

# postal bulletin

Washington, D.C. 20260/Thursday, August 30, 1973/Fifteen Pages



## All Postal Installations

### 8-Cent Angus Cattle Commemorative Stamp

The 8-cent Angus Cattle commemorative stamp will be first placed on sale at St. Joseph, MO 64501, on October 5, 1973. This issue is the first in a series of three commemorative postage stamps honoring aspects of life in Rural America.

**POSTMASTERS SHALL NOT PLACE THIS STAMP ON SALE BEFORE OCTOBER 6, 1973.**



Size: 1.44" x 0.84" image area (horizontal)

ISSUED IN SHEETS OF 50

Colors: Yellow, brown, green, maroon, blue and black

Initial printing: 150 million

Designer: F. C. Murphy

To obtain first day cancellations, collectors may submit requests to Postmaster, St. Joseph, MO 64501. See Postal Service Manual, section 257.2. Requests must be postmarked no later than October 5. Selected mint stamps will be available at the Philatelic Sales Unit, Washington, DC 20036, beginning October 6, 1973.

All classes of post offices will receive an initial supply of the stamps under the automatic distribution schedule.

**First-class post offices** requiring additional **bulk quantities** should immediately submit a separate requisition (Form 3356) to the Bureau of Engraving and Printing using item **No. 489.**

First-class post offices requiring **less-than-bulk quantities** in addition to the automatic distribution and all

## All Post Offices

### Parcel Post Inquiries

In part III of Form 1510, *Inquiry for the Loss or Rifting of Mail Matter*, the phrase, **PARCEL RECEIVED—NO RECORD**, is sometimes used to designate the status of an article.

The intent of the phrase is to advise customers on Form 1572, *Inquiry About Receipt of Mail*, that the addressee has confirmed receipt of the parcel, but that there is no delivery record at the post office. However, customers frequently interpret the phrase as meaning that they should file a claim.

To eliminate this misunderstanding, use only the phrase, **ADDRESSEE CONFIRMS RECEIPT**, on both Forms 1510 and 1572.—*Finance Department, 8-30-73.*

*other post offices* may submit a requisition (Form 17) to their designated sectional center facility on their next scheduled requisitioning date.

Before requisitioning additional stamps postmasters should give particular attention to the recent change in policy relative to stocking commemorative issues for only 60 days as announced in **POSTAL BULLETIN** of August 16, 1973.

In conjunction with the issuance of the Angus Cattle stamp, the Postal Service will release a limited number of American Commemorative Series Stamp Panels. These panels, which measure 8½ x 11¼ inches, are printed on a heavy art paper suitable for framing or mounting in an album. The panels sell for \$2 each.

Any section center which wishes to make these panels available may requisition a supply on Form 17, Stamp Requisition, from its accountable paper depository (in units of 10 panels or cartons of 100). Associate offices may requisition any required quantity from the SCF's designated to distribute accountable paper. The panels will be available on a first-come basis from all distributing offices.—*Stamps Department, 8-30-73.*

## All Postal Installations

### Workroom Posters

Workroom area posters are being sent out for the period from September 15 to November 15. The posters, 21 by 28 inches in sizes, are dated for display and should be taken down after the final display dates. The posters are being sent in quantities of 2, 5, 10, 25, 50, 100, and 200 to all offices with 25 or more employees. They can be displayed on walls and/or on bulletin boards, or any other place where they can be viewed by employees.

The posters are:

Poster 69—*It's not junk . . . it's business*, for display Sept. 15-30

Poster 70—*She depends on you . . .*, Oct. 1-15

Poster 71—*If it's Orange it must be Tuesday*, Oct. 16-31

Poster 72—*Don't gamble with safety*, Nov. 1-15

These posters are intended to support Postal Service programs and policies. They will be effective only if they are properly displayed and posting dates are observed.—*Public and Employee Communications, 8-30-73.*

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All City Delivery Post Offices

**EXPEDITED PREFERENTIAL MAIL DELIVERY SYSTEM**

At postal installations where the Expedited Preferential Mail Delivery System is implemented, normal procedures for recording entries on Form 1838, *Carrier's Count of Mail*, during the mail count and inspection week require modification. Guidelines have, therefore, been developed to assist carriers and all levels of local management in properly assembling the data so that a fair evaluation of the letter route can be made.

The Form 1838 exhibits are modified to enter applicable information for afternoon office time activities of the carriers. Form 1838 must be modified locally, as illustrated, until it is revised.

**Guidelines for Completing Form 1838**

**1. General**

On the first day of the count week, carrier counts the mail in the case upon reporting for duty and enters the number of pieces in Column (c), Lines 1 and 2, as appropriate. Where the inspection is scheduled on the first day, this count is made by the supervisor assigned to inspect the route. These entries are for developing the *Strapping Out* time for the volume recorded under Column (d), Line 5.

**2. Count of Mail—Entries by Carriers**

**a. Worksheet for Counting.**

(1) Enter volume for AM office time under appropriate columns as modified.

(2) Record volume for PM office time under appropriate columns as modified.

(3) Use space provided for entering starting and ending time for actual time entries for office time functions.

**b. Transfer of Data from Worksheet to Face of Form.**

(1) Transfer all AM volume and office time entries to Column (a), Today AM.

(2) Transfer all PM volume and office time entries to Column (b), Today PM. *Note:* Volumes recorded on Lines 1 and 2 under Column (b), Today PM, are transferred to Column (c), Yesterday PM, of Form 1838 used for entering the count data

on the following day to develop strap out time.

(3) Add Column (a) and Column (c), subtract the number of markup pieces recorded under these two columns, and enter total volume in Column (d). This is the total volume delivered on one day and is eventually transferred to Form 1840.

**c. Completion by Management.**

(1) Supervisor or the person designated by a manager will complete modified Columns (e), (f), (g), and lower part of Column (h).

(2) The entries in Column (e) plus the entries in Column (f) provide

the allowable office time for the day. Enter total in Column (g), Today Total, Line 25.

(3) On the day of inspection, Form 1838 is completed by the manager assigned to make the route inspection.

Inspection of letter delivery routes and completion of Form 1840, *Summary of Count and Inspection*, will be in accordance with the provisions in Chapter II, M-39 Handbook, *Supervision of City Delivery Service*. M-39 and M-41 Handbooks will be revised accordingly.—*Delivery Services Department, 8-30-73.*

U.S. POSTAL SERVICE CARRIER'S COUNT OF MAIL Letter Carrier Routes		POST OFFICE			DELIVERY UNIT			ROUTE NUMBER	
DESCRIPTION	NUMBER OF PIECES			TOTAL NUMBER OF PIECES MINUS MARK-UPS	FOR SUPERVISOR USE			TIME CLOCK RINGS	
	Today AM	Today PM	Yesterday PM		Today AM	Today PM	Today Total		
1. Letter Size (Ordinary letters, cards, and circulars) Marked-up				(a)+(c)				F	
2. Mail of all other sizes and insured Marked-up								B	
3. All parcel post over 2 lbs. (Motorized route only) Marked-up								E	
4. Registered—certified—COD—Customs & postage due—Marked-up								L	
5. Strapping out, etc. Total ①								E	
6. 2nd-Class marked-up (Exclude Form 3579)								R	
7. 2nd-Class with Form 3579								L	
8. Total mail marked-up (except 2nd-class) (Lines 1 thru 4)								B	
9. Separating all mark-ups for forwarding or return (Lines 1, 2, 3, 6-4)								TOTAL OFFICE TIME	
10. Changes of address recorded									
11. Facing collection mail								WAITING OFFICE TIME AND COUNTING TIME 23 24	
12. Insured receipts turned in								NET OFFICE TIME USED	
13. Insured pieces entered in firm book								A	
14. Registered—certified—COD—customs and postage due—keys—Form 3888—signing for, returning funds and receipts	MINUTES	MINUTES	MINUTES					STANDARD OFFICE TIME	
15. Withdrawing mail								B	
16. Answering official communications								MINUTES OVER OR UNDER STANDARD	
17. Actual strapping out time (Motorized route only) ②								C-B	
18. Loading and Unloading								TOTAL STREET TIME	
19. Vehicle inspection									
20. Personal needs, etc.					5	5		WAITING STREET TIME	
21. Identify all other office work not covered (Use Line 22)								NET STREET TIME USED	
22.									
23. Waiting for mail (office)								E	
24. Counting mail and filling out Form 1838								ACTUAL AUXILIARY TIME USED	
25. TOTAL								G ①	
① Indicate whether S.T. (street time) or O.T. (office time). If street time, show on worksheet the blocks by hour, and street designation served by the substitute.				COMMENTS					NET TOTAL TIME USED
② Total on lines 1, 2 & 4 minus mark-ups (Col. 4).									
③ Only when mail must be placed in order of delivery. See Exhibit 216.431, Methods Handbook M-10.									
I certify that the above is correct	DAY	DATE	SIGNATURE OF CARRIER (or supervisor)			BADGE NO.	VERIFIED BY (Ins.)		

Form 1838 (1-73)

Continued on p. 3



All Offices with Mark II Facer-Cancellers

All FEDSTRIP Requisitioning Offices

**Maintenance Procedure**

A Maintenance Bulletin, MMO 3-74, has been distributed to all Mark II offices. It provides procedures for fine tuning the Mark II Facer-Canceller. Extensive field testing of these procedures has proven that, if strictly followed, they will significantly reduce the error rate of the Mark II.

It is essential that each Mark II office fine tune its machines in accordance with these procedures before November 23, in order to ensure a minimum error rate during Christmas. Any Mark II offices which have not received this Maintenance Bulletin should obtain copies of it from the Maintenance Technical Support Center, P.O. Box 1600, Norman, OK 73069.—Real Estate and Buildings Department, 8-30-73.

**FEDSTRIP**

The following changes should be made to Exhibit D, *Fund and Budget Index Codes Handbook S-21, FEDSTRIP*, pending revision of that exhibit.

