

GHQ/SCAP Records(RG 331)
Description of contents



- (1) Box no. 2043
- (2) Folder title/number: (4)
Classification & Compensation Branch: Allowances
- General
- (3) Date: Sept. 1948 - Aug. 1949
- (4) Subject:
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- (5) Item description and comment:
With a List of Papers

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NO.	FROM	DATE	TO	SYNOPSIS
1.	J.B.Bettis	Sep 9 '48	Memo for Rec.	Regular allowances granted to government employees
2.	J.B.Bettis	Sep 10 '48	Memo for Rec.	Regular allowances granted to government employees
3.	W.P.MacCoy GS	Oct 1 '48	ESS	Food Bonus to Government Workers
4.	Domanowski	Mar 19 '49	M.Salter	Telephone Conversation with Mr. Mazo, Labor Division, ESS
5.	J.B.Bettis	Mar 29 '49	M.Salter	Survey of Allowances in the Japanese Government
6.		Mar '49	Conference with Mr. Morita, NPA	Merchant Marine
7.	M.Salter	Apr 27 '49	Memo for Rec.	News Report on Statement by Dr. Asai Concerning Family Allowance
8.	J.Sato	Aug 11 '49	Memo for Rec.	Summer Allowances--NPA Report

CIVIL SERVICE DIVISION
Government Section

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2) Elvick
more? X Add any
further news.
3) Sallet
4) Sallet

11 August 1949

MEMORANDUM FOR: The Record

SUBJECT : Summer Allowances ~ NPA report

1. Various employees' unions under Zenkanro have presented demands for livelihood supplementary funds under such names as Summer Work Allowances, Crisis Funds, Consolation Funds etc. with the excuse that such funds are necessary because of the price rises in staple foods and transportation in April and May of this year. A survey of such funds as of 10 August is given below on the basis of information received directly from employee unions or employees. These funds may be in violation of Article 6, Paragraph 2 of the New Pay Law. If so they should be handled in accordance with Article 70 of the National Public Service Law and for that reason a further and complete report will be made.

Agency	Amount of Money	Name of Allowance	Remarks
Board of Audit	¥ 500 to 2,000	Loan	Consumer union loan from private bank loan
Education Ministry	¥ 700 to 800	Loan	Loan from empl. union funds
Finance Ministry	¥ 1,000	(¥ 500 Loan (¥ 500 Unknown	
Agriculture & Forestry Ministry	Amt. Unknown	Contribution	Redistribution from pooled donations by empl. to union of special allowances earned.
Construction Ministry	Actual Amount	Transportation expense	
Postal Affairs Min'ry	¥ 150-300	Ice money) To all employees
Telecommunications "	¥ 150-300	Ice money	
Central Economic Investigation Office	¥ 4,000 to ¥ 5,000	Unknown	4,000 to 3rd class 5,000 " 2nd ") official

2. Rumors concerning similar funds at the Attorney General's Office and the Trade & Industry Ministry are being followed up.

3. An investigation is being made of an article in Akahata of 9 August concerning a ¥ 1,000 Crisis Fund (loan) at Zen Norin.

4. The Credit Union of the NPA Employees' Association which had planned to borrow a fund for purposes of setting up a dining room has given up the said plan but is attempting to continue its function as a small credit association (about ¥ 200,000) for association members. Mr. Kawasaki believes that the employees' association will not be able to borrow any sizeable amount of money without the endorsement of NPA authorities. This situation applies to other government agencies which means that in Mr. Kawasaki's belief employee unions which have received loans from private banks have the backing of the government agency concerned. It is Mr. Kawasaki's belief also that NPA will not endorse such a loan by the NPA Employees' Association.


8-15-49 Interview w/ Hirakawa, Chief of Ministers' Secretariat: No basis in fact. Probably refers to favorable reaction by Ministry to Union's proposal to disburse credit assn funds to its members and secure a loan from the Mutual Aid Assn.

