

Proviso.
Prior rights not af-
fected
Reversion for non-
user

hundredths acres: *Provided*, That any grant hereby made shall not defeat any prior valid settlement claim initiated when the land was subject to settlement and legally maintained: *And provided further*, That in case the State of Michigan shall at any time use the said described lands, or any portion of them, for other than public park purposes, the title thereto shall revert to the Government of the United States.

Approved, March 4, 1923.

March 4, 1923
[H. R. 5928]
[Public, No. 516]

CHAP. 265.—An Act To provide for the classification of civilian positions within the District of Columbia and in the field services

Classification Act of
1923

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as "The Classification Act of 1923."

Meaning of terms
"Compensation
schedules."
Post, p. 1491.

SEC. 2. That the term "compensation schedules" means the schedules of positions, grades, and salaries, as contained in section 13 of this Act.

"Department "

The term "department" means an executive department of the United States Government, a governmental establishment in the executive branch of the United States Government which is not a part of an executive department, the municipal government of the District of Columbia, the Botanic Garden, Library of Congress, Library Building and Grounds, Government Printing Office, and the Smithsonian Institution.

"Head of the depart-
ment "

The term "the head of the department" means the officer or group of officers in the department who are not subordinate or responsible to any other officer of the department.

"Board."
Post, p. 1489

The term "board" means the Personnel Classification Board established by section 3 hereof.

"Position "

The term "position" means a specific civilian office or employment, whether occupied or vacant, in a department other than the following: Offices or employments in the Postal Service; teachers, librarians, school attendance officers, and employees of the community center department under the Board of Education of the District of Columbia; officers and members of the Metropolitan police, the fire department of the District of Columbia, and the United States park police; and the commissioned personnel of the Coast Guard, the Public Health Service, and the Coast and Geodetic Survey.

Occupations ex-
cluded

"Employee "

The term "employee" means any person temporarily or permanently in a position.

"Service "

The term "service" means the broadest division of related offices and employments.

"Grade."

The term "grade" means a subdivision of a service, including one or more positions for which approximately the same basic qualifications and compensation are prescribed, the distinction between grades being based upon differences in the importance, difficulty, responsibility, and value of the work.

"Class."

The term "class" means a group of positions to be established under this Act sufficiently similar in respect to the duties and responsibilities thereof that the same requirements as to education, experience, knowledge, and ability are demanded of incumbents, the same tests of fitness are used to choose qualified appointees, and the same schedule of compensation is made to apply with equity

"Compensation "

The term "compensation" means any salary, wage, fee, allowance, or other emolument paid to an employee for service in a position.

SEC. 3. That there is hereby established an ex officio board, to be known as the Personnel Classification Board, to consist of the Director of the Bureau of the Budget or an alternate from that Bureau designated by the Director, a member of the Civil Service Commission or an alternate from that commission designated by the commission, and the Chief of the United States Bureau of Efficiency or an alternate from that bureau designated by the chief of the bureau. The Director of the Bureau of the Budget or his alternate shall be chairman of the board.

Personnel Classification Board.
Creation and composition of

Chairman.

Subject to the approval of the President, the heads of the departments shall detail to the board, at its request, for temporary service under its direction, officers or employees possessed of special knowledge, ability, or experience required in the classification and allocation of positions. The Civil Service Commission, the Bureau of the Budget, and the Bureau of Efficiency shall render the board such cooperation and assistance as the board may require for the performance of its duties under this Act.

Details from departments for temporary service with Board.

Cooperation

The board shall make all necessary rules and regulations not inconsistent with the provisions of this Act and provide such subdivisions of the grades contained in section 13 hereof and such titles and definitions as it may deem necessary according to the kind and difficulty of the work. Its regulations shall provide for ascertaining and recording the duties of positions and the qualifications required of incumbents, and it shall prepare and publish an adequate statement giving (1) the duties and responsibilities involved in the classes to be established within the several grades, illustrated where necessary by examples of typical tasks, (2) the minimum qualifications required for the satisfactory performance of such duties and tasks, and (3) the titles given to said classes. In performing the foregoing duties, the board shall follow as nearly as practicable the classification made pursuant to the Executive order of October 24, 1921. The board may from time to time designate additional classes within the several grades and may combine, divide, alter, or abolish existing classes. Department heads shall promptly report the duties and responsibilities of new positions to the board. The board shall make necessary adjustments in compensation for positions carrying maintenance and for positions requiring only part-time service.

Rules and regulations to be prepared

Post, p 1491

Statement to be prepared, giving classes, qualifications, etc.

Additions, etc., allowed.