Action	Account Description	Account No.	Fund Code
Change description.	Supply Center Stock Items—Custodial & Postal Supplies.....	35918	F <sup>1</sup>
Change description.	Supply Center Stock Items—Repair Parts—Major Mech. & Postal Equip ordered.	35928	G
Add.....	Supply Center Stock Items—Motor Vehicle parts & supplies—ordered.	35938	H
Delete.....	Mall Equipment Shops—Supplies & Materials—operating.....	37672	H
Delete.....	Mall Equipment Shops—Supplies & Materials—training & instructions.	37671	A
Add.....	Mall Equipment Shops Operating Supplies & Materials—ordered.....	35548	A
Change.....	Motor Vehicle Supplies and Materials for Inventory—VMF only.....	32985	S

<sup>1</sup> Change. Fund Code F is to be used by Supply Centers only.

—Finance Department, 8-30-73.

All Postal Installations

**UNIFORM PROGRAM—LICENSED VENDOR LISTING**

The following uniform vendors have received their vendor's license since distribution of Publication 136, *Licensed Vendor Listing*. This additional listing must be attached to Publication 136. These lists must be posted where they are readily available for employee's perusal.

C. T. & R. Shoe Corp.	210 S. Main St.	Moscow	ID 83843	Lewis Brothers	223 Main Street	Latrobe	PA 15650
Capital Uniforms	3118 Hamilton St. W.	Hyattsville	MD 26782	Neal's Men's Shop	112 N. Sparta St.	Steeleville	IL 62288
Cerny Shoes	15002 Detroit Ave.	Lakewood	OH 44107	Nockels Shoe Store	109 Center St.	Lake City	IA 51449
Chet's Shoe Service	108 N. Vine St.	Harrisburg	IL 62946	Orthopedic Center	1073 S. Meyler St.	San Pedro	CA 90731
Erickson's Shoe Store	Federal Shopping Way	Federal Way	WA 98002	Safety Sales & Services	327 7th St., SE.	Cedar Rapids	IA 52401
Gaschel, James F.	3112 Greendale Dr.	Rockford	IL 61109	Sears, Roebuck & Co.	3292 N. Roosevelt Blvd.	Kcy West	FL 33040
Hipp-McBride Co.	16 Cabarrus Ave. E.	Concord	NC 28025	Sears, Roebuck & Co.	11255 New Hampshire Ave.	Silver Spring	MD 20910
Home & Auto Safety Ctrs.	714 W. Olympic Blvd.	Los Angeles	CA 90015	Shoes-N-Things	613 Main Street	Canon City	CO 81212
Industrial Shoe Corp.	3128 Market St.	Youngstown	OH 44507	Star Shoe Store	422 Mill Street	Coraopolis	PA 15108
Kaloo Earth Shoes	2112 North Clark	Chicago	IL 60614	Stowe's	420 Fairhaven Ave.	Burlington	WA 98233
Lano, Andy Shoes	Sheraton Eastland Hotel	Portland	ME 04101	Triangle Shoe Store	785 Roosevelt Ave.	Carteret	NJ 07008
Leonard's Shoes	30 High Street	Westerly	RI 02891	Underhill Shoes	321 Main St.	Edmonds	WA 98020

—Customer Services Department, 8-30-73.

**ATTACH RETURN RECEIPTS NEXT TO ADDRESS OF DESTINATION ON NUMBERED INSURED PARCELS**

## Warning Notice—Unrecovered Stolen Canadian Money Order Forms

This current list is to be posted and used by window clerks. Destroy all previous notices. Interim notices of individual series received from the Inspection Service should be inserted in proper sequence pending publication of a new consolidated listing.

The Canadian Postal Administration has declared the following money orders void and they should not be cashed:

All card type money orders.

New style money orders 000,000,001 through 039,999,999.

Advise holders to send them to Canada Post Office, Ottawa, Canada, K1A 0B1.

### NEW STYLE CANADIAN MONEY ORDER FORMS (No Prefix):

The new money order serial numbers consist of the first nine digits, reading from the left. The 10th digit (unit position) is a check digit only and is not to be construed at any time as part of the actual serial number.

040,481,501 to 040,481,600	065,432,828 to 065,433,000	087,675,468 to 087,675,496
041,562,501 to 041,563,500	066,148,996 to 066,149,000	088,573,791 to 088,573,900
043,601,701 to 043,602,100	067,315,691 to 067,316,300	090,981,378 to 090,981,400
044,398,071 to 044,398,100	067,362,230 to 067,362,300	091,740,773 to 091,741,500
044,543,701 to 044,543,800	068,300,730 to 068,300,800	091,781,407 to 091,781,700
044,546,201 to 044,546,500	068,563,196 to 068,563,200	091,781,801 to 091,781,900
044,546,569 to 044,547,100	068,857,201 to 068,857,400	091,793,226 to 091,793,230
045,283,954 to 045,284,000	068,935,291 to 068,935,700	091,794,661 to 091,794,700
045,284,501 to 045,284,600	069,930,001 to 069,930,300	092,528,953 to 092,529,200
046,299,050 to 046,299,100	071,188,601 to 071,189,500	094,192,925 to 094,193,000
046,394,501 to 046,394,800	071,531,953 to 071,531,957	097,565,501 to 097,566,400
046,637,401 to 046,637,700	075,283,512 to 075,283,528	099,263,843 to 099,263,900
048,055,301 to 048,055,400	075,283,594 to 075,283,600	099,460,585 to 099,460,600
049,529,901 to 049,530,000	076,343,501 to 076,343,800	099,914,265 to 099,914,292
052,748,410 to 052,748,600	076,853,896 to 076,853,900	099,914,301 to 099,914,500
053,126,881 to 053,127,000	076,890,808 to 076,890,900	101,538,602 to 101,539,000
054,075,324 to 054,075,357	077,341,301 to 077,341,500	103,027,712 to 103,027,800
056,584,334 to 056,584,400	078,120,697 to 078,120,700	104,757,201 to 104,757,500
057,408,404 to 057,408,500	079,041,608 to 079,041,800	104,911,301 to 104,911,500
057,665,072 to 057,665,100	079,078,253 to 079,078,275	106,023,259 to 106,023,300
057,829,001 to 057,829,100	079,078,300 to 079,078,400	106,083,701 to 106,084,200
057,829,901 to 057,830,300	081,332,963 to 081,333,100	106,550,419 to 106,550,500
058,641,516 to 058,641,600	081,901,785 to 081,901,800	107,519,665 to 107,519,667
059,277,101 to 059,277,300	082,141,408 to 082,141,500	107,929,858 to 107,929,900
059,359,906 to 059,359,999	083,712,421 to 083,712,600	112,428,154 to 112,428,400
062,457,614 to 062,457,700	085,264,301 to 085,264,900	116,755,601 to 116,756,200
063,358,201 to 063,358,400	085,982,395 to 085,982,400	119,531,501 to 119,531,600
064,463,292 to 064,463,300	087,408,501 to 087,409,100	120,742,680 to 120,742,800
064,959,263 to 064,959,281	087,497,301 to 087,497,400	120,995,920 to 120,996,000
		130,765,301 to 130,765,400

### All Postal Installations

#### ZIP Code in Postmarking Equipment

POSTAL BULLETIN 20932, dated June 21, 1973, contained instructions regarding the inclusion of ZIP Code in postmarking equipment at installations engaged in the canceling and processing of outgoing mails.

The requirement for inclusion of at least the first three digits of assigned ZIP Code, as applied to hand canceling equipment, was intended for that equipment in use at those

offices which does not now bear ZIP Code although it is authorized.

The Western Area Supply Center advises that it is receiving requests for ZIP Code in hand canceling equipment not authorized to bear ZIP Code.

Installation heads should be guided in the requisitioning of postmarking equipment by TL-4 Publication 24, Supply Catalog.—Logistics Department, 8-30-73.

### All Post Offices

#### Insurance Claim Procedures

The following clarifies POSTAL BULLETIN 20938, dated August 2, 1973, page 3: Send the first copy of Form 1510-A, *Inquiry for the Loss or Rifling of Mail Matter*, on numbered insured and COD loss claims to the post office of address for verification of delivery.

After verification, employees at the post office of address must send the forms directly to the St. Louis Postal Data Center. The forms should not be returned to the office of mailing.—Finance Department, 8-30-73.

All Post Offices

**MISSING OR STOLEN MONEY ORDER FORMS—DO NOT CASH THESE ORDERS**

To be posted and used by window clerks; destroy previous notices. Insert in proper sequence any interim notices from Inspection Service.