MEMO FOR RECORD

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11 August 1949

5. Mr. Kawasaki believes that he will be able to establish some sort of internal source of information within Zenkanro in order to follow up on such allowances as are discussed above.

JOHN SATO, 
~~Language Specialist.~~

JS:mvb

CIVIL SERVICE DIVISION
Government Section

27 April 1949

1 - Mr. Mazo Bay
2 - Mr. Hoover 4/30/49
3 - file
4 - 29 - 49

MEMORANDUM FOR THE RECORD

SUBJECT: News Report on Statement by Dr. Asai Concerning
Family Allowance

Mr. Mazo of ESS Labor phoned this morning to inquire as to what was meant by the statement issued by Dr. Asai of NPA, and reported in the press translations, that he expected to see the family allowance system abolished as soon as possible.

WPM
4/28/49

I pointed out to Mr. Mazo that this statement undoubtedly was traceable to a somewhat comparable statement in the compensation report made last Fall by NPA and submitted to the Cabinet and the Diet.

It was pointed out that the family allowance was not considered a sound part of salary structure but was necessary in the face of the present economic situation in the country. However, it should be eliminated as soon as possible.

Mr. Mazo said that he was quite interested in this question of the elimination of family allowance since it ran contrary to the present policies and reports of the Public Health & Welfare Section who advocated socializing family allowance. He felt that PH&W's point of view was not sufficiently fundamental. His interest, and that I presume of the Labor Division of ESS, is as to whether there should or should not be a family allowance in the salary structure.

MacDonald Salter

MacDONALD SALTER
Chief, Classification
& Compensation Branch

MS:jd

G+C files

Notes on Conference with Mr. Morita of the NPA

Subject: Merchant Marine

Mr. Nichida, Chief Secretariat of the Maritime Board and the Chief of the Personnel Section of the Maritime Board called on Mr. Sato and Mr. Hasumi of NPA in regard to a wage schedule for maritime personnel (coast guard). Mr. Nichida stated that they had come to an understanding with G-2, GHQ, in regard to the application of a special wage schedule for maritime police (uniformed employees). It was the desire of the Maritime Board to include maritime police in the wage schedule presently in effect for police and prison workers. Messrs. Sato and Hasumi stated that they had no objections to these employees being included in the special schedule but they had no authority to make a final decision in the matter; that it would be up to the Diet to make the decision.

Subject: Discussion with the Diet Committee Regarding the New Pay Schedules

The first question that was brought to Mr. Hasumi's attention was in regard to family allowances. Mr. Soma of the Daiichi Gun Club asked the question as to whether or not the increase in cost of living for a family would increase in equal proportion for each additional member of the family, or would the increase be on a smaller scale, as for example, ¥1,000 for the wife, ¥900 for the first child, ¥800 for the second child, ¥700 for the third child, etc. Mr. Hasumi's reply was that the result of the cost of living survey by NPA was based upon scientific methods and it would not bear out the fact that Mr. Soma's presumptions were true. Mr. Soma asked - should not base pay include all remuneration and be sufficient to enable him to support his family without the use of family allowances. Mr. Hasumi replied that the base pay does not consist of adequate remuneration to enable him to support his family; family allowances under these conditions are considered necessary.

Subject: Area Allowances

Mr. Akamatsu of the Social Democratic Party stated that he objected to the 50 per cent area allowance being paid to employees in the six largest cities of Japan, stating that it was a benefit to them while employees in the smaller villages did not receive a like allowance. This might cause employees to leave employment in the rural areas through a desire to come to the larger cities where the compensation was greater. Mr. Hasumi stated that the allocation of cities and towns to the special, A, and B areas was a different thing and that this question is now under survey or investigation. Mr. Akamatsu asked, would it not be difficult to change the allocation of areas - Mr. Hasumi was not pressed for a specific answer to this question.