SEC. 4. That after consultation with the board, and in accordance with a uniform procedure prescribed by it, the head of each department shall allocate all positions in his department in the District of Columbia to their appropriate grades in the compensation schedules and shall fix the rate of compensation of each employee thereunder, in accordance with the rules prescribed in section 6 herein. Such allocations shall be reviewed and may be revised by the board and shall become final upon their approval by said board. Whenever an existing position or a position hereafter created by law shall not fairly and reasonably be allocable to one of the grades of the several services described in the compensation schedules, the board shall adopt for such position the range of compensation prescribed for a grade, or a class thereof, comparable therewith as to qualifications and duties.

Allocation of departments to appropriate grades and salaries of employees

Post, p 1490

New positions, etc., to be classified, etc

In determining the rate of compensation which an employee shall receive, the principle of equal compensation for equal work irrespective of sex shall be followed.

No sex discrimination

SEC. 5. That the compensation schedules shall apply only to civilian employees in the departments within the District of Columbia and shall not apply to employees in positions the duties of which are to perform or assist in apprentice, helper, or journeyman work in a recognized trade or craft and skilled and semiskilled laborers, except such as are under the direction and control of the

Civilian employees of departments in the District only affected by pay schedules
Positions not included

<p>Survey and report on excluded positions, etc</p>	<p>custodian of a public building or perform work which is subordinate, incidental, or preparatory to work of a professional, scientific, or technical character. The board shall make a survey of the field services and shall report to Congress at its first regular session following the passage of this Act schedules of positions, grades, and salaries for such services, which shall follow the principles and rules of the compensation schedules herein contained in so far as these are applicable to the field services. This report shall include a list prepared by the head of each department, after consultation with the board and in accordance with a uniform procedure prescribed by it, allocating all field positions in his department to their approximate grades in said schedules and fixing the proposed rate of compensation of each employee thereunder in accordance with the rules prescribed in section 6 herein.</p>
<p>Initial pay basis.</p>	<p>SEC. 6. That in determining the compensation to be established initially for the several employees the following rules shall govern:</p>
<p>Existing bonus included</p>	<p>1. In computing the existing compensation of an employee, any bonus which the employee receives shall be included.</p>
<p>No less than minimum rate to be given</p>	<p>2. If the employee is receiving compensation less than the minimum rate of the grade or class thereof in which his duties fall, the compensation shall be increased to that minimum rate.</p>
<p>Employees receiving pay within range of appropriate grade</p>	<p>3. If the employee is receiving compensation within the range of salary prescribed for the appropriate grade at one of the rates fixed therein, no change shall be made in the existing compensation.</p>
<p>Employees receiving pay at not one of the rates.</p>	<p>4. If the employee is receiving compensation within the range of salary prescribed for the appropriate grade, but not at one of the rates fixed therein, the compensation shall be increased to the next higher rate.</p>
<p>Employees, other than Civil War veterans, receiving higher pay than appropriate grade</p>	<p>5. If the employee is not a veteran of the Civil War, or a widow of such veteran, and is receiving compensation in excess of the range of salary prescribed for the appropriate grade, the compensation shall be reduced to the rate within the grade nearest the present compensation.</p>
<p>New appointments.</p>	<p>6. All new appointments shall be made at the minimum rate of the appropriate grade or class thereof.</p>
<p>Increases of pay based on efficiency ratings</p>	<p>SEC. 7. Increases in compensation shall be allowed upon the attainment and maintenance of the appropriate efficiency ratings, to the next higher rate within the salary range of the grade: <i>Provided, however,</i> That in no case shall the compensation of any employee be increased unless Congress has appropriated money from which the increase may lawfully be paid, nor shall the rate for any employee be increased beyond the maximum rate for the grade to which his position is allocated. Nothing herein contained shall be construed to prevent the promotion of an employee from one class to a vacant position in a higher class at any time in accordance with civil service rules, and when so promoted the employee shall receive compensation according to the schedule established for the class to which he is promoted.</p>
<p><i>Proviso</i> Congressional action required.</p>	
<p>Promotions in a class.</p>	
<p>Preference to ex-soldiers, etc., not modified</p>	<p>SEC. 8. That nothing in this Act shall modify or repeal any existing preference in appointment or reduction in the service of honorably discharged soldiers, sailors, or marines under any existing law or any Executive order now in force.</p>
<p>Review, etc., by Board of established efficiency ratings.</p>	<p>SEC. 9. That the board shall review and may revise uniform systems of efficiency rating established or to be established for the various grades or classes thereof, which shall set forth the degree of efficiency which shall constitute ground for (a) increase in the rate of compensation for employees who have not attained the maximum rate of the class to which their positions are allocated, (b) continuance at the existing rate of compensation without increase or decrease,</p>

(c) decrease in the rate of compensation for employees who at the time are above the minimum rate for the class to which their positions are allocated, and (d) dismissal.

