50	11.96
7	8.52	8.88	9.24	9.37	9.76	10.16	7	11.47	11.95	12.43
8	8.95	9.32	9.70	9.85	10.27	10.68	8	11.88	12.38	12.88
9	9.37	9.76	10.16	10.32	10.75	11.18	9	12.32	12.83	13.34
10	9.78	10.19	10.60	10.78	11.23	11.68	10	12.76	13.29	13.82
11	10.24	10.67	11.10	11.25	11.72	12.19	11	13.25	13.80	14.35
12	10.67	11.11	11.56	11.73	12.22	12.71	12	13.89	14.47	15.05
13	11.09	11.55	12.01	12.20	12.71	13.22	13	14.70	15.31	15.92
14	11.52	12.00	12.48	12.66	13.19	13.72	14	15.66	16.31	16.96
15	11.94	12.44	12.94	13.15	13.70	14.25	15	16.74	17.44	18.14
SHIFT DIFFERENTIALS: 2nd Shift 7.5%							16	18.00	18.75	19.50
3rd Shift 10%							17	19.41	20.22	21.03
							18	20.98	21.85	22.72
							19	22.68	23.63	24.58

WITHIN-GRADE INCREASES: Advancement from Step 1 to Step 2--26 weeks; and from Step 2 to Step 3--78 weeks; creditable service for step increase is at the lower step, unless conduct or service warrants postponement of the advancement.

OVERTIME: Section 201 of the Work Hours Act of 1962--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. Agency policy on overtime pay for prevailing rate employees is explained in

25X1

This schedule supersedes the rates on the Lithographic and Printing Plant Wage Schedule for the approved 5 July 1983.

25X1

EFFECTIVE DATE: 14 October 1984

APPROVAL DATE: 31 OCT 1984



25X1

DEPARTMENT OF DEFENSE WAGE FIXING AUTHORITY
WASHINGTON, D.C. 20310

31 JULY 1984

AC-181

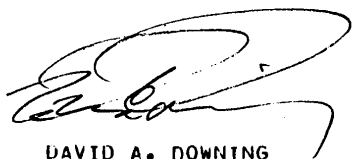
SUBJECT: FEDERAL WAGE SYSTEM SPECIAL PRINTING SCHEDULES FOR PRINTING AND LITHOGRAPHIC OCCUPATIONS
IN THE WAGE AREA OF

25X1

TO: COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND DOD COMPONENT INSTALLATIONS IN THE AREA.

THE SCHEDULES SHOWN BELOW HAVE BEEN ESTABLISHED UNDER AUTHORITY OF DOD DIRECTIVE 5120.39,
"DEPARTMENT OF DEFENSE WAGE FIXING AUTHORITY -- APPROPRIATED FUND COMPENSATION," APRIL 24, 1980,
SUBJECT TO THE LIMITATIONS CONTAINED IN FPM BULLETIN 532-56 DATED 6 JUNE 1984, AND ARE TO BE
APPLIED IN ACCORDANCE WITH THE PROVISIONS OF FPM LETTER 532-119 DATED 28 AUGUST 1981 TO ALL
INSTALLATIONS LISTED ON THE REVERSE SIDE.

XP XL-XS GRADE	XP-RATES			XL-RATES			XS-XD-XN RATES			XD-XN PAY LEVEL
	1	2	3	1	2	3	1	2	3	
1	5.95	6.20	6.45	6.56	6.83	7.10	8.88	9.25	9.63	
2	6.38	6.65	6.92	7.03	7.32	7.61	9.33	9.72	10.11	
3	6.82	7.10	7.38	7.48	7.80	8.11	9.74	10.15	10.56	1
4	7.24	7.55	7.85	7.95	8.28	8.62	10.17	10.59	11.02	2
5	7.66	7.98	8.30	8.41	8.76	9.12	10.60	11.05	11.49	3
6	8.09	8.43	8.77	8.88	9.25	9.63	11.04	11.50	11.96	4
7	8.52	8.88	9.24	9.37	9.76	10.16	11.47	11.95	12.43	5 1
8	8.95	9.32	9.70	9.85	10.27	10.68	11.88	12.38	12.88	6 2
9	9.37	9.76	10.16	10.32	10.75	11.18	12.32	12.83	13.34	7 3
10	9.78	10.19	10.60	10.78	11.23	11.68	12.76	13.29	13.82	8 4
11	10.24	10.67	11.10	11.25	11.72	12.19	13.25	13.80	14.35	9 5
12	10.67	11.11	11.56	11.73	12.22	12.71	13.89	14.47	15.05	10 6
13	11.09	11.55	12.01	12.20	12.71	13.22	14.70	15.31	15.92	11 7
14	11.52	12.00	12.48	12.66	13.19	13.72	15.66	16.31	16.96	8
15	11.94	12.44	12.94	13.15	13.70	14.25	16.74	17.44	18.14	9
							XS-16	18.00	18.75	19.50
							XS-17	19.41	20.22	21.03
							XS-18	20.98	21.85	22.72
							XS-19	22.68	23.63	24.58