Subject: Hours of Work

Mr. Tamura asked - are you thinking of a personnel adjustment when you increase the hours of work for employees? Mr. Hasumi stated that he was not in charge of the personnel adjustment and had no knowledge or reference to personnel adjustment with reference to the specified hours of work. The reason for increasing the hours of work was because the rates of compensation were being adjusted comparable to prevailing rates in industry.

Subject: Cost of Living

The survey on the cost of living is based on the figures as of 1 July, but the pay increase is to become effective on 1 November. Would it not be proper in this case to make payments on the new schedule retroactive to 1 July. Mr. Hasumi answered that he was watching the trends in cost of living very carefully and that there was not a great deal of difference between those for July and those for October of this year. He stated that the matters of back pay are not things to be considered by the NPA but are rightfully to be considered

by the Diet. If the Diet is willing to make retroactive payment that is a question for them to decide and NPA interposes no objection.

Mr. Hasumi further stated that family allowances as proposed by the Finance Ministry of ¥600 per wife and ¥400 per additional dependent was too low.

At the Budget Committee of the House of Councillors, attended by Mr. Ueno, a member of the House of Councillors asked the question - would not the maximum salary of ¥15,504 in the proposed wage schedule give an employee sufficient money to support his family without allowances? Mr. Ueno's answer was as follows: The ¥15,504 is not so high when we compare it with salaries for industry.

Schedule for Today for the Diet

House of Councillors, Personal Affairs Committee; Informal public hearing in regard to the compensation laws. This will be attended by Mr. Ueno of the Federated Unions of Government Workers; Mr. Takahara of the same union; Professor Nakayama of the Tokyo Commercial University; Mr. Nagata, Director-General of the Japan Rubber Company, formerly professor of Keio University; and Mr. Onishi. They have been invited to make statements in the public hearing in regard to their views in regard to the new compensation laws. Questions will be directed to this group by the members of the House of Councillors.

The formal report of the discussions in the Diet are now being prepared by the Law Division of NPA and will be available in printed form as early as possible.

Mr. Hasumi attended the Personal Affairs Committee of the House of Representatives this morning.

CIVIL SERVICE DIVISION
Government Section

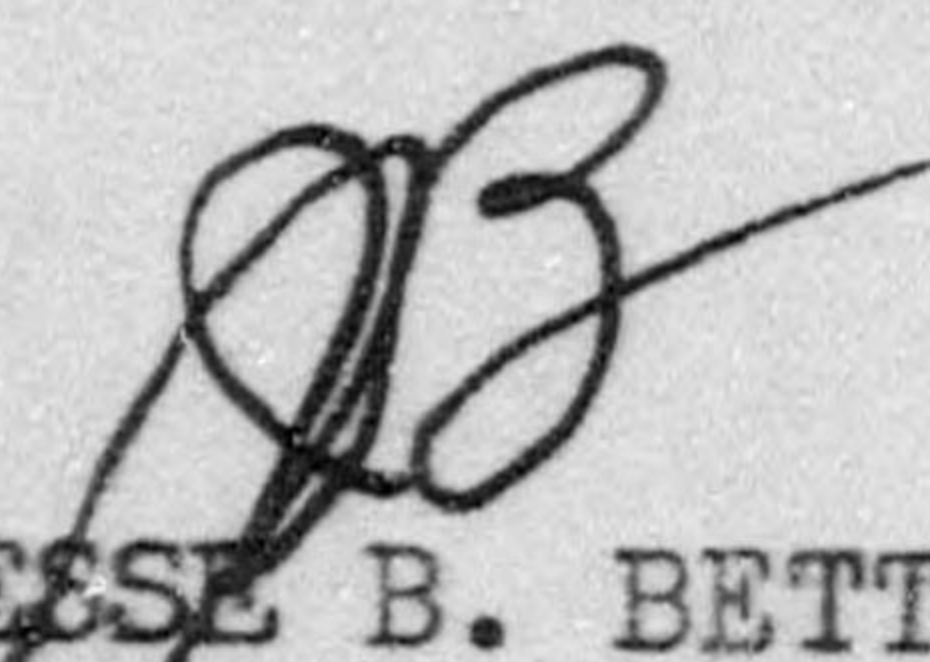
29 March 1949

MEMORANDUM FOR: Mr. MacDonald Salter, Chief
Classification & Compensation Branch

SUBJECT : Survey of Allowances in the Japanese
Government

Reference is made to your notation on an intercept
in regard to the above subject.