111,376,554 to 111,376,699	3,917,087,308 to 3,917,087,349	5,798,177,326 to 5,798,177,499
114,011,337 to 114,011,849	3,917,185,850 to 3,917,185,899	5,798,390,450 to 5,798,390,499
114,229,150 to 114,229,849	3,917,271,200 to 3,917,271,349	5,799,478,500 to 5,799,479,999
121,968,244 to 121,968,299	3,917,491,137 to 3,917,491,299	5,806,140,822 to 5,806,140,899
122,851,234 to 122,851,299	3,993,150,005 to 3,993,150,049	5,815,989,298 to 5,815,989,399
124,450,066 to 124,450,199	3,995,593,050 to 3,995,593,099	5,817,682,281 to 5,817,682,399
125,833,650 to 125,833,799	3,999,461,159 to 3,999,461,189	5,823,755,734 to 5,823,755,806
1,923,904,133 to 1,923,905,999	4,000,490,300 to 4,000,490,324	5,825,066,370 to 5,825,066,381
1,940,484,700 to 1,940,485,449	4,002,690,450 to 4,002,690,499	5,825,121,471 to 5,825,121,599
2,013,337,788 to 2,013,337,999	4,002,991,250 to 4,002,991,649	5,825,526,850 to 5,825,526,999
2,013,711,581 to 2,013,711,699	4,003,639,400 to 4,003,639,749	600,790,950 to 600,791,249
2,014,577,195 to 2,014,577,499	4,004,131,050 to 4,004,131,249	600,847,100 to 600,847,349
2,024,236,154 to 2,024,236,199	4,008,050,550 to 4,008,051,999	606,022,050 to 606,022,249
2,024,875,395 to 2,024,875,999	4,008,052,000 to 4,008,052,849	73,764,000 to 73,767,999
2,029,555,700 to 2,029,555,899	4,008,052,850 to 4,008,054,249	7,514,290,319 to 7,514,291,499
2,034,009,168 to 2,034,009,199	4,008,054,250 to 4,008,055,799	7,544,018,500 to 7,544,019,399
2,034,215,108 to 2,034,215,649	539,427,650 to 539,428,049	7,557,598,450 to 7,557,598,799
2,034,241,000 to 2,034,241,149	540,304,321 to 540,304,499	7,557,943,250 to 7,557,944,049
2,041,216,507 to 2,041,216,536	583,167,400 to 583,167,999	7,571,982,062 to 7,571,982,099
2,042,845,079 to 2,042,845,099	594,683,268 to 594,683,299	7,575,752,572 to 7,575,752,599
2,753,553,213 to 2,753,553,399	599,543,500 to 599,543,999	7,577,399,600 to 7,577,399,640
2,754,501,781 to 2,754,501,809	5,575,546,413 to 5,575,546,499	7,583,570,600 to 7,583,570,799
2,755,707,338 to 2,755,707,399	5,611,934,000 to 5,611,935,999	7,584,368,257 to 7,584,368,299
2,756,795,650 to 2,756,796,249	5,646,932,000 to 5,646,933,999	7,585,987,038 to 7,585,987,099
3,810,433,250 to 3,810,433,349	5,647,270,759 to 5,647,271,999	7,585,998,400 to 7,585,998,499
3,822,851,800 to 3,822,852,999	5,656,140,000 to 5,656,143,999	7,592,004,273 to 7,592,004,299
3,845,695,000 to 3,845,695,999	5,656,522,036 to 5,656,525,999	7,595,577,897 to 7,595,578,549
3,850,802,900 to 3,850,803,999	5,659,292,000 to 5,659,293,999	7,595,759,250 to 7,595,760,149
3,860,606,800 to 3,860,607,749	5,659,763,800 to 5,659,765,299	7,595,853,176 to 7,595,853,211
3,865,679,740 to 3,865,680,449	5,666,020,000 to 5,666,021,999	7,597,521,455 to 7,597,521,499
3,866,798,050 to 3,866,798,799	5,671,762,600 to 5,671,763,999	7,598,339,064 to 7,598,339,199
3,870,420,281 to 3,870,420,599	5,674,407,000 to 5,674,410,499	7,598,550,400 to 7,598,550,699
3,883,236,411 to 3,883,237,249	5,692,340,350 to 5,692,341,849	7,601,425,400 to 7,601,425,999
3,886,882,767 to 3,886,882,787	5,694,032,000 to 5,694,033,999	7,607,637,250 to 7,607,637,349
3,890,800,050 to 3,890,800,949	5,694,251,950 to 5,694,253,249	89,044,000 to 89,046,999
3,895,752,473 to 3,895,752,999	5,697,680,050 to 5,697,680,899	8,333,694,000 to 8,333,695,999
3,897,680,207 to 3,897,680,350	5,730,585,350 to 5,730,586,449	8,347,462,300 to 8,347,462,499
3,900,372,912 to 3,900,373,149	5,733,457,000 to 5,733,457,999	8,385,495,672 to 8,385,495,699
3,900,760,920 to 3,900,760,987	5,734,520,545 to 5,734,521,399	8,598,419,777 to 8,598,419,799
3,903,103,381 to 3,903,103,399	5,737,799,850 to 5,737,800,499	8,600,803,923 to 8,600,803,949
3,903,215,449 to 3,903,215,499	5,739,290,150 to 5,739,290,899	8,601,391,249 to 8,601,391,300
3,905,092,719 to 3,905,093,149	5,757,250,874 to 5,757,251,199	8,604,364,400 to 8,604,364,449
3,909,406,197 to 3,909,406,449	5,766,829,750 to 5,766,831,149	8,607,522,257 to 8,607,522,399
3,909,527,395 to 3,909,527,499	5,777,753,300 to 5,777,753,749	8,607,787,975 to 8,607,787,999
3,909,632,504 to 3,909,632,549	5,783,377,860 to 5,783,377,999	8,610,820,850 to 8,610,821,599
3,912,422,150 to 3,912,422,199	5,783,461,685 to 5,783,463,499	8,611,028,150 to 8,611,028,249
3,914,599,677 to 3,914,599,799	5,783,726,850 to 5,783,727,049	8,617,222,344 to 8,617,222,449
3,914,884,465 to 3,914,885,999	5,786,678,709 to 5,786,678,949	
	5,792,786,950 to 5,792,787,199	

**NEW STYLE UNITED STATES MONEY ORDERS**

The new money order serial numbers consist of the first 10 digits, reading from the left. The 11th digit (right most) printed on the money order form sets is not to be construed at any time as part of the actual serial number.

1607554653 to 1607554699

1621103654 to 1621104999

1623497736 to 1623498499

1620558300 to 1620558499

## All Postmasters

**Indemnity Claims Acceptance Criteria**

The following criteria which were essentially contained in Part 164, *Postal Service Manual* until last year is presented for information. Postmasters should assure that all claims clerks are aware of these criteria. However, as a general rule, where doubt exists whether or not to accept a claim for indemnity, the claim should be accepted and handled as set forth in Part 164, *Postal Service Manual*.

A forthcoming revision of Part 164, *Postal Service Manual*, will include the following regulations:

*Postal insurance for loss or damage to registered, insured or COD mail within the amount covered by the fee paid and other applicable regulation is payable for:*

a. Actual value of lost articles, less depreciation for used items.

b. Cost of repairing a damaged article or replacing a totally damaged article, not exceeding actual value of the article.

c. A COD parcel for which no remittance has been received by the mailer.

d. Death of baby poultry due to physical damage to the package or delay for which the Postal Service is responsible. In the absence of definite evidence showing responsibility for death of baby poultry, the Postal Service is presumed to be at fault if 10 percent or more are dead on delivery, if delivered within 72 hours, and indemnity will be paid for all dead poultry; otherwise the Postal Service is not presumed to be at fault.

e. Cost of duplicating valuable documents, or their original cost if they cannot be duplicated. The fee paid to an attorney to obtain duplication of valuable papers and other actual, direct and necessary expenses may be included.

f. The extra cost of gift wrapping if the gift wrapped article was enclosed in another container for handling in the mail.

g. Cost of outer container if specially designed and constructed for goods sent as registered, insured, or COD mail.

h. The established market value as determined by a recognized dealer selected by the claimant, of numismatic coin or stamps having philatelic value.

i. Federal, State, or city sales tax paid on articles which are lost or totally damaged.

j. Postage (not fee) paid for sending damaged articles for repair. The Postal Service must be used for this purpose. Other reasonable transportation charges may be included if Postal Service is not available.

*Payment will not be made in excess of the actual value of the article or in excess of the maximum amount covered by the fee paid. Further, indemnity will not be paid when:*

a. The article was not rightfully in the mail. This includes COD and insured articles sent to addressees without their consent for purposes of sale or on approval.

b. Requests are filed more than 1 year from the date the article was mailed.

c. Evidence of insurance coverage has not been presented.

d. The mailer failed to state at time of mailing the full value of a registered article.

e. Loss, rifling, or damage occurred after proper delivery by the Postal Service.

f. Claim is for sentimental loss rather than actual value.

g. The loss resulted from delay of the mail.

h. The claim is for some consequential loss rather than for the article itself.

i. Contents froze, melted, spoiled, or deteriorated.

j. The parcel was packaged in such a way that it could not have reached the addressee in good condition in the ordinary course of the mail.

k. The damage consisted of abrasion, scarring, or scraping of suitcases, handbags, and similar articles which were not properly wrapped for protection.

l. The death of baby poultry was due to shipment to points where delivery could not be made within 72 hours from the time of hatch.

## All Postal Service Installations

**Public Law 89-301****Back Pay Claims Processing**

Form 1002, *Back Pay Claim Form*, requires claimants to list the pay period and year for each week during which they believe they worked outside their regular schedule. The Back Pay Claim Form also requires the Postal Service to list the level, step, and annual salary rate applicable at the time of rescheduling. In order to facilitate the preparation of and processing of claims, the Pay Period Table (see page 8) and Compensation Schedules (see pages 9 to 15) are published to assist in developing the salary during the period of March 4, 1966, through January 7, 1972.—*Employee and Labor Relations Group, 8-30-73.*

*All Mailbag Depositories and Concentration Points***Tag 21**

Use of Tag 21 is restricted for use by mailbag depositories and concentration points for labeling bundles of serviceable bags shipped to requesting offices in less than truck or carload quantities. It is positioned over the hasp of the cordfastener on sacks or straps on pouches. The tag, which is white, can be easily read and has proved its value in preventing the erroneous return of bundles of empty equipment to the dispatching facility.

This tag, which replaces Label 83, is not to be used by post offices for shipment of surplus bags to depositories.—*Logistics Department, 8-30-73.*

m. Death of honeybees and harmless live animals was not the fault of the Postal Service.

n. Undamaged returned mail is refused by the mailer.

The above regulations will remain in effect until superseded by publication of revised Part 164, *Postal Service Manual*.—*Finance Department, 8-30-73.*

