

tion should be legally established in each executive department and major agency.

4. Career promotion programs in the Federal Service should be planned and administered by the individual agencies under the leadership of the Civil Service Commission.

5. Special career training programs should be inaugurated by the Civil Service Commission, and all agencies should be authorized to conduct in-service training.

6. Scientific and professional personnel should be allowed the prerogatives enjoyed by their counterparts in private life.

THIRD PROGRAM: To Secure Greater Equity and Flexibility in Job Evaluation and Pay Administration.

1. A comprehensive pay administration policy for the entire Federal Government should be enacted by the Congress.

2. The Civil Service Commission should have responsibility for establishing standards to implement these policies in all agencies and for all groups of employees.

3. The rates of compensation for clerical, subprofessional, postal, and "blue-collar" jobs should be fixed and adjusted in relation to prevailing locality, area, or industry pay differentials.

4. A common basic system of job evaluation for all classes of jobs should be developed by the Civil Service Commission in collaboration with a job evaluation policy committee composed of agency representatives.

5. The evaluation of individual positions should be the responsibility of the operating agencies, subject to supervision and review by the Civil Service Commission.

6. Standards covering the evaluation of high-level administrative, professional and scientific positions should give adequate recognition to the effect of an incumbent's qualifica-

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