The head of each department shall rate in accordance with such systems the efficiency of each employee under his control or direction. The current ratings for each grade or class thereof shall be open to inspection by the representatives of the board and by the employees of the department under conditions to be determined by the board after consultation with the department heads.

Reductions in compensation and dismissals for inefficiency shall be made by heads of departments in all cases whenever the efficiency ratings warrant, as provided herein, subject to the approval of the board.

The board may require that one copy of such current ratings shall be transmitted to and kept on file with the board.

SEC. 10. That, subject to such rules and regulations as the President may from time to time prescribe, and regardless of the department or independent establishment in which the position is located, an employee may be transferred from a position in one grade to a vacant position within the same grade at the same rate of compensation, or promoted to a vacant position in a higher grade at a higher rate of compensation, in accordance with civil service rules, any provision of existing statutes to the contrary notwithstanding: *Provided*, That nothing herein shall be construed to authorize or permit the transfer of an employee of the United States to a position under the municipal government of the District of Columbia, or an employee of the municipal government of the District of Columbia to a position under the United States.

SEC. 11. That nothing contained in this Act shall be construed to make permanent any temporary appointments under existing law.

SEC. 12. That it shall be the duty of the board to make a study of the rates of compensation provided in this Act for the various services and grades with a view to any readjustment deemed by said board to be just and reasonable. Said board shall, after such study and at such subsequent times as it may deem necessary, report its conclusions to Congress with any recommendations it may deem advisable.

SEC. 13. That the compensation schedules be as follows:

PROFESSIONAL AND SCIENTIFIC SERVICE.

The professional and scientific service shall include all classes of positions the duties of which are to perform routine, advisory, administrative, or research work which is based upon the established principles of a profession or science, and which requires professional, scientific, or technical training equivalent to that represented by graduation from a college or university of recognized standing.

Grade one, in this service, which may be referred to as the junior professional grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, simple and elementary work requiring professional, scientific, or technical training as herein specified, but little or no experience.

The annual rates of compensation for positions in this grade shall be \$1,860, \$1,920, \$2,000, \$2,100, \$2,200, \$2,300, and \$2,400.

Grade two, in this service, which may be referred to as the assistant professional grade, shall include all classes of positions the duties of which are to perform, under immediate or general supervision, individually or with a small number of subordinates, work requiring professional, scientific, or technical training as herein

Current ratings to be established

Inspection, etc

Reductions, etc, subject to approval of board

Copy of current ratings for file of board.

Transfers to positions in other departments at same or higher grade allowed.

Proviso. From or to District government excepted.

Temporary appointments not made permanent

Study for readjustments of pay, etc, directed.

Report to Congress, etc.

Compensation schedules.

Professional and scientific service.

Classes of positions included as.

Grade 1. Classes included.

Annual pay

Grade 2. Classes included.

	specified, previous experience, and, to a limited extent, the exercise of independent judgment.
Annual pay.	The annual rates of compensation for positions in this grade shall be \$2,400, \$2,500, \$2,600, \$2,700, \$2,800, \$2,900, and \$3,000.
Grade 3 Classes included.	Grade three, in this service, which may be referred to as the associate professional grade, shall include all classes of positions the duties of which are to perform, individually or with a small number of trained assistants, under general supervision but with considerable latitude for the exercise of independent judgment, responsible work requiring extended professional, scientific, or technical training and considerable previous experience.
Annual pay.	The annual rates of compensation for positions in this grade shall be \$3,000, \$3,100, \$3,200, \$3,300, \$3,400, \$3,500, and \$3,600.
Grade 4 Classes included	Grade four, in this service, which may be referred to as the full professional grade, shall include all classes of positions the duties of which are to perform, under general administrative supervision, important specialized work requiring extended professional, scientific, or technical training and experience, the exercise of independent judgment, and the assumption of responsibility for results, or for the administration of a small scientific or technical organization.
Annual pay.	The annual rates of compensation for positions in this grade shall be \$3,800, \$4,000, \$4,200, \$4,400, \$4,600, \$4,800, and \$5,000, unless a higher rate is specifically authorized by law.
Grade 5 Classes included.	Grade five in this service, which may be referred to as the senior professional grade, shall include all classes of positions the duties of which are to act as assistant head of a large professional or scientific organization, or to act as administrative head of a major subdivision of such an organization, or to act as head of a small professional or scientific organization, or to serve as consulting specialist, or independently to plan, organize, and conduct investigations in original research or development work in a professional, scientific, or technical field.
Annual pay.	The annual rates of compensation for positions in this grade shall be \$5,200, \$5,400, \$5,600, \$5,800, and \$6,000, unless a higher rate is specifically authorized by law.
Grade 6. Classes included.	Grade six in this service, which may be referred to as the chief professional grade, shall include all classes of positions the duties of which are to act as the scientific and administrative head of a major professional or scientific bureau, or as professional consultant to a department head or a commission or board dealing with professional, scientific, or technical problems.
Annual pay.	The annual rates of compensation for positions in this grade shall be \$6,000, \$6,500, \$7,000, and \$7,500, unless a higher rate is specifically authorized by law.
Grade 7. Classes included	Grade seven in this service, which may be referred to as the special professional grade, shall include all classes of positions the duties and requirements of which are more responsible and exacting than those described in grade six.
Annual pay.	The annual rate of compensation for positions in this grade shall be \$7,500, unless a higher rate is specifically authorized by law.
Subprofessional service.	SUBPROFESSIONAL SERVICE.
Classes of positions included as	The subprofessional service shall include all classes of positions the duties of which are to perform work which is incident, subordinate, or preparatory to the work required of employees holding positions in the professional and scientific service, and which requires or involves professional, scientific, or technical training of any degree inferior to that represented by graduation from a college or university of recognized standing.