Pay Period Number	1966	1967	1968	1969	1970	1971
1		*12/17 - *12/30	*12/16 - *12/29	*12/14 - *12/27	*12/13 - *12/26	12/26/70 - 1/8/71
2		*12/31 - 1/13	*12/30 - 1/12	*12/28 - 1/10	*12/27 - 1/9	1/9 - 1/22
3		1/14 - 1/27	1/13 - 1/26	1/11 - 1/24	1/10 - 1/23	1/23 - 2/5
4		1/28 - 2/10	1/27 - 2/9	1/25 - 2/7	1/24 - 2/6	2/6 - 2/19
5		2/11 - 2/24	2/10 - 2/23	2/8 - 2/21	2/7 - 2/20	2/20 - 3/5
6	2/26 - 3/11	2/25 - 3/10	2/24 - 3/8	2/22 - 3/7	2/21 - 3/6	3/6 - 3/19
7	3/12 - 3/25	3/11 - 3/24	3/9 - 3/22	3/8 - 3/21	3/7 - 3/20	3/20 - 4/2
8	3/26 - 4/8	3/25 - 4/7	3/23 - 4/5	3/22 - 4/4	3/21 - 4/3	4/3 - 4/16
9	4/9 - 4/22	4/8 - 4/21	4/6 - 4/19	4/5 - 4/18	4/4 - 4/17	4/17 - 4/30
10	4/23 - 5/6	4/22 - 5/5	4/20 - 5/3	4/19 - 5/2	4/18 - 5/1	5/1 - 5/14
11	5/7 - 5/20	5/6 - 5/19	5/4 - 5/17	5/3 - 5/16	5/2 - 5/15	5/15 - 5/28
12	5/21 - 5/3	5/20 - 6/2	5/18 - 5/31	5/17 - 5/30	5/16 - 5/29	5/29 - 6/11
13	6/4 - 6/17	6/3 - 6/16	6/1 - 6/14	5/31 - 6/13	5/30 - 6/12	6/12 - 6/25
14	6/18 - 7/1	6/17 - 6/30	6/15 - 6/28	6/14 - 6/27	6/13 - 6/26	6/26 - 7/9
15	7/2 - 7/15	7/1 - 7/14	6/29 - 7/12	6/28 - 7/11	6/27 - 7/10	7/10 - 7/23
16	7/16 - 7/29	7/15 - 7/28	7/13 - 7/26	7/12 - 7/25	7/11 - 7/24	7/24 - 8/6
17	7/30 - 8/12	7/29 - 8/11	7/27 - 8/9	7/26 - 8/8	7/25 - 8/7	8/7 - 8/20
18	8/13 - 8/26	8/12 - 8/25	8/10 - 8/23	8/9 - 8/22	8/8 - 8/21	8/21 - 9/3
19	8/27 - 9/9	8/26 - 9/8	8/24 - 9/6	8/23 - 9/5	8/22 - 9/4	9/4 - 9/17
20	9/10 - 9/23	9/9 - 9/22	9/7 - 9/20	9/6 - 9/19	9/5 - 9/18	9/18 - 10/1
21	9/24 - 10/7	9/23 - 10/6	9/21 - 10/4	9/20 - 10/3	9/19 - 10/2	10/2 - 10/15
22	10/8 - 10/21	10/7 - 10/20	10/5 - 10/18	10/4 - 10/17	10/3 - 10/16	10/16 - 10/29
23	10/22 - 11/4	10/21 - 11/3	10/19 - 11/1	10/18 - 10/31	10/17 - 10/30	10/30 - 11/12
24	11/5 - 11/18	11/4 - 11/17	11/2 - 11/15	11/1 - 11/14	10/31 - 11/13	11/13 - 11/26
25	11/19 - 12/2	11/18 - 12/1	11/16 - 11/29	11/15 - 11/28	11/14 - 11/27	11/27 - 12/10
26	12/3 - 12/16	12/2 - 12/15	11/30 - 12/13	11/29 - 12/12	11/28 - 12/11	12/11 - 12/24
27					12/12 - 12/25	-----
						1972
						12/25 - 1/7/72
	*Prior Calendar Year					



# COMPENSATION SCHEDULES

## CHRONOLOGICAL SALARY SCHEDULES

Postal Field Service Schedule of Annual Salary Rates—1955 through 1971

Note: Longevity steps A, B, C, \$100 each, based on length of Postal Service, were available until October 18, 1962. Salary levels of all PFS employees were advanced to the next higher number on Oct. 7, 1967: for example, PFS 3 step 4 became PFS 4 step 4.)

PFS Level and Date Effective	Per Annum Rates and Steps											
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>PFS-1</b>												
10-7-67	\$4,118	\$4,235	\$4,392	\$4,529	\$4,666	\$4,803	\$4,940	\$5,077	\$5,214	\$5,351	\$5,488	\$5,625
7-13-68	4,324	4,468	4,612	4,756	4,900	5,044	5,188	5,332	5,476	5,620	5,764	5,908
7-12-69	4,522	4,673	4,824	4,975	5,126	5,277	5,428	5,579	5,730	5,881	6,032	6,183
12-27-69	4,794	4,954	5,114	5,274	5,434	5,594	5,754	5,914	6,074	6,234	6,394	6,554
4-18-70	5,178	5,351	5,524	5,697	5,870	6,043	6,216	6,389	6,562	6,735	6,908	7,081
<b>PS-1</b>												
11-14-70	5,178	5,351	5,524	5,697	5,870	6,043	6,216	6,389	6,562	6,735	6,908	7,081
7-20-71	5,428	5,601	5,774	5,947	6,120	6,293	6,466	6,639	6,812	6,985	7,158	7,331
10-20-71	5,678	5,851	6,024	6,197	6,370	6,543	6,716	6,889	7,062	7,235	7,408	7,581
<b>PFS-2</b>												
12-3-55	2,880	2,980	3,080	3,180	3,280	3,380	3,480	.....	.....	.....	.....	.....
1-11-58	3,170	3,285	3,400	3,515	3,630	3,745	3,860	.....	.....	.....	.....	.....
7-9-60	3,415	3,545	3,675	3,805	3,935	4,065	4,195	.....	.....	.....	.....	.....
10-13-62	3,595	3,725	3,855	3,985	4,115	4,245	4,375	4,505	4,635	4,765	4,895	5,025
1-4-64	3,690	3,820	3,950	4,080	4,210	4,340	4,470	4,600	4,730	4,860	4,990	5,120
7-4-64	3,945	4,075	4,205	4,335	4,465	4,595	4,725	4,855	4,985	5,115	5,245	5,375
10-9-65	4,086	4,221	4,356	4,491	4,626	4,761	4,896	5,031	5,166	5,301	5,436	5,571
7-2-66	4,204	4,343	4,482	4,621	4,760	4,899	5,038	5,177	5,316	5,455	5,594	5,733
10-7-67	4,460	4,607	4,754	4,901	5,048	5,195	5,342	5,489	5,636	5,783	5,930	6,077
7-13-68	4,687	4,841	4,995	5,149	5,303	5,457	5,611	5,765	5,919	6,073	6,227	6,381
7-12-69	4,889	5,052	5,215	5,378	5,541	5,704	5,867	6,030	6,193	6,356	6,519	6,682
12-27-69	5,182	5,355	5,528	5,701	5,874	6,047	6,220	6,393	6,566	6,739	6,912	7,085
4-18-70	5,597	5,784	5,971	6,158	6,345	6,532	6,719	6,906	7,093	7,280	7,467	7,654
<b>PS-2</b>												
11-14-70	5,597	5,784	5,971	6,158	6,345	6,532	6,719	6,906	7,093	7,280	7,467	7,654
7-20-71	5,847	6,034	6,221	6,408	6,595	6,782	6,969	7,156	7,343	7,530	7,717	7,904
10-20-71	6,097	6,284	6,471	6,658	6,845	7,032	7,219	7,406	7,593	7,780	7,967	8,154
<b>PFS-3</b>												
12-3-55	3,090	3,195	3,300	3,405	3,510	3,615	3,720	.....	.....	.....	.....	.....
1-11-58	3,405	3,525	3,645	3,765	3,885	4,005	4,125	.....	.....	.....	.....	.....
7-9-60	3,670	3,805	3,940	4,075	4,210	4,345	4,480	.....	.....	.....	.....	.....
10-13-62	3,905	4,040	4,175	4,310	4,445	4,580	4,715	4,850	4,985	5,120	5,255	5,390
1-4-64	4,010	4,145	4,280	4,415	4,550	4,685	4,820	4,955	5,090	5,225	5,360	5,495
7-4-64	4,270	4,410	4,550	4,690	4,830	4,970	5,110	5,250	5,390	5,530	5,670	5,810
10-9-65	4,424	4,569	4,714	4,859	5,004	5,149	5,294	5,439	5,584	5,729	5,874	6,019
7-2-66	4,552	4,701	4,850	4,999	5,148	5,297	5,446	5,595	5,744	5,893	6,042	6,191
10-7-67	4,826	4,984	5,142	5,300	5,458	5,616	5,774	5,932	6,090	6,248	6,406	6,564
7-13-68	5,068	5,234	5,400	5,566	5,732	5,898	6,064	6,230	6,396	6,562	6,728	6,894
7-12-69	5,286	5,462	5,638	5,814	5,990	6,166	6,342	6,518	6,694	6,870	7,046	7,222
12-27-69	5,602	5,789	5,976	6,163	6,350	6,537	6,724	6,911	7,098	7,285	7,472	7,659
4-18-70	6,050	6,252	6,454	6,656	6,858	7,060	7,262	7,464	7,666	7,868	8,070	8,272
<b>PS-3</b>												
11-14-70	6,050	6,252	6,454	6,656	6,858	7,060	7,262	7,464	7,666	7,868	8,070	8,272
7-20-71	6,300	6,502	6,704	6,906	7,108	7,310	7,512	7,714	7,916	8,118	8,320	8,522
10-20-71	6,550	6,752	6,954	7,156	7,358	7,560	7,762	7,964	8,166	8,368	8,570	8,772
<b>PFS-4</b>												
12-3-55	3,330	3,445	3,560	3,675	3,790	3,905	4,020	.....	.....	.....	.....	.....
1-11-58	3,670	3,800	3,930	4,060	4,190	4,320	4,450	.....	.....	.....	.....	.....
7-9-60	3,955	4,100	4,245	4,390	4,535	4,680	4,825	.....	.....	.....	.....	.....
10-13-62	4,230	4,375	4,520	4,665	4,810	4,955	5,100	5,245	5,390	5,535	5,680	5,825
1-4-64	4,345	4,490	4,635	4,780	4,925	5,070	5,215	5,360	5,505	5,650	5,795	5,940
7-4-64	4,615	4,770	4,925	5,080	5,235	5,390	5,545	5,700	5,855	6,010	6,165	6,320
10-9-65	4,780	4,941	5,102	5,263	5,424	5,585	5,746	5,907	6,068	6,229	6,390	6,551
7-2-66	4,919	5,085	5,251	5,417	5,583	5,749	5,915	6,081	6,247	6,413	6,579	6,745
10-7-67	5,215	5,391	5,567	5,743	5,919	6,095	6,271	6,447	6,623	6,799	6,975	7,151
7-13-68	5,476	5,661	5,846	6,031	6,216	6,401	6,586	6,771	6,956	7,141	7,326	7,511
7-12-69	5,715	5,905	6,095	6,285	6,475	6,665	6,855	7,045	7,235	7,425	7,615	7,805
12-27-69	6,056	6,258	6,460	6,662	6,864	7,066	7,268	7,470	7,672	7,874	8,076	8,278
4-18-70	6,540	6,758	6,976	7,194	7,412	7,630	7,848	8,066	8,284	8,502	8,720	8,938