A questionnaire covering all of the desired information in regard to salaries, allowances, and conditions of employment of personnel in the Japanese Government has been drafted and is now being put into final form, translated and prepared for publication. These forms should be available so that a survey could be begun around the 10th of April.


JESSE B. BETTIS
Compensation Specialist

JBB:jd

CIVIL SERVICE DIVISION
Government Section

19 March 1949

MEMORANDUM FOR: Mr. MacDonald Salter, Chief, Classification and
Compensation Branch

SUBJECT : Telephone Conversation with Mr. Mazo, Labor Division,
ESS

Mr. Mazo telephoned in connection with the new problem that may be called to the attention of the Civil Service Division. Various employees of the Japanese government have been contacting Mr. Mazo in order to obtain opinions from him concerning personnel matters. This contact with Mr. Mazo is a consequence of the fact that at one time prior to the formation of the Civil Service Division, he had been delegated the responsibility for giving advice to the Japanese government on personnel matters.

The specific item that he wished to call to the attention of this Division concerned the laying off of employees in the National Property Bureau of the Ministry of Finance. This particular Bureau is concerned with the maintenance of machinery and other equipment intended as reparations property. It appears that the employees about to be laid off wish to obtain special separation allowances over and above those currently provided for the termination of services.

These employees implied that some coercion had been used in their recruitment for their present assignments. Mr. Mazo stated that the majority of these employees had been army personnel assigned to the guarding of the property which later was intended for reparations purposes. When the Occupation began, the Japanese government was instructed to place guards over all such property. Immediately, the Japanese government ordered these individuals, who now were civilians, to continue guarding and maintaining such machinery and equipment. As a consequence, this group of employees feels that pressure had been used in keeping them on these assignments and that an unusual hazard has been directly imposed upon their potential economic security.

Mr. Mazo stated that he referred these employees to the National Personnel Authority, and that at some time this problem may be referred to this Division. He further stated that, although urged to express an opinion, he informed this group that he was in no position to express an opinion, that such opinion would not have any official status or value, and that were he to form an opinion, it would have to be delivered to the section or SCAP agency most directly concerned with this specific problem. He furthermore stated that he in no wise gave any expression

MEMO FOR MR. SALTER

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19 March 1949

of opinion concerning the merits of their arguments. He continued by stating that his telephone call was made because he feared that the customary practice of the Japanese inaccurately quoting representatives of other SCAP organizational units might again be exercised at the time when this matter should be called to the attention of the Civil Service Division.

WALTER P. DOMANOWSKI
Classification Specialist

WPD:jb

Jap Govt Spec All

Food Bonus to Govt. Workers

Mr. W. P. MacCoy
26-8925

Govt Sec

ESS
Attn: Price & Distribution Div.
Finance Div. & Labor Div.

1 Oct 48

1. The Civil Service Division, Government Section, has received information through Japanese sources that the Cabinet is considering recommending payment of a food bonus to government workers including white collar workers.
2. The Civil Service Division in particular and Government Section in general is unalterably opposed to any such type of payment in kind and will oppose it if it is presented officially to this section.
3. It is our understanding that the various interested divisions of ESS are likewise opposed to any such payment in kind and this is to officially advise all interested divisions in ESS of the official attitude of the Civil Service Division and the Government Section in this matter.

-----C.V.-----

Mr. Hoover

Maffey

Mr. Johnston, Food Distrib'n Branch
E.S.S.

57-8387

In re special food allowances to
gov't wks under the new pay
plan.