Grade one in this service, which may be referred to as the minor subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, the simplest routine work in a professional, scientific, or technical organization.

Grade 1.
Classes included.

The annual rates of compensation for positions in this grade shall be \$900, \$960, \$1,020, \$1,080, \$1,140, \$1,200, and \$1,260.

Annual pay.

Grade two, in this service, which may be referred to as the under-subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, assigned subordinate work of a professional, scientific, or technical character, requiring limited training or experience but not the exercise of independent judgment.

Grade 2
Classes included.

The annual rates of compensation for positions in this grade shall be \$1,140, \$1,200, \$1,260, \$1,320, \$1,380, \$1,440, and \$1,500.

Annual pay

Grade three, in this service, which may be referred to as the junior subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, subordinate work of a professional, scientific, or technical character, requiring considerable training or experience, but not the exercise of independent judgment.

Grade 3
Classes included.

The annual rates of compensation for positions in this grade shall be \$1,320, \$1,380, \$1,440, \$1,500, \$1,560, \$1,620, and \$1,680.

Annual pay

Grade four in this service, which may be referred to as the assistant subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, subordinate work of a professional, scientific, or technical character requiring considerable training or experience, and, to a limited extent, the exercise of independent judgment.

Grade 4
Classes included.

The annual rates of compensation for positions in this grade shall be \$1,500, \$1,560, \$1,620, \$1,680, \$1,740, \$1,800, and \$1,860.

Annual pay.

Grade five in this service, which may be referred to as the main subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate or general supervision, subordinate work of a professional, scientific, or technical character requiring a thorough knowledge of a limited field of professional, scientific, or technical work, and the exercise of independent judgment, or to supervise the work of a small number of employees performing duties of an inferior grade in the subprofessional service.

Grade 5
Classes included.

The annual rates of compensation for positions in this grade shall be \$1,680, \$1,740, \$1,800, \$1,860, \$1,920, \$1,980, and \$2,040.

Annual pay

Grade six in this service, which may be referred to as the senior subprofessional grade, shall include all classes of positions the duties of which are to perform, under immediate or general supervision, subordinate but difficult and responsible work of a professional, scientific, or technical character, requiring a thorough knowledge of a limited field of professional, scientific, or technical work, and the exercise of independent judgment, or to supervise the work of a small number of employees holding positions in grade five of this service.

Grade 6
Classes included.

The annual rates of compensation for positions in this grade shall be \$1,860, \$1,920, \$2,000, \$2,100, \$2,200, \$2,300, and \$2,400.

Annual pay.

Grade seven in this service, which may be referred to as the principal subprofessional grade, shall include all classes of positions the duties of which are to perform, under general supervision, subordinate but responsible work of a professional, scientific, or technical character requiring a working knowledge of the principles of the profession, art, or science involved, and the exercise of independent judgment, or to supervise the work of a small number of employees holding positions in grade six of this service.

Grade 7
Classes included.

Annual pay.

The annual rates of compensation for positions in this grade shall be \$2,100, \$2,200, \$2,300, \$2,400, \$2,500, \$2,600, and \$2,700.