PFS Level and Date Effective	Per Annum Rates and Steps											
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>PS-4</b>												
11-14-70	\$6,540	\$6,758	\$6,976	\$7,194	\$7,412	\$7,630	\$7,848	\$8,066	\$8,284	\$8,502	\$8,720	\$8,938
7-20-71	6,790	7,008	7,226	7,444	7,662	7,880	8,098	8,316	8,534	8,752	8,970	9,188
10-20-71	7,040	7,258	7,476	7,694	7,912	8,130	8,348	8,566	8,784	9,002	9,220	9,438
<b>PFS-5</b>												
12-3-55	3,660	3,785	3,910	4,035	4,160	4,285	4,410	.....	.....	.....	.....	.....
1-11-58	4,035	4,175	4,315	4,455	4,595	4,735	4,875	.....	.....	.....	.....	.....
7-9-60	4,345	4,505	4,665	4,825	4,985	5,145	5,305	.....	.....	.....	.....	.....
10-13-62	4,565	4,725	4,885	5,045	5,205	5,365	5,525	5,685	5,845	6,005	6,165	6,325
1-4-64	4,690	4,850	5,010	5,170	5,330	5,490	5,650	5,810	5,970	6,130	6,290	6,450
7-4-64	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485	6,650	6,815
10-9-65	5,181	5,352	5,523	5,694	5,865	6,036	6,207	6,378	6,549	6,720	6,891	7,062
7-2-66	5,331	5,507	5,683	5,859	6,035	6,211	6,387	6,563	6,739	6,915	7,091	7,267
10-7-67	5,651	5,838	6,025	6,212	6,399	6,586	6,773	6,960	7,147	7,334	7,521	7,708
7-13-68	5,938	6,134	6,330	6,526	6,722	6,918	7,114	7,310	7,506	7,702	7,898	8,094
7-12-69	6,176	6,382	6,588	6,794	7,000	7,206	7,412	7,618	7,824	8,030	8,236	8,442
12-27-69	6,548	6,766	6,984	7,202	7,420	7,638	7,856	8,074	8,292	8,510	8,728	8,946
4-13-70	7,072	7,307	7,542	7,777	8,012	8,247	8,482	8,717	8,952	9,187	9,422	9,657
<b>PS-5</b>												
11-14-70	7,072	7,307	7,542	7,777	8,012	8,247	8,482	8,717	8,952	9,187	9,422	9,657
7-20-71	7,322	7,557	7,792	8,027	8,262	8,497	8,732	8,967	9,202	9,437	9,672	9,907
10-20-71	7,572	7,807	8,042	8,277	8,512	8,747	8,982	9,217	9,452	9,687	9,922	10,157
<b>PMS-5</b>												
*2-1-71	7,074	7,443	7,812	8,181	8,550	8,919	9,288	9,657	.....	.....	.....	.....
11-14-71	8,074	8,454	8,834	9,214	9,594	9,974	10,354	10,734	.....	.....	.....	.....
<b>PFS-6</b>												
12-3-55	3,880	4,005	4,130	4,255	4,380	4,505	4,630	.....	.....	.....	.....	.....
1-11-58	4,275	4,415	4,555	4,695	4,835	4,975	5,115	.....	.....	.....	.....	.....
7-9-60	4,605	4,765	4,925	5,085	5,245	5,405	5,565	.....	.....	.....	.....	.....
10-13-62	4,965	5,130	5,295	5,460	5,625	5,790	5,955	6,120	6,285	6,450	6,615	6,780
1-4-64	5,085	5,255	5,425	5,595	5,765	5,935	6,105	6,275	6,445	6,615	6,785	6,955
7-4-64	5,345	5,525	5,705	5,885	6,065	6,245	6,425	6,605	6,785	6,965	7,145	7,325
10-9-65	5,536	5,722	5,908	6,094	6,280	6,466	6,652	6,838	7,024	7,210	7,396	7,582
7-2-66	5,697	5,888	6,079	6,270	6,461	6,652	6,843	7,034	7,225	7,416	7,607	7,798
10-7-67	6,044	6,246	6,448	6,650	6,852	7,054	7,256	7,458	7,660	7,862	8,064	8,266
7-13-68	6,348	6,560	6,772	6,984	7,196	7,408	7,620	7,832	8,044	8,256	8,468	8,680
7-12-69	6,675	6,898	7,121	7,344	7,567	7,790	8,013	8,236	8,459	8,682	8,905	9,128
12-27-69	7,077	7,313	7,549	7,785	8,021	8,257	8,493	8,729	8,965	9,201	9,437	9,673
4-18-70	7,643	7,898	8,153	8,408	8,663	8,918	9,173	9,428	9,683	9,938	10,193	10,448
11-14-70	7,643	7,898	8,153	8,408	8,663	8,918	9,173	9,428	9,683	9,938	10,193	10,448
7-20-71	7,893	8,148	8,403	8,658	8,913	9,168	9,423	9,678	9,933	10,188	10,443	10,698
10-20-71	8,143	8,398	8,653	8,908	9,163	9,418	9,673	9,928	10,183	10,438	10,693	10,948
<b>PMS-6</b>												
*2-1-71	7,643	8,044	8,445	8,846	9,247	9,648	10,049	10,450	.....	.....	.....	.....
11-14-71	8,643	9,053	9,463	9,873	10,283	10,693	11,103	11,513	.....	.....	.....	.....
<b>PFS-7</b>												
12-3-55	4,190	4,330	4,470	4,610	4,750	4,890	5,030	.....	.....	.....	.....	.....
1-11-58	4,620	4,775	4,930	5,085	5,240	5,395	5,550	.....	.....	.....	.....	.....
7-9-60	4,975	5,150	5,325	5,500	5,675	5,850	6,025	.....	.....	.....	.....	.....
10-13-62	5,365	5,545	5,725	5,905	6,085	6,265	6,445	6,625	6,805	6,985	7,165	7,345
1-4-64	5,500	5,685	5,870	6,055	6,240	6,425	6,610	6,795	6,980	7,165	7,350	7,535
7-4-64	5,735	5,925	6,115	6,305	6,495	6,685	6,875	7,065	7,255	7,445	7,635	7,825
10-9-65	5,941	6,138	6,335	6,532	6,729	6,926	7,123	7,320	7,517	7,714	7,911	8,108
7-2-66	6,113	6,316	6,519	6,722	6,925	7,128	7,331	7,534	7,737	7,940	8,143	8,346
10-7-67	6,482	6,697	6,912	7,127	7,342	7,557	7,772	7,987	8,202	8,417	8,632	8,847
7-13-68	6,807	7,033	7,259	7,485	7,711	7,937	8,163	8,389	8,615	8,841	9,067	9,293
7-12-69	7,216	7,457	7,698	7,939	8,180	8,421	8,662	8,903	9,144	9,385	9,626	9,867
12-27-69	7,650	7,905	8,160	8,415	8,670	8,925	9,180	9,435	9,690	9,945	10,200	10,455
4-18-70	8,262	8,537	8,812	9,087	9,362	9,637	9,912	10,187	10,462	10,737	11,012	11,287
<b>PS-7</b>												
11-14-70	8,262	8,537	8,812	9,087	9,362	9,637	9,912	10,187	10,462	10,737	11,012	11,287
7-20-71	8,512	8,787	9,062	9,337	9,612	9,887	10,162	10,437	10,712	10,987	11,262	11,537
10-20-71	8,762	9,037	9,312	9,587	9,862	10,137	10,412	10,687	10,962	11,237	11,512	11,787
<b>PMS-7</b>												
*2-1-71	8,263	8,695	9,127	9,559	9,991	10,423	10,855	11,287	.....	.....	.....	.....
11-14-71	9,263	9,703	10,143	10,583	11,023	11,463	11,903	12,343	.....	.....	.....	.....

\*Equalization Payment Retroactively effective to 11-14-70.