Phone call.

check note
to ESS

W. H. R.
10/11/48

State that Cabinet is considering
the payment of a food bonus to gov't
workers including white collar workers.
Wanted to know our stand. Advised
them we were opposed to any such payment
in kind & would oppose if it was
presented officially. ~~to~~

This Section opposed but also.

M. J. Dallen

Jap. Gov. Spec. All.

free

CIVIL SERVICE DIVISION
Government Section

September 10, 1948

MEMORANDUM FOR: The Record

SUBJECT : Regular allowances granted to government employees.

1. Approximately fifteen conferences have been held with the Allowance and Budget Bureaus of the Ministry of Finance, one of which was participated in by Mr. Hutchinson of the Finance Division, ESS, SCAP.

2. Although there have been numerous bonuses paid to government officials and employees since the beginning of the Meji Era, the first record of an allowance is following World War I, 1918, when a temporary measure was taken granting an extraordinary allowance which was subsequently incorporated into base pay in 1920.

3. In addition to the bonuses, various measures were taken to cope with ever increasing prices which resulted in the establishment from 1940 on, of a highly complex system of allowances, including Family Allowance with various increases in its rate, War Time Diligence Allowance, Long Service Allowance, Temporary High Price Allowance, Temporary Allowance, and various Special Allowances.

4. In the July 1946 revision (promulgated September 1946) an attempt was made to abolish and incorporate into base pay all of these allowances with the exception of the Temporary Family Allowance, however, provision was made at the same time for a Temporary Area Allowance to be granted to employees in the six largest cities of Japan.

5. During the course of these conferences, it has been determined that the following allowances effecting the pay of government employees are presently in affect: Area Allowance; Family Allowance; Cold Climate Allowance (special areas); Fuel (coal) Allowance, Hokkaido; Maintenance Allowance (housing, clothing, etc.); Extra Service Allowance; and Separation Allowance.

6. Careful studies have been made regarding the basis, background, and legal authority for each of these allowances, a summary of which is outlined in the paragraphs to follow:

(a) Area Allowances.

As previously stated, the original Temporary Area Allowance was provided for in the July 1946 revision of salaries and granted to employees in the six largest cities and other cities and areas where living conditions were of a corresponding degree, an amount equal to 10% of their basic salaries. Various revisions have been made and at the present time there are four areas as follows: Special Area, A Area, B Area, C Area, providing for a 30%, 20%, 10% and no increase respectively in base pay. Continuous surveys of cost of living and other

September 10, 1948

factors are carried on in 100 cities, towns and villages of Japan. These surveys are under the supervision of and the procedure for collecting data is outlined by the Allowance Bureau, Ministry of Finance. The actual surveys are conducted by the Federated Council of Labor Unions of National and local offices. On this basis the various localities are assigned to special areas. Due to the fact that the larger cities of Japan include surrounding towns and villages, it has been necessary to divide some cities into as many as three areas, e.g., Special Area, A Area, B Area. At the present time there are 31 cities in Special Area, 155 in A Area and over 500 in B Area.

Studies of cost of living data in this office, from available statistical information seem to indicate that a revision of the present Area Allowance system may be desirable. Preliminary studies indicate that the Area Allowances amounting to 30% of base salaries for the six larger cities in Japan may be too small, and that it might be necessary to increase the allowances to 40 or 50% of base pay. Indications are also that it may be possible to abolish the A and B areas due to the fact that there is not sufficient difference in the cost of living between these areas and C Area to justify an allowance. Studies are being continued in regard to the Area Allowances and further recommendations will be made upon completion of same.

(b) Family Allowance.

The Family Allowance was first established in 1940 and at that time was confined to Third Class officials and below. As originally established, the allowance provided for payment of from two to ten yen per dependent per month. The allowance has been increased until at the present time it provides for two hundred and fifty yen per dependent in all areas. As computation of Area Allowance is made on base pay plus Family Allowance, cost of Allowances to the government actually varies from two hundred and fifty yen to three hundred and twenty-five yen per dependent, depending on the area in which the employee is working.