Grade 8.
Classes included

Grade eight in this service, which may be referred to as the chief subprofessional grade, shall include all classes of positions the duties of which are to perform, under general supervision, subordinate but difficult and responsible work of a professional, scientific, or technical character, requiring a thorough working knowledge of the principles of the profession, art, or science involved, and the exercise of independent judgment, or to supervise the work of a small number of employees holding positions in grade seven of this service.

Annual pay

The annual rates of compensation for positions in this grade shall be \$2,400, \$2,500, \$2,600, \$2,700, \$2,800, \$2,900, and \$3,000.

Clerical, administrative, and fiscal service

CLERICAL, ADMINISTRATIVE, AND FISCAL SERVICE.

Classes of positions included as

The clerical, administrative, and fiscal service shall include all classes of positions the duties of which are to perform clerical, administrative, or accounting work, or any other work commonly associated with office, business, or fiscal administration.

Grade 1.
Classes included.

Grade one in this service, which may be referred to as the under clerical grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, the simplest routine office work.

Annual pay.

The annual rates of compensation for positions in this grade shall be \$1,140, \$1,200, \$1,260, \$1,320, \$1,380, \$1,440, and \$1,500.

Grade 2.
Classes included

Grade two, in the service, which may be referred to as the junior clerical grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, assigned office work requiring training or experience but not the exercise of independent judgment.

Annual pay.

The annual rates of compensation for positions in this grade shall be \$1,320, \$1,380, \$1,440, \$1,500, \$1,560, \$1,620, and \$1,680.

Grade 3
Classes included.

Grade three in this service, which may be referred to as the assistant clerical grade, shall include all classes of positions the duties of which are to perform, under immediate or general supervision, assigned office work requiring training and experience and knowledge of a specialized subject matter or the exercise of independent judgment or to supervise a small section performing simple clerical operations.

Annual pay.

The annual rates of compensation for positions in this grade shall be \$1,500, \$1,560, \$1,620, \$1,680, \$1,740, \$1,800 and \$1,860.

Grade 4.
Classes included.

Grade four, in this service, which may be referred to as the main clerical grade, shall include all classes of positions the duties of which are to perform, under immediate or general supervision, responsible office work requiring training and experience, the exercise of independent judgment or knowledge of a specialized subject matter or both, and an acquaintance with office procedure and practice, or to supervise a small stenographic section or a small section performing clerical operations of corresponding difficulty.

Annual pay.

The annual rates of compensation for positions in this grade shall be \$1,680, \$1,740, \$1,800, \$1,860, \$1,920, \$1,980, and \$2,040.

Grade 5.
Classes included.

Grade five, in this service, which may be referred to as the senior clerical grade, shall include all classes of positions the duties of which are to perform, under general supervision, difficult and responsible office work requiring considerable training and experience, the exercise of independent judgment or knowledge of a specialized subject matter or both, and a thorough knowledge of office procedure and practice, or to supervise a large stenographic section or any large section performing simple clerical operations or to supervise a small section engaged in difficult but routine office work.

The annual rates of compensation for positions in this grade shall be \$1,860, \$1,920, \$2,000, \$2,100, \$2,200, \$2,300, and \$2,400.

Grade six in this service, which may be referred to as the principal clerical grade, shall include all classes of positions the duties of which are to perform, under general supervision, exceptionally difficult and responsible office work, requiring extended training and experience, the exercises of independent judgment or knowledge of a specialized and complex subject matter, or both, and a thorough knowledge of office procedure and practice, or to serve as the recognized authority or adviser in matters requiring long experience and an exceptional knowledge of the most difficult and complicated procedure or of a very difficult and complex subject, or to supervise a large or important office organization engaged in difficult or varied work.

The annual rates of compensation for positions in this grade shall be \$2,100, \$2,200, \$2,300, \$2,400, \$2,500, \$2,600, and \$2,700.

Grade seven in this service, which may be referred to as the assistant administrative grade, shall include all classes of positions the duties of which are to perform, under general supervision, responsible office work along specialized and technical lines, requiring specialized training and experience and the exercise of independent judgment, or as chief clerk to supervise the general business operations of a small independent establishment or a minor bureau or division of an executive department, or to supervise a large or important office organization engaged in difficult and specialized work.

The annual rates of compensation for positions in this grade shall be \$2,400, \$2,500, \$2,600, \$2,700, \$2,800, \$2,900, and \$3,000.

Grade eight in this service, which may be referred to as the associate administrative grade, shall include all classes of positions the duties of which are to perform, under general supervision, difficult and responsible office work along specialized and technical lines, requiring specialized training and experience and the exercise of independent judgment, or to supervise a large or important office organization engaged in work involving specialized training on the part of the employees.