PFS Level and Date Effective	Per Annum Rates and Steps											
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>PFS-8</b>												
12-3-55	\$4,530	\$4,685	\$4,840	\$4,995	\$5,150	\$5,305	\$5,460	.....	.....	.....	.....	.....
1-11-58	4,990	5,160	5,330	5,500	5,670	5,840	6,010	.....	.....	.....	.....	.....
7-9-60	5,370	5,555	5,740	5,925	6,110	6,295	6,480	.....	.....	.....	.....	.....
10-13-62	5,805	6,000	6,195	6,390	6,585	6,780	6,975	7,170	7,365	7,560	.....	.....
1-4-64	5,950	6,150	6,350	6,550	6,750	6,950	7,150	7,350	7,550	7,750	.....	.....
7-4-64	6,140	6,345	6,550	6,755	6,960	7,165	7,370	7,575	7,780	7,985	8,190	.....
10-9-65	6,361	6,573	6,785	6,997	7,209	7,421	7,633	7,845	8,057	8,269	8,481	.....
7-2-66	6,545	6,763	6,981	7,199	7,417	7,635	7,853	8,071	8,289	8,507	8,725	.....
10-7-67	6,939	7,170	7,401	7,632	7,863	8,094	8,325	8,556	8,787	9,018	9,249	.....
7-13-68	7,286	7,529	7,772	8,015	8,258	8,501	8,744	8,987	9,230	9,473	9,716	.....
7-12-69	7,802	8,062	8,322	8,582	8,842	9,102	9,362	9,622	9,882	10,142	10,402	.....
12-27-69	8,269	8,545	8,821	9,097	9,373	9,649	9,925	10,201	10,477	10,753	11,029	.....
4-18-70	8,931	9,229	9,527	9,825	10,123	10,421	10,719	11,017	11,315	11,613	11,911	.....
<b>PS-8</b>												
11-14-70	8,931	9,229	9,527	9,825	10,123	10,421	10,719	11,017	11,315	11,613	11,911	.....
7-20-71	9,181	9,479	9,777	10,075	10,373	10,671	10,969	11,267	11,565	11,863	12,161	.....
10-20-71	9,431	9,729	10,027	10,325	10,623	10,921	11,219	11,517	11,815	12,113	12,411	.....
<b>PMS-8</b>												
*2-1-71	8,931	9,357	9,783	10,209	10,635	11,061	11,487	11,913	.....	.....	.....	.....
11-14-71	9,931	10,401	10,871	11,341	11,811	12,281	12,751	13,221	.....	.....	.....	.....
<b>PFS-9</b>												
12-3-55	4,890	5,060	5,230	5,400	5,570	5,740	5,910	.....	.....	.....	.....	.....
1-11-58	5,385	5,575	5,765	5,955	6,145	6,335	6,525	.....	.....	.....	.....	.....
7-9-60	5,790	5,995	6,200	6,405	6,610	6,815	7,020	.....	.....	.....	.....	.....
10-13-62	6,285	6,495	6,705	6,915	7,125	7,335	7,545	7,755	7,965	8,175	.....	.....
1-4-64	6,440	6,655	6,870	7,085	7,300	7,515	7,730	7,945	8,160	8,375	.....	.....
7-4-64	6,650	6,870	7,090	7,310	7,530	7,750	7,970	8,190	8,410	8,630	.....	.....
10-9-65	6,888	7,116	7,344	7,572	7,800	8,028	8,256	8,484	8,712	8,940	.....	.....
7-2-66	7,088	7,323	7,558	7,793	8,028	8,263	8,498	8,733	8,968	9,203	.....	.....
10-7-67	7,515	7,764	8,013	8,262	8,511	8,760	9,009	9,258	9,507	9,756	.....	.....
7-13-68	7,891	8,153	8,415	8,677	8,939	9,201	9,463	9,725	9,987	10,249	.....	.....
7-12-69	8,434	8,715	8,996	9,277	9,558	9,839	10,120	10,401	10,682	10,963	.....	.....
12-27-69	8,940	9,238	9,536	9,834	10,132	10,430	10,728	11,026	11,324	11,622	.....	.....
4-18-70	9,665	9,977	10,299	10,621	10,943	11,265	11,587	11,909	12,231	12,553	.....	.....
<b>PS-9 Non-Bargaining Unit</b>												
11-14-70	9,655	10,069	10,483	10,897	11,311	11,725	12,139	12,553	.....	.....	.....	.....
11-14-71	10,655	11,155	11,655	12,155	12,655	13,155	13,655	14,155	.....	.....	.....	.....
<b>PS-9 Bargaining Unit</b>												
11-14-70	9,655	9,977	10,299	10,621	10,943	11,265	11,587	11,909	12,231	12,553	.....	.....
7-20-71	9,905	10,227	10,549	10,871	11,193	11,515	11,837	12,159	12,481	12,803	.....	.....
10-20-71	10,155	10,477	10,799	11,121	11,443	11,765	12,087	12,409	12,731	13,053	.....	.....
<b>PMS-9</b>												
*2-1-71	9,655	10,069	10,483	10,897	11,311	11,725	12,139	12,553	.....	.....	.....	.....
11-14-71	10,655	11,155	11,655	12,155	12,655	13,155	13,655	14,155	.....	.....	.....	.....
<b>PFS-10</b>												
12-3-55	5,280	5,465	5,650	5,835	6,020	6,205	6,390	.....	.....	.....	.....	.....
1-11-58	5,815	6,020	6,225	6,430	6,635	6,840	7,045	.....	.....	.....	.....	.....
7-9-60	6,255	6,480	6,705	6,930	7,155	7,380	7,605	.....	.....	.....	.....	.....
10-13-62	6,805	7,030	7,255	7,480	7,705	7,930	8,155	8,380	8,605	8,830	.....	.....
1-4-64	6,965	7,200	7,435	7,670	7,905	8,140	8,375	8,610	8,845	9,080	.....	.....
7-4-64	7,190	7,430	7,670	7,910	8,150	8,390	8,630	8,870	9,110	9,350	.....	.....
10-9-65	7,449	7,697	7,945	8,193	8,441	8,689	8,937	9,185	9,433	9,681	.....	.....
7-2-66	7,665	7,920	8,175	8,430	8,685	8,940	9,195	9,450	9,705	9,960	.....	.....
10-7-67	8,128	8,398	8,668	8,938	9,208	9,478	9,748	10,018	10,288	10,558	.....	.....
7-13-68	8,535	8,819	9,103	9,387	9,671	9,955	10,239	10,523	10,807	11,091	.....	.....
7-12-69	9,101	9,404	9,707	10,010	10,313	10,616	10,919	11,222	11,525	11,828	.....	.....
12-27-69	9,645	9,967	10,289	10,611	10,933	11,255	11,577	11,899	12,221	12,543	.....	.....
4-18-70	10,417	10,765	11,113	11,461	11,809	12,157	12,505	12,853	13,201	13,549	.....	.....
<b>PS-10 Non-Bargaining Unit</b>												
11-14-70	10,420	10,867	11,314	11,761	12,208	12,655	13,102	13,549	.....	.....	.....	.....
11-14-71	11,420	11,950	12,480	13,010	13,540	14,070	14,600	15,130	.....	.....	.....	.....
<b>PS-10 Bargaining Unit</b>												
11-14-70	10,417	10,765	11,113	11,461	11,809	12,157	12,505	12,853	13,201	13,549	.....	.....
7-20-71	10,667	11,015	11,363	11,711	12,059	12,407	12,755	13,103	13,451	13,799	.....	.....
10-20-71	10,917	11,265	11,613	11,961	12,309	12,657	13,005	13,353	13,701	14,049	.....	.....
<b>PMS-10</b>												
*2-1-71	10,420	10,867	11,314	11,761	12,208	12,655	13,102	13,549	.....	.....	.....	.....
11-14-71	11,420	11,950	12,480	13,010	13,540	14,070	14,600	15,130	.....	.....	.....	.....

\*Equalization Payment Retroactively effective to 11-14-70.

PFS Level and Date Effective	Per Annum Rates and Steps											
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>PFS-11</b>												
12-3-55	\$5,800	\$6,000	\$6,200	\$6,400	\$6,600	\$6,800	\$7,000	.....	.....	.....	.....	.....
1-11-58	6,390	6,610	6,830	7,050	7,270	7,490	7,710	.....	.....	.....	.....	.....
7-9-60	6,870	7,110	7,350	7,590	7,830	8,070	8,310	.....	.....	.....	.....	.....
10-13-62	7,395	7,640	7,885	8,130	8,375	8,620	8,865	9,110	9,355	9,600	.....	.....
1-4-64	7,650	7,900	8,150	8,400	8,650	8,900	9,150	9,400	9,650	9,900	.....	.....
7-4-64	7,830	8,095	8,360	8,625	8,890	9,155	9,420	9,685	9,950	10,215	.....	.....
10-9-65	8,110	8,385	8,660	8,935	9,210	9,485	9,760	10,035	10,310	10,585	.....	.....
7-2-66	8,345	8,628	8,911	9,194	9,477	9,760	10,043	10,326	10,609	10,892	.....	.....
10-7-67	8,846	9,146	9,446	9,746	10,046	10,346	10,646	10,946	11,246	11,546	.....	.....
7-13-68	9,289	9,604	9,919	10,234	10,549	10,864	11,179	11,494	11,809	12,124	.....	.....
7-12-69	10,110	10,447	10,784	11,121	11,458	11,795	12,132	12,469	12,806	13,143	.....	.....
12-27-69	10,717	11,074	11,431	11,788	12,145	12,502	12,859	13,216	13,573	13,930	.....	.....
4-18-70	11,574	11,960	12,346	12,732	13,118	13,504	13,890	14,276	14,662	15,048	.....	.....
<b>PS-11 Non-Bargaining Unit</b>												
11-14-70	11,576	12,072	12,568	13,064	13,560	14,056	14,552	15,048	.....	.....	.....	.....
11-14-71	12,576	13,136	13,696	14,256	14,816	15,376	15,936	16,496	.....	.....	.....	.....
<b>PS-11 Bargaining Unit</b>												
7-20-71	11,824	12,210	12,596	12,982	13,368	13,754	14,140	14,526	14,912	15,298	.....	.....
10-20-71	12,074	12,460	12,846	13,232	13,618	14,004	14,390	14,776	15,162	15,548	.....	.....
<b>PMS-11</b>												
*2-1-71	11,576	12,072	12,568	13,064	13,560	14,056	14,552	15,048	.....	.....	.....	.....
11-14-71	12,576	13,136	13,696	14,256	14,816	15,376	15,936	16,496	.....	.....	.....	.....
<b>PFS-12</b>												
12-3-55	6,380	6,600	6,820	7,040	7,260	7,480	7,700	.....	.....	.....	.....	.....
1-11-58	7,030	7,270	7,510	7,750	7,990	8,230	8,470	.....	.....	.....	.....	.....
7-9-60	7,560	7,820	8,080	8,340	8,600	8,860	9,120	.....	.....	.....	.....	.....
10-13-62	8,045	8,310	8,575	8,840	9,105	9,370	9,635	9,900	10,165	.....	.....	.....
1-4-64	8,410	8,690	8,970	9,250	9,530	9,810	10,090	10,370	10,650	.....	.....	.....
7-4-64	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,305	.....	.....
10-9-65	8,961	9,267	9,573	9,879	10,185	10,491	10,797	11,103	11,409	11,715	.....	.....
7-2-66	9,221	9,536	9,851	10,166	10,481	10,796	11,111	11,426	11,741	12,056	.....	.....
10-7-67	9,775	10,109	10,443	10,777	11,111	11,445	11,779	12,113	12,447	12,781	.....	.....
7-13-68	10,264	10,615	10,966	11,317	11,668	12,019	12,370	12,721	13,072	13,423	.....	.....
7-12-69	11,233	11,607	11,981	12,355	12,729	13,103	13,477	13,851	14,225	14,599	.....	.....
12-27-69	11,905	12,302	12,699	13,096	13,493	13,890	14,287	14,684	15,081	15,478	.....	.....
4-18-70	12,857	13,286	13,715	14,144	14,573	15,002	15,431	15,860	16,289	16,718	.....	.....
<b>PS-12</b>												
11-14-70	12,857	13,409	13,961	14,513	15,065	15,617	16,169	16,721	.....	.....	.....	.....
11-14-71	13,857	14,447	15,037	15,627	16,217	16,807	17,397	17,987	.....	.....	.....	.....
<b>PMS-12</b>												
*2-1-71	12,857	13,409	13,961	14,513	15,065	15,617	16,169	16,721	.....	.....	.....	.....
11-14-71	13,857	14,447	15,037	15,627	16,217	16,807	17,397	17,987	.....	.....	.....	.....
<b>PFS-13</b>												
12-3-55	7,020	7,260	7,500	7,740	7,980	8,220	8,460	.....	.....	.....	.....	.....
1-11-58	7,735	8,000	8,265	8,530	8,795	9,060	9,325	.....	.....	.....	.....	.....
7-9-60	8,320	8,605	8,890	9,175	9,460	9,745	10,030	.....	.....	.....	.....	.....
10-13-62	8,840	9,135	9,430	9,725	10,020	10,315	10,610	10,905	11,200	.....	.....	.....
1-4-64	9,270	9,575	9,880	10,185	10,490	10,795	11,100	11,405	11,710	.....	.....	.....
7-4-64	9,570	9,895	10,220	10,545	10,870	11,195	11,520	11,845	12,170	12,495	.....	.....
10-9-65	9,914	10,251	10,588	10,925	11,262	11,599	11,936	12,273	12,610	12,947	.....	.....
7-2-66	10,202	10,549	10,896	11,243	11,590	11,937	12,284	12,631	12,978	13,325	.....	.....
10-7-67	10,815	11,183	11,551	11,919	12,287	12,655	13,023	13,391	13,759	14,127	.....	.....
7-13-68	11,356	11,743	12,130	12,517	12,904	13,291	13,678	14,065	14,452	14,839	.....	.....
7-12-69	12,478	12,894	13,310	13,726	14,142	14,558	14,974	15,390	15,806	16,222	.....	.....
12-27-69	13,227	13,668	14,109	14,550	14,991	15,432	15,873	16,314	16,755	17,196	.....	.....
4-18-70	14,285	14,761	15,237	15,713	16,189	16,665	17,141	17,617	18,093	18,569	.....	.....
<b>PS-13</b>												
11-14-70	14,285	14,897	15,509	16,121	16,733	17,345	17,957	18,569	.....	.....	.....	.....
<b>PMS-13</b>												
*2-1-71	14,285	14,897	15,509	16,121	16,733	17,345	17,957	18,569	.....	.....	.....	.....
<b>PES Structure</b>												
<b>Grade 13</b>												
	<u>Minimum</u>			<u>Midpoint</u>			<u>Maximum</u>					
7-22-71	14,285			16,427			18,569					
11-14-71	15,285			17,807			20,329					