Cost of living studies being conducted in this office indicate that some differentiation should be made between the first dependent and additional dependents, as establishment of a house-hold and providing for one dependent is much more expensive per capita than in a larger family group. Consideration might possibly be given to providing, as an example, five hundred yen for the first dependent and two hundred and fifty yen for each additional dependent.

(c) Cold Climate Allowance

Mr. Suzuki of the Allowance Bureau, Finance Ministry has made a very detailed study of the Cold Climate Areas of Japan, taking into consideration and establishing as a basis for the Cold Climate Allowance, such factors as Mean Air Temperatures, monthly Mean Snow Precipitation and to the greatest amount of snow and number of storm days. On the basis of this information five zones have been set up to cover the various degrees of coldness and winter duration. Based on cost of living trends from these areas, the Cold Climate Allowances have been established. It is the opinion of the writer that this is a justified allowance, but should be treated rather as a geographical or special differential in the New Pay Plan.

September 10, 1948

(d) Fuel Allowance.

This allowance applies to government workers in Hokkaido only and although it appears to be justified, it is believed that it should be included in cost of living studies which are the bases for the establishment of the Cold Climate Allowance.

(e) Maintenance Allowances

1. Housing

Housing for government officials and employees is administered under the provisions of Ordinance of 1876 as amended in 1888, which provided for cost free housing for some government officials and employees and for housing on a rental basis for other government employees, the charges varying from 8% to 10% of the original investment. Due to currency inflation over a period of the past few years, gross inequities have resulted and information secured in regard to the present situation indicates that there exists many irregularities, subterfuges and loose administration in general.

It is recommended (1) that a new policy in regard to available housing be framed; that provisions be made for three categories of housing, e.g., official housing to be furnished ministers of State and other specified personnel of comparable standing; special service employees to be provided with housing as a part of their compensation; and other government employees, in accordance with available housing, to be charged the reasonable value of quarters to the employees during the particular period and in the particular locality where situated.

(2) That, the housing program covering categories two and three be administered by a Central Authority and that the rates as specified in the preceding paragraph be established and that the charges for same be deducted from the salaries of employees as provided in the New Pay Plan through payroll deductions.

2. Clothing and other maintenance allowances (these allowances are still under study at this time and information covering same will be furnished at a later date).

(f) Extra Service Allowances.

Extra Service Allowances consists of over-time allowances for work performed outside of the regular tour of duty and on holidays; night shift allowances; day shift allowances; and over-night duty allowances.

A study of the laws and regulations governing the payment of over-time, night differentials and holiday pay indicates that there are about three different systems in effect at this time. Government workers are covered partly by old regulations and partly under the provisions of the Labor Standards Law Number 49 1947, authorized by Law Number 167 of 1947. Enterprise workers have special over-time and night differential allowances according to bargaining contracts and there are at the present time five separate schedules that have been approved by the