The annual rates of compensation for positions in this grade shall be \$2,700, \$2,800, \$2,900, \$3,000, \$3,100, \$3,200, and \$3,300.

Grade nine in this service, which may be referred to as the full administrative grade, shall include all classes of positions the duties of which are to perform, under general supervision, exceptionally difficult and responsible office work along specialized and technical lines, requiring considerable specialized training and experience and the exercise of independent judgment, or as chief clerk, to supervise the general business operations of a large independent establishment or a major bureau or division of an executive department, or to supervise a large or important office organization engaged in work involving technical training on the part of the employees.

The annual rates of compensation for positions in this grade shall be \$3,000, \$3,100, \$3,200, \$3,300, \$3,400, \$3,500, and \$3,600.

Grade ten in this service, which may be referred to as the senior administrative grade, shall include all classes of positions the duties of which are to perform, under general supervision, the most difficult and responsible office work along specialized and technical lines, requiring extended training, considerable experience, and the exercise of independent judgment, or to supervise a large or important office organization engaged in work involving considerable technical training and experience on the part of the employees.

The annual rates of compensation for positions in this grade shall be \$3,300, \$3,400, \$3,500, \$3,600, \$3,700, \$3,800, and \$3,900.

Annual pay.

Grade 6
Classes included.

Annual pay.

Grade 7
Classes included.

Annual pay.

Grade 8
Classes included.

Annual pay.

Grade 9
Classes included.

Annual pay.

Grade 10.
Classes included.

Annual pay.

Grade 11
Classes included.

Grade eleven, in this service, which may be referred to as the assistant chief administrative grade, shall include all classes of positions the duties of which are to perform the most difficult and responsible office work along specialized and technical lines, requiring extended training and experience, the exercise of independent judgment, and the assumption of responsibility for results, or to supervise the general business operations of an executive department, or to supervise a large and important office organization engaged in work involving extended training and considerable experience on the part of the employees.

Annual pay.

The annual rates of compensation for positions in this grade shall be \$3,800, \$4,000, \$4,200, \$4,400, \$4,600, \$4,800, and \$5,000, unless a higher rate is specifically authorized by law.

Grade 12.
Classes included.

Grade twelve in this service, which may be referred to as the chief administrative grade, shall include all classes of positions the duties of which are to supervise the design and installation of office systems, methods and procedures, or to be head of a small bureau in case professional or scientific training is not required, or to perform work of similar importance, difficulty, and responsibility.

Annual pay.

The annual rates of compensation for positions in this grade shall be \$5,200, \$5,400, \$5,600, \$5,800, and \$6,000, unless a higher rate is specifically authorized by law.

Grade 13.
Classes included.

Grade thirteen, in this service, which may be referred to as the executive grade, shall include all classes of positions the duties of which are to supervise the design of systems of accounts for use by private corporations subject to regulation by the United States, or to act as the technical consultant to a department head or a commission or board in connection with technical or fiscal matters, or to act as chief of a large bureau or a bureau having important administrative or investigative functions in case professional or scientific training is not required, or to perform work of similar importance, difficulty, and responsibility.

Annual pay.

The annual rates of compensation for positions in this grade shall be \$6,000, \$6,500, \$7,000, and \$7,500, unless a higher rate is specifically authorized by law.

Grade 14.
Classes included.

Grade fourteen in this service, which may be referred to as the special executive grade, shall include all classes of positions the duties and requirements of which are more responsible and exacting than those described in grade 13.

Annual pay.

The annual rate of compensation for positions in this grade shall be \$7,500, unless a higher rate is specifically authorized by law.

Custodial service.

CUSTODIAL SERVICE.

Classes of positions
included as

The custodial service shall include all classes of positions the duties of which are to supervise or to perform manual work involved in the custody, maintenance, and protection of public buildings, premises, and equipment, the transportation of public officers, employees or property, and the transmission of official papers.

Class 1.
Classes included.

Grade one, in this service, which may be referred to as the junior messenger grade, shall include all classes of positions the duties of which are to run errands, to check parcels, or to perform other light manual or mechanical tasks with little or no responsibility.

Annual pay

The annual rates of compensation for positions in this grade shall be \$600, \$630, \$660, \$690, \$720, \$750, and \$780.

Class 2
Classes included.

Grade two, in this service, which may be referred to as the office-laborer grade, shall include all classes of positions the duties of which are to handle desks, mail sacks, and other heavy objects and to perform similar work ordinarily required of unskilled laborers;

to operate elevators; to clean office rooms; or to perform other work of similar character.

