

employee with a "Good," or fully satisfactory, efficiency rating to advance periodically to the maximum rate of the grade. Under the prior law, a rating higher than "Good," or fully satisfactory, was required to advance beyond the middle rate of the grade. Finally, it amends the periodic within-grade advancement plan to make sure that when a veteran is reemployed in the federal service under any applicable authority of law or civil service regulation, he will receive credit under the within-grade salary advancement law for his military service, and that he will not lose any within-grade salary advancements because of his absence in the military service. The same amendment applies to those who left their positions to serve in the Merchant Marine or on war transfer, as defined by the Civil Service Commission.

Previous law permitted, within any one waiting period, one additional within grade salary advancement for "especially meritorious" service. There was no method of rewarding sustained superior performance unless it was so outstandingly distinctive as to be classed as "especially meritorious." Of the approximately 1,220,000 employees involved, only 950 received such within-grade salary advancements in the fiscal year in 1942; only 1,575 in the fiscal year 1943; and only 808 in the fiscal year 1944.

The new law authorizes one within-grade salary advancement for superior accomplishment, in addition to any periodic increase, within any one waiting period under standards to be promulgated by the Civil Service Commission.

*Minimum or Hiring Rates*

The law, until July 1, 1945, fixed the minimum rate of the grade as the minimum or hiring rate for each class of positions in the grade. The one exception of this general rule, authorized in section 8 of the War Overtime Pay Act of 1943, and mentioned below, was of too limited a scope to change the general situation.

The Classification Act already provided, in accordance with standard position-classification practice, for the subdivision of grades into classes by the Civil Service Commission, according to the duties and responsibilities of positions. The new law adds to this authority the power to establish for any such class a minimum rate higher than the minimum rate of the grade. The new minimum rate, which will apply both to present employees in that class and to new appointees, must be one of the standard rates of the grade, and must not exceed the middle rate of the established statutory salary range for the grade. Furthermore, this action is to be taken only upon a finding of the Commission that it is warranted by the nature of the duties and responsibilities of

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