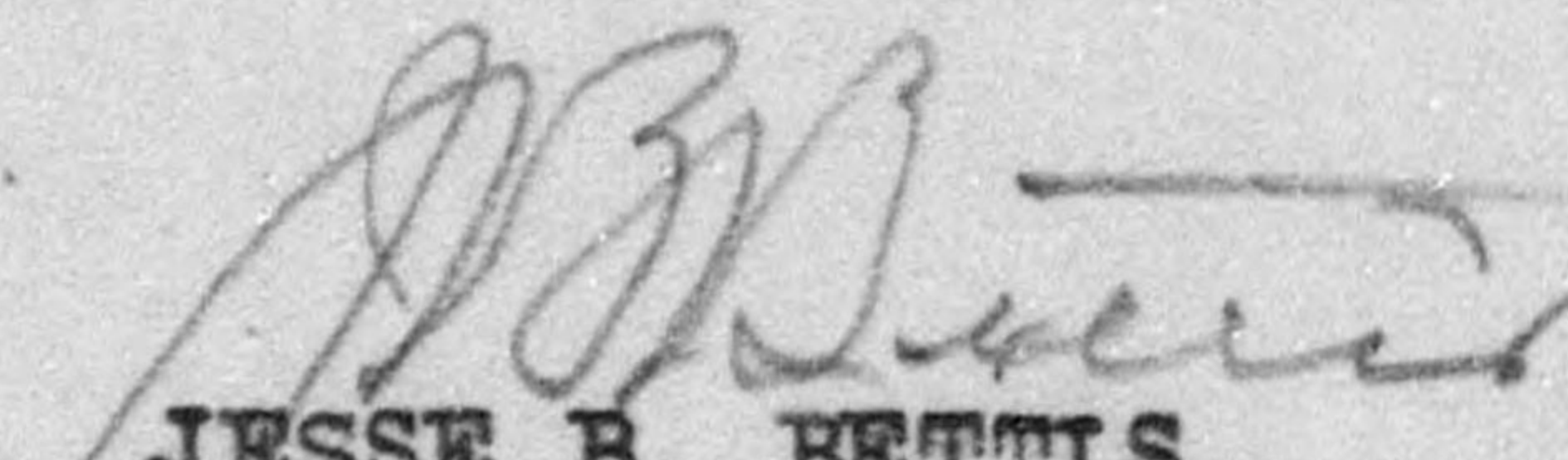
MEMORANDUM FOR: The Record

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September 10, 1948

Ministry of Finance covering this class of employee. Most of these are complicated, difficult to administer, and to compute. Irregularities are common due to various interpretations. It is therefore recommended that these allowances be included and covered as outlined in draft of the New Pay Plan.

(g) Time has not permitted a thorough study of Separation Allowance, but as it is not considered to be an integral part of a basic pay plan, it is recommended that it be given separate consideration in connection with retirement, pensions, etc.


JESSE B. BETTIS
Compensation Specialist

JBB:vr

Files

CIVIL SERVICE DIVISION
Government Section

September 9, 1948

MEMORANDUM FOR : The Record

SUBJECT : Regular allowances granted to government employees.

1. Approximately fifteen conferences have been held with the Allowance and Budget Bureaus of the Ministry of Finance, one of which was participated in by Mr. Hutchinson of the Finance Division, ESS, SCAP.
2. Although there have been numerous bonuses paid to government officials and employees since the beginning of the Meiji Era, the first record of an allowance is following World War I, 1918, when a temporary measure was taken granting an extraordinary allowance which was subsequently incorporated into base pay in 1920.
3. In addition to the bonuses, various measures were taken to cope with ever increasing prices which resulted in the establishment from 1940 on, of a highly complex system of allowances, including Family Allowance ^{with} and various increases in its rate, War Time Diligence Allowance, Long Service Allowance, Temporary High Price Allowance, Temporary Allowance, and various Special Allowances.
4. In the July 1946 revision (promulgated September 1946) an attempt was made to abolish and incorporate into base pay all of these allowances with the exception of the Temporary Family Allowance, however, provision was made at the same time for a Temporary Area Allowance to be granted to employees in the six largest cities of Japan.
5. During the course of these conferences, it has been determined that the following allowances effecting the pay of government employees are presently in affect: Area Allowance; Family Allowance; Cold Climate Allowance (special areas); Fuel (coal) Allowance, Hokkaido; Maintenance Allowance (housing, clothing, etc.); Extra Service Allowance; and Separation Allowance.
6. Careful studies have been made regarding the basis, background, and legal authority ^{for} of each of these allowances, a summary of which is outlined in the paragraphs to follow:

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September 9, 1948

cost of living and other factors are carried on in 100 cities, towns and villages of Japan. These surveys are under the supervision^{of} and the procedure for collecting data is outlined by the Allowance Bureau, Ministry of Finance. The actual surveys are conducted by the Federated Council of Labor Unions of National and local offices. On this basis the various localities are assigned to special areas. Due to the fact that the larger cities of Japan include surrounding towns and villages, it has been necessary to divide some cities into as many as three areas, e.g., Special Area, A Area, B Area. *At the present time there are 31 cities in Special Area, 155 in "A" Area and over 500 in B Area.*

Studies of cost of living data in this office, from available statistical information, seem to indicate that a revision of the present Area Allowance system may be ~~indicated~~ *feasible*. Preliminary studies indicate that the Area Allowances amounting to 30% of base salaries for the six larger cities in Japan may be too small, and that it might be necessary to increase the allowances to 40 or 50% of base pay. Indications are also that it may be possible to abolish the A and B Areas due to the fact that there is not sufficient difference in the cost of living *between* ~~in~~ these areas *and C Area*, to justify an ~~area~~ allowance. Studies are being continued in regard to the Area Allowances and further recommendations will be made upon completion of same.

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The Family Allowance was first established in 1940 and at that time was confined to Third Class officials and below. As originally established, the allowance provided for payment of from two to ten yen per dependent per month. The allowance has been increased until at the present time it provides for two hundred and fifty yen per dependent in all areas. As computation of Area Allowance is made on base pay plus Family Allowance, cost of Allowances to the government actually varies from two hundred and fifty yen to three hundred and twenty-five yen per dependent, depending on the area in which the employee is working.

Cost of living studies being conducted in this office indicate that some differentiation should be made between the first dependent and additional dependents, as establishment of a house-hold and providing for one dependent is much more expensive per capita than in a larger family group. Consideration might possibly be given to providing, as an example, five hundred yen for ^{the} first dependent and two hundred and fifty yen for each additional dependent.

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Mr. Suzuki of the Allowance Bureau, Finance Ministry has made a very detailed study of the Cold Climate ~~Allowance~~ of Japan, taking into consideration and establishing as a basis for the Cold Climate Allowance, such factors as Mean Air Temperatures, monthly Mean Snow Precipitation ^{and} to the greatest amount of snow and number of storm days. On the basis of this information five zones have been set up to cover the various ~~days~~ ^{regions} of coldness and winter duration. Based on cost of living trends from these areas, the Cold Climate Allowances have been established. It is the opinion of the writer that this is a justified allowance, but should be treated rather as a geographical or *Special* differential in the New Pay Plan.

September 9, 1948

(d) Fuel Allowance.

This allowance applies to government workers in Hokkaido only and although it appears to be justified, it is believed that it should be included in cost of living studies which are the bases for the establishment of the Cold Climate Allowance.

(e) Maintenance Allowances

1. Housing

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It is recommended (1) that a new policy in regard to available housing be framed; That provisions be made for three categories of housing, e.g., official housing to be furnished ministers of State and other specified personnel of comparable standing; special service employees to be provided with housing as a part of their compensation; and other government employees, in accordance with available housing, to be charged the reasonable value of quarters to the employees during the particular period and ⁱⁿ the particular locality where situated.

(2) That, the housing program cover ⁱⁿ categories two and three be administered by a Central Authority and that the rates as specified in the preceding ^{Paragraph} program be established and that the charges for same be deducted from the salaries of employees as provided in the New Pay Plan through payroll deductions.

2. Clothing and other maintenance allowances (these allowances are still under study at this time and information covering same will be furnished at a later date)

(f) Extra Service Allowances.

Extra Service Allowances consists of over-time allowances for work performed outside of the regular tour of duty and on holidays; night shift allowances; day shift allowances; and over-night duty allowances.

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MEMORANDUM FOR: The Record

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September 9, 1948

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(g) Time has not permitted a thorough study of Separation Allowance, but ^{part} it is not considered to be an integral of a basic pay plan and it is recommended that it be given separate consideration in connection with retirement, pensions, etc.

JESSE B. BETTIS
Compensation Specialist

JBB:vr