\*Equalization Payment Retroactively effective to 11-14-70.

PFS Level and Date Effective	Per Annum Rates and Steps											
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>PFS-14</b>												
12-3-55	\$7,730	\$7,990	\$8,250	\$8,510	\$8,770	\$9,030	\$9,290	.....	.....	.....	.....	.....
1-11-58	8,520	8,805	9,090	9,375	9,660	9,945	10,230	.....	.....	.....	.....	.....
7-9-60	9,160	9,470	9,780	10,090	10,400	10,710	11,020	.....	.....	.....	.....	.....
10-13-62	9,725	10,050	10,375	10,700	11,025	11,350	11,675	12,000	12,325	.....	.....	.....
1-4-64	10,210	10,545	10,880	11,215	11,550	11,885	12,220	12,555	12,890	.....	.....	.....
7-4-64	10,575	10,940	11,305	11,670	12,035	12,400	12,765	13,130	13,945	13,860	.....	.....
10-9-65	10,956	11,334	11,712	12,090	12,468	12,846	13,224	13,602	13,980	14,358	.....	.....
7-2-66	11,274	11,663	12,052	12,441	12,830	13,219	13,608	13,997	14,386	14,775	.....	.....
10-7-67	11,951	12,364	12,777	13,190	13,603	14,016	14,429	14,842	15,255	15,668	.....	.....
7-13-68	12,549	12,983	13,417	13,851	14,285	14,719	15,153	15,587	16,021	16,455	.....	.....
7-12-69	13,864	14,326	14,788	15,250	15,712	16,174	16,636	17,098	17,560	18,022	.....	.....
12-27-69	14,695	15,185	15,675	16,165	16,655	17,145	17,635	18,125	18,615	19,105	.....	.....
4-18-70	15,871	16,400	16,929	17,458	17,987	18,516	19,045	19,574	20,103	20,632	.....	.....
<b>PS-14</b>												
11-14-70	15,872	16,552	17,232	17,912	18,592	19,272	19,952	20,632	.....	.....	.....	.....
<b>PMS-14</b>												
*2-1-71	15,872	16,552	17,232	17,912	18,592	19,272	19,952	20,632	.....	.....	.....	.....
<b>PES Structure Grade 14</b>												
	<u>Minimum</u>			<u>Midpoint</u>			<u>Maximum</u>					
7-22-71	15,872			18,491			21,110					
11-14-71	16,872			19,656			22,440					
<b>PFS-15</b>												
12-3-55	8,500	8,780	9,060	9,340	9,620	9,900	10,180	.....	.....	.....	.....	.....
1-11-58	9,370	9,680	9,990	10,300	10,610	10,920	11,230	.....	.....	.....	.....	.....
7-9-60	10,075	10,410	10,745	11,080	11,415	11,750	12,085	.....	.....	.....	.....	.....
10-13-62	10,705	11,060	11,415	11,770	12,125	12,480	12,835	13,190	13,545	.....	.....	.....
1-4-64	11,240	11,610	11,980	12,350	12,720	13,090	13,460	13,830	14,200	.....	.....	.....
7-4-64	11,660	12,065	12,470	12,875	13,280	13,685	14,090	14,495	14,900	15,305	.....	.....
10-9-65	12,077	12,497	12,917	13,337	13,757	14,177	14,597	15,017	15,437	15,857	.....	.....
7-2-66	12,427	12,859	13,291	13,723	14,155	14,587	15,019	15,451	15,883	16,315	.....	.....
10-7-67	13,173	13,631	14,089	14,547	15,005	15,463	15,921	16,379	16,837	17,295	.....	.....
7-13-68	13,832	14,313	14,794	15,275	15,756	16,237	16,718	17,199	17,680	18,161	.....	.....
7-12-69	15,404	15,917	16,430	16,943	17,456	17,969	18,482	18,995	19,508	20,021	.....	.....
12-27-69	16,328	16,872	17,416	17,960	18,504	19,048	19,592	20,136	20,680	21,224	.....	.....
4-18-70	17,634	18,222	18,810	19,398	19,986	20,574	21,162	21,750	22,338	22,926	.....	.....
<b>PS-15</b>												
11-14-70	17,634	18,390	19,146	19,902	20,658	21,414	22,170	22,926	.....	.....	.....	.....
<b>PMS-15</b>												
*2-1-71	17,634	18,390	19,146	19,902	20,658	21,414	22,170	22,926	.....	.....	.....	.....
<b>PES Structure Grade 15</b>												
	<u>Minimum</u>			<u>Midpoint</u>			<u>Maximum</u>					
7-22-71	17,634			20,544			23,453					
11-14-71	18,634			21,709			24,783					
<b>PFS-16</b>												
12-3-55	9,350	9,630	9,950	10,250	10,550	10,850	11,150	.....	.....	.....	.....	.....
1-11-58	10,300	10,635	10,970	11,305	11,640	11,975	12,310	.....	.....	.....	.....	.....
7-9-60	11,075	11,440	11,805	12,170	12,535	12,900	13,265	.....	.....	.....	.....	.....
10-13-62	11,780	12,170	12,560	12,950	13,340	13,730	14,120	14,510	14,900	.....	.....	.....
1-4-64	12,370	12,780	13,190	13,600	14,010	14,420	14,830	15,240	15,650	.....	.....	.....
7-4-64	12,885	13,330	13,775	14,220	14,665	15,110	15,555	16,000	16,445	16,890	.....	.....
10-9-65	13,349	13,810	14,271	14,732	15,193	15,654	16,115	16,576	17,037	17,498	.....	.....
7-2-66	13,736	14,210	14,684	15,158	15,632	16,106	16,580	17,054	17,528	18,002	.....	.....
10-7-67	14,564	15,066	15,568	16,070	16,572	17,074	17,576	18,078	18,580	19,082	.....	.....
7-13-68	15,293	15,820	16,347	16,874	17,401	17,928	18,455	18,982	19,509	20,036	.....	.....
7-12-69	17,114	17,684	18,254	18,824	19,394	19,964	20,534	21,104	21,674	22,244	.....	.....
12-27-69	18,138	18,743	19,348	19,953	20,558	21,163	21,768	22,373	22,978	23,583	.....	.....
4-18-70	19,589	20,242	20,895	21,548	22,201	22,854	23,507	24,160	24,813	25,466	.....	.....
<b>PS-16</b>												
11-14-70	19,589	20,429	21,269	22,109	22,949	23,789	24,629	25,469	.....	.....	.....	.....
<b>PMS-16</b>												
*2-1-71	19,589	20,429	21,269	22,109	22,949	23,789	24,629	25,469	.....	.....	.....	.....
<b>PES Structure Grade 16</b>												
	<u>Minimum</u>			<u>Midpoint</u>			<u>Maximum</u>					
7-22-71	19,589			22,821			26,053					
11-14-71	20,589			23,986			27,383					

\*Equalization Payment Retroactively effective to 11-14-70.