The annual rates of compensation for positions in this grade shall be \$780, \$840, \$900, \$960, \$1,020, \$1,080, and \$1,140: *Provided*, That charwomen working part time be paid at the rate of 40 cents an hour and head charwomen at the rate of 45 cents an hour.

Grade three, in this service, which may be referred to as the minor custodial grade, shall include all classes of positions the duties of which are to perform, under immediate supervision, custodial or manual office work with some degree of responsibility, such as guarding office or storage buildings; operating paper-cutting, canceling, envelope-opening, or envelope-sealing machines; firing and keeping up steam in boilers used for heating purposes in office buildings, cleaning boilers, and oiling machinery and related apparatus; operating passenger or freight automobiles; packing goods for shipment; supervising a large group of charwomen; running errands and doing light manual or mechanical tasks with some responsibility; carrying important documents from one office to another; or attending the door and private office of a department head or other public officer.

The annual rates of compensation for positions in this grade shall be \$900, \$960, \$1,020, \$1,080, \$1,140, \$1,200, and \$1,260.

Grade four in this service, which may be referred to as the under custodial grade, shall include all classes of positions the duties of which are to perform, under general supervision, custodial work of a responsible character, such as supervising a small force of unskilled laborers; directly supervising a small detachment of watchmen or building guards; firing and keeping up steam in heating apparatus and operating the boilers and other equipment used for heating purposes; or performing general semimechanical new or repair work requiring some skill with hand tools.

The annual rates of compensation for positions in this grade shall be \$1,140, \$1,200, \$1,260, \$1,320, \$1,380, \$1,440, and \$1,500.

Grade five in this service, which may be referred to as the junior custodial grade, shall include all classes of positions the duties of which are to have general supervision over a small force of watchmen or building guards, or to have direction of a considerable detachment of such employees; to supervise the operation and maintenance of a small heating plant and its auxiliary equipment; or to perform other work of similar character.

The annual rates of compensation for positions in this grade shall be \$1,320, \$1,380, \$1,440, \$1,500, \$1,560, \$1,620, and \$1,680.

Grade six in this service, which may be referred to as the assistant custodial grade, shall include all classes of positions the duties of which are to assist in the supervision of large forces of watchmen and building guards, or to have general supervision over smaller forces; to supervise a large force of unskilled laborers; to repair office appliances; or to perform other work of similar character.

The annual rates of compensation for positions in this grade shall be \$1,500, \$1,560, \$1,620, \$1,680, \$1,740, \$1,800, and \$1,860.

Grade seven in this service, which may be referred to as the main custodial grade, shall include all classes of positions the duties of which are to supervise the work of skilled mechanics; to supervise the operation and maintenance of a large heating, lighting, and power plant and all auxiliary mechanical and electrical devices and equipment; to have general supervision over large forces of watchmen and building guards; or to perform other work of similar character.

The annual rates of compensation for positions in this grade shall be \$1,680, \$1,740, \$1,800, \$1,860, \$1,920, \$1,980, and \$2,040.

Annual pay.
Proviso.
Charwomen

Class 3
Classes included.

Annual pay.

Grade 4
Classes included

Annual pay

Grade 5.
Classes included.

Annual pay.

Grade 6.
Classes included.

Annual pay.

Grade 7.
Classes included.

Annual pay.