DAVID A. DOWNING
ACTING DIRECTOR
TECHNICAL STAFF

ORDER DATE: 1 MAY 1984
EFFECTIVE DATE: THE FIRST DAY OF THE FIRST PAY PERIOD
BEGINNING ON OR AFTER 6 OCTOBER 1984
SUPERSEDES SCHEDULE ISSUED 20 JULY 1983

25X1

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1983

LITHOGRAPHIC AND PRINTING PLANT WAGE SCHEDULE

[Redacted]

25X1

XPA-XLA

XP-XL
GRADE

Non-Supervisory
XP-Rates
1 2 3

Leader
XL-Rates
1 2 3

XSA
GRADE

Supervisory
XS-Rates
1 2 3

1	5.73	5.97	6.21	6.31	6.57	6.83	1	8.54	8.90	9.26
2	6.14	6.40	6.66	6.76	7.04	7.32	2	8.99	9.36	9.73
3	6.56	6.83	7.10	7.20	7.50	7.80	3	9.38	9.77	10.16
4	6.97	7.26	7.55	7.65	7.97	8.29	4	9.78	10.19	10.60
5	7.37	7.68	7.99	8.09	8.43	8.77	5	10.20	10.63	11.05
6	7.80	8.12	8.44	8.54	8.90	9.26	6	10.62	11.06	11.50
7	8.21	8.55	8.89	9.01	9.39	9.77	7	11.04	11.50	11.96
8	8.61	8.97	9.33	9.48	9.88	10.27	8	11.43	11.91	12.39
9	9.01	9.39	9.77	9.93	10.34	10.75	9	11.85	12.34	12.83
10	9.42	9.81	10.20	10.38	10.81	11.24	10	12.27	12.78	13.29
11	9.86	10.27	10.68	10.83	11.28	11.73	11	12.70	13.23	13.76
12	10.26	10.69	11.12	11.29	11.76	12.23	12	13.29	13.84	14.39
13	10.67	11.11	11.55	11.74	12.23	12.72	13	14.03	14.61	15.19
14	11.08	11.54	12.00	12.18	12.69	13.20	14	14.88	15.50	16.12
15	11.49	11.97	12.45	12.65	13.18	13.71	15	15.87	16.53	17.19

SHIFT DIFFERENTIALS: 2nd Shift 7.5% 16 16.99 17.70 18.41
 3rd Shift 10% 17 18.26 19.02 19.78
 18 19.66 20.48 21.30
 19 21.21 22.09 22.97

WITHIN-GRADE INCREASES: Advancement from Step 1 to Step 2--26 weeks; and from Step 2 to Step 3--78 weeks; creditable service for step increase is at the lower step, unless conduct or service warrants postponement of the advancement.

OVERTIME: Section 201 of the Work Hours Act of 1962--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. Agency policy on overtime pay for prevailing rate employees is explained in [Redacted]

25X1

This schedule supersedes the rates on the Lithographic and Printing Plant Wage Schedule for the [Redacted] approved 19 July 1982.

25X1

EFFECTIVE DATE: The beginning of the first pay period which begins on or after 10 July 1983.

APPROVAL DATE:

[Redacted Signature Box]

25X1