PFS Level and Date Effective	Per Annum Rates and Steps											
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>PFS-17</b>												
12-3-55	\$10,300	\$10,600	\$10,900	\$11,200	\$11,500	\$11,800	\$12,100	.....	.....	.....	.....	.....
1-11-58	11,350	11,685	12,020	12,355	12,690	13,025	13,360	.....	.....	.....	.....	.....
7-9-60	12,205	12,570	12,935	13,300	13,665	14,030	14,395	.....	.....	.....	.....	.....
10-13-62	12,955	13,385	13,815	14,245	14,675	15,105	15,535	15,965	.....	.....	.....	.....
1-4-64	13,625	14,075	14,525	14,975	15,425	15,875	16,325	16,775	.....	.....	.....	.....
7-4-64	14,240	14,735	15,230	15,725	16,220	16,715	17,210	17,705	18,200	18,695	.....	.....
10-9-65	14,751	15,264	15,777	16,290	16,803	17,316	17,829	18,342	18,855	19,368	.....	.....
7-2-66	15,179	15,707	16,235	16,763	17,291	17,819	18,347	18,875	19,403	19,931	.....	.....
10-7-67	16,090	16,650	17,210	17,770	18,330	18,890	19,450	20,010	20,570	21,130	.....	.....
7-13-68	16,895	17,483	18,071	18,659	19,247	19,835	20,423	21,011	21,599	22,187	.....	.....
7-12-69	19,011	19,645	20,279	20,913	21,547	22,181	22,815	23,449	24,083	24,717	.....	.....
12-27-69	20,152	20,824	21,496	22,168	22,840	23,512	24,184	24,856	25,528	26,200	.....	.....
4-18-70	21,764	22,490	23,216	23,942	24,668	25,394	26,120	26,846	27,572	28,298	.....	.....
<b>PS-17</b>												
11-14-70	21,767	22,700	23,633	24,566	25,499	26,432	27,365	28,298	.....	.....	.....	.....
<b>PMS-17</b>												
*2-1-71	21,767	22,700	23,633	24,566	25,499	26,432	27,365	28,298	.....	.....	.....	.....
<b>PES Structure Grade 17</b>												
	<u>Minimum</u>		<u>Midpoint</u>		<u>Maximum</u>							
7-22-71	21,767		25,397		29,027							
11-14-71	22,767		26,524		30,280							
<b>PFS-18</b>												
12-3-55	11,400	11,700	12,000	12,300	12,600	12,900	13,200	.....	.....	.....	.....	.....
1-11-58	12,560	12,895	13,230	13,565	13,900	14,235	14,570	.....	.....	.....	.....	.....
7-9-60	13,505	13,870	14,235	14,600	14,965	15,330	15,696	.....	.....	.....	.....	.....
10-13-62	14,260	14,730	15,200	15,670	16,140	16,610	17,080	17,550	.....	.....	.....	.....
1-4-64	15,000	15,495	15,990	16,485	16,980	17,475	17,970	18,465	.....	.....	.....	.....
7-4-64	15,755	16,305	16,855	17,405	17,955	18,505	19,055	19,605	20,155	20,705	.....	.....
10-9-65	16,320	16,890	17,460	18,030	18,600	19,170	19,740	20,310	20,880	21,450	.....	.....
7-2-66	16,793	17,380	17,967	18,554	19,141	19,728	20,315	20,902	21,489	22,076	.....	.....
10-7-67	17,803	18,425	19,047	19,669	20,291	20,913	21,535	22,157	22,779	23,401	.....	.....
7-13-68	18,695	19,348	20,001	20,654	21,307	21,960	22,613	23,266	23,919	24,572	.....	.....
7-12-69	21,122	21,826	22,530	23,234	23,938	24,642	25,346	26,050	26,754	27,458	.....	.....
12-27-69	22,390	23,136	23,882	24,628	25,374	26,120	26,866	27,612	28,358	29,104	.....	.....
4-18-70	24,181	24,987	25,793	26,599	27,405	28,211	29,017	29,823	30,629	31,435	.....	.....
<b>PS-18</b>												
11-14-70	24,183	25,219	26,255	27,291	28,327	29,363	30,399	31,435	.....	.....	.....	.....
<b>PMS-18</b>												
*2-1-71	24,183	25,219	26,255	27,291	28,327	29,363	30,399	31,435	.....	.....	.....	.....
<b>PES Structure Grade 18</b>												
	<u>Minimum</u>		<u>Midpoint</u>		<u>Maximum</u>							
7-22-71	24,183		28,173		32,163							
11-14-71	25,183		29,338		33,493							
<b>PFS-19</b>												
12-3-55	12,800	13,100	13,400	13,700	14,000	14,300	14,600	.....	.....	.....	.....	.....
1-11-58	14,105	14,440	14,775	15,110	15,445	15,780	16,115	.....	.....	.....	.....	.....
7-9-60	15,165	15,525	15,885	16,245	16,605	16,965	17,325	.....	.....	.....	.....	.....
10-13-62	15,500	16,000	16,500	17,000	17,500	18,000	18,500	.....	.....	.....	.....	.....
1-4-64	15,500	16,000	16,500	17,000	17,500	18,000	18,500	.....	.....	.....	.....	.....
7-4-64	17,450	18,060	18,670	19,280	19,890	20,500	21,110	22,720	22,330	22,940	.....	.....
10-9-65	18,078	18,710	19,342	19,974	20,606	21,238	21,870	22,502	23,134	23,766	.....	.....
7-2-66	18,530	19,145	19,760	20,375	20,990	21,605	22,220	22,835	23,450	24,065	.....	.....
10-7-67	19,642	20,294	20,946	21,598	22,250	22,902	23,554	24,206	24,858	25,510	.....	.....
7-13-68	20,625	21,310	21,995	22,680	23,365	24,050	24,735	25,420	26,105	26,790	.....	.....
7-12-69	23,467	24,249	25,031	25,813	26,595	27,377	28,159	28,941	29,723	30,505	.....	.....
12-27-69	24,875	25,704	26,533	27,362	28,191	29,020	29,849	30,678	31,507	32,336	.....	.....
4-18-70	26,865	27,760	28,655	29,550	30,445	31,340	32,235	33,130	34,025	34,920	.....	.....
<b>PS-19</b>												
11-14-70	26,865	28,016	29,167	30,318	31,469	32,620	33,771	34,922	.....	.....	.....	.....
<b>PMS-19</b>												
*2-1-71	26,865	28,016	29,167	30,318	31,469	32,620	33,771	34,922	.....	.....	.....	.....
<b>PES Structure Grade 19</b>												
	<u>Minimum</u>		<u>Midpoint</u>		<u>Maximum</u>							
7-22-71	26,865		31,298		35,730							
11-14-71	27,865		32,463		37,060							

\*Equalization Payment Retroactively effective to 11-14-70.

PFS Level and Date Effective	Per Annum Rates and Steps											
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>PFS-20</b>												
12-3-55	\$14,000	\$14,300	\$14,600	\$14,900	\$15,200	.....	.....	.....	.....	.....	.....	.....
1-11-58	15,425	15,760	15,900	15,900	.....	.....	.....	.....	.....	.....	.....	.....
7-9-60	16,585	16,945	17,095	.....	.....	.....	.....	.....	.....	.....	.....	.....
10-13-62	16,750	17,250	17,750	18,250	18,750	19,250	.....	.....	.....	.....	.....	.....
1-4-64	16,750	17,250	17,750	18,250	18,750	19,250	.....	.....	.....	.....	.....	.....
7-4-64	19,345	20,020	20,695	21,370	22,045	22,720	23,395	24,070	.....	.....	.....	.....
10-9-65	20,042	20,741	21,440	22,139	22,838	23,537	24,236	24,935	.....	.....	.....	.....
7-2-66	20,525	21,210	21,895	22,580	23,265	23,950	24,635	25,320	.....	.....	.....	.....
10-7-67	21,758	22,484	23,210	23,936	24,662	25,388	26,114	26,840	.....	.....	.....	.....
7-13-68	22,848	23,610	24,372	25,134	25,896	26,658	27,420	27,800	.....	.....	.....	.....
7-12-69	26,071	26,940	27,809	28,678	29,547	30,416	31,285	32,154	.....	.....	.....	.....
12-27-69	27,636	28,557	29,478	30,399	31,320	32,241	33,162	34,083	.....	.....	.....	.....
4-18-70	29,847	30,842	31,837	32,832	33,827	34,822	*35,505	*35,505	.....	.....	.....	.....

<b>PS-20</b>												
11-14-70	28,900	30,100	31,300	32,500	33,700	34,900	36,000**	.....	.....	.....	.....	.....
<b>PMS-20</b>												
*2-1-71	28,900	30,100	31,300	32,500	33,700	34,900	36,000**	.....	.....	.....	.....	.....

<b>PES Structure Grade 20</b>			
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
7-22-71	28,195	32,848	37,500
11-14-71	29,195	34,012	38,829

<b>PFS-21</b>												
12-3-55	16,000	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
1-11-58	16,000	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
7-9-60	17,200	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
10-13-62	18,000	18,500	19,000	19,500	.....	.....	.....	.....	.....	.....	.....	.....
1-4-64	18,000	18,500	19,000	19,500	.....	.....	.....	.....	.....	.....	.....	.....
7-4-64	21,445	22,195	22,945	23,695	24,445	.....	.....	.....	.....	.....	.....	.....
10-9-65	22,217	22,994	23,771	24,548	25,325	.....	.....	.....	.....	.....	.....	.....
7-2-66	22,760	23,520	24,280	25,040	25,800	.....	.....	.....	.....	.....	.....	.....
10-7-67	24,126	24,932	25,738	26,544	26,960	.....	.....	.....	.....	.....	.....	.....
7-13-68	25,333	26,179	27,025	27,871	27,900	.....	.....	.....	.....	.....	.....	.....
7-12-69	28,976	29,942	30,908	31,874	32,840	.....	.....	.....	.....	.....	.....	.....
12-27-69	30,714	31,738	32,762	33,786	34,810	.....	.....	.....	.....	.....	.....	.....
4-18-70	33,171	34,277	35,383	*35,505	*35,505	.....	.....	.....	.....	.....	.....	.....

<b>PS-21</b>												
11-14-70	30,800	32,100	33,400	34,700	36,000**	.....	.....	.....	.....	.....	.....	.....

<b>PES Structure Grade 21</b>			
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
7-22-71	30,075	35,038	40,000
11-14-71	31,075	36,203	41,330

<b>PS-22</b>												
11-14-70	32,700	34,100	35,500	36,000**	.....	.....	.....	.....	.....	.....	.....	.....

<b>PES Structure Grade 22</b>			
	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
7-22-71	31,955	37,228	42,500
	32,955	38,383	43,830

<b>PES STRUCTURE 7-22-71</b>				
Grade	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
23	33,835	39,418	45,000	
24	35,719	41,610	47,500	
25	37,594	43,797	50,000	
26	39,473	45,987	52,500	
27	41,353	48,177	55,000	
28	43,233	50,367	57,500	
29	.....	.....	60,000	

<b>PES STRUCTURE 11-14-71</b>				
Grade	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>	
23	34,835	40,583	46,331	
24	36,719	42,778	48,836	
25	38,594	44,962	51,330	
26	40,473	47,151	53,829	
27	42,353	49,341	56,329	
28	44,233	51,532	58,830	
29	.....	.....	60,000	

\*Equalization Payment Retroactively effective to 11-14-70.  
 \*\*Statutory Limit