Grade 8 Classes included.	Grade eight in this service, which may be referred to as the senior custodial grade, shall include all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, watchmen, elevator conductors, laborers, janitors, messengers, and other employees engaged in the custody, maintenance, and protection of a small building, or to assist in the direction of such employees when engaged in similar duties in a large building, or to perform other custodial work of equal difficulty and responsibility.
Annual pay.	The annual rates of compensation for positions in this grade shall be \$1,860, \$1,920, \$2,000, \$2,100, \$2,200, \$2,300, and \$2,400.
Grade 9. Classes included.	Grade nine in this service, which may be referred to as the principal custodial grade, shall include all classes of positions the duties of which are to direct supervisory and office assistants, mechanics, watchmen, elevator conductors, laborers, janitors, messengers, and other employees engaged in the custody, maintenance, and protection of a large building, or to assist in the direction of such employees when engaged in similar duties in a group of buildings; or to perform other custodial work of equal difficulty and responsibility.
Annual pay.	The annual rates of compensation for positions in this grade shall be \$2,100, \$2,200, \$2,300, \$2,400, \$2,500, \$2,600, and \$2,700.
Grade 10 Classes included.	Grade ten in this service, which may be referred to as the chief custodial grade, shall include all classes of positions, the duties of which are to direct supervisory and office assistants, mechanics, watchmen, elevator conductors, laborers, janitors, messengers, and other employees engaged in the custody, maintenance, and protection of a group of buildings; or to perform other custodial work of equal difficulty and responsibility.
Annual pay.	The annual rates of compensation for positions in this grade shall be \$2,400, \$2,500, \$2,600, \$2,700, \$2,800, \$2,900, and \$3,000.
Clerical-mechanical service.	CLERICAL-MECHANICAL SERVICE.
Classes of positions not in a recognized trade or craft included as.	The clerical-mechanical service shall include all classes of positions which are not in a recognized trade or craft and which are located in the Government Printing Office, the Bureau of Engraving and Printing, the Mail Equipment shop, the duties of which are to perform or to direct manual or machine operations requiring special skill or experience, or to perform or direct the counting, examining, sorting, or other verification of the product of manual or machine operations.
Grade 1 Classes included.	Grade one shall include all classes of positions in this service the duties of which are to perform the simplest operations or processes requiring special skill and experience.
Compensation.	The rates of compensation for classes of positions in this grade shall be 45 to 50 cents an hour.
Grade 2. Classes included.	Grade two shall include all classes of positions in this service the duties of which are to operate simple machines or to perform operations or processes requiring a higher degree of skill than those in grade one.
Compensation.	The rates of compensation for classes of positions in this grade shall be 55 to 60 cents an hour.
Class 3. Classes included.	Grade three shall include all classes of positions in this service the duties of which are to operate machines or to perform operations or processes requiring the highest degree of skill, or supervise a small number of subordinates.
Compensation.	The rates of compensation for classes of positions in this grade shall be 65 to 70 cents an hour.
Class 4 Classes included.	Grade four shall include all classes of positions in this service the duties of which are to perform supervisory work over a large unit of subordinates.

The rates of compensation for classes of positions in this grade shall be 80 to 90 cents an hour.

Grade five shall include all classes of positions in this service the duties of which are to be responsible for the administration of a major division of a large bureau or establishment with varied work.

The rates of compensation for classes of positions in this grade shall be \$3,000, \$3,100, \$3,200, \$3,300, \$3,400, \$3,500, and \$3,600 a year.

SEC. 14. That the estimates of the expenditures and appropriations set forth in the Budget to be transmitted by the President to Congress on the first day of the next ensuing regular session shall conform to the classification herein provided, and that the rates of salary in the compensation schedules shall not become effective until the first day of the fiscal year estimated for in such Budget.

Approved, March 4, 1923.

CHAP. 266.—An Act Granting the consent of Congress to the Freeburn Toll Bridge Company to construct a bridge across the Tug Fork of Big Sandy River, in Pike County, Kentucky

March 4, 1923.

[H. R. 11477.]

[Public, No. 517]

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That the consent of Congress is hereby granted to the Freeburn Toll Bridge Company, and its successors and assigns, to construct, maintain, and operate a bridge and approaches thereto across the Tug Fork of Big Sandy River at a point suitable to the interests of navigation, at or near the mouth of Peter Creek, in the county of Pike, in the State of Kentucky, in accordance with the provisions of the Act entitled "An Act to regulate the construction of bridges over navigable waters," approved March 23, 1906.

Tug Fork of Big Sandy River
Freeburn Toll Bridge Company may bridge,
Pike County, Ky.

Construction.
Vol. 34, p. 84.

SEC. 2. That the right to alter, amend, or repeal this Act is hereby expressly reserved.

Amendment.

Approved, March 4, 1923.

CHAP. 267.—An Act To amend section 5219 of the Revised Statutes of the United States.

March 4, 1923.

[H. R. 11939.]

[Public, No. 518]

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That section 5219 of the Revised Statutes of the United States be, and the same is hereby, amended so as to read as follows:

National banks
R. S., sec. 5219, p.
1009, amended.

"SEC. 5219. The legislature of each State may determine and direct, subject to the provisions of this section, the manner and place of taxing all the shares of national banking associations located within its limits. The several States may tax said shares, or include dividends derived therefrom in the taxable income of an owner or holder thereof, or tax the income of such associations, provided the following conditions are complied with:

Taxation by States.

"1. (a) The imposition by said State of any one of the above three forms of taxation shall be in lieu of the others.

Permitted on shares,
dividends, or income
Conditions requisite

"(b) In the case of a tax on said shares the tax imposed shall not be at a greater rate than is assessed upon other moneyed capital in the hands of individual citizens of such State coming into competition with the business of national banks: *Provided*, That bonds, notes, or other evidences of indebtedness in the hands of individual citizens not employed or engaged in the banking or investment business and representing merely personal investments not made in com-

Only one form

On shares, not higher
than on capital of other
banks.

Provido
Personal investments
not deemed banking
capital.

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