

already adopted and in use in Government work. It is believed, however, that it will be found equally applicable in State and municipal service and very probably in private employment also.

The schedules of figure 5 are constructed on the same principles as those on figure 4. On both, two schedules are given—a "professional," which presupposes an engineering degree or its equivalent, and a "sub-professional," which does not require such a degree. The minimum number of years of experience required for the several grades are as proposed in the committee's definitions of those grades. Of the two lines of maximum salary increase, the one for the sub-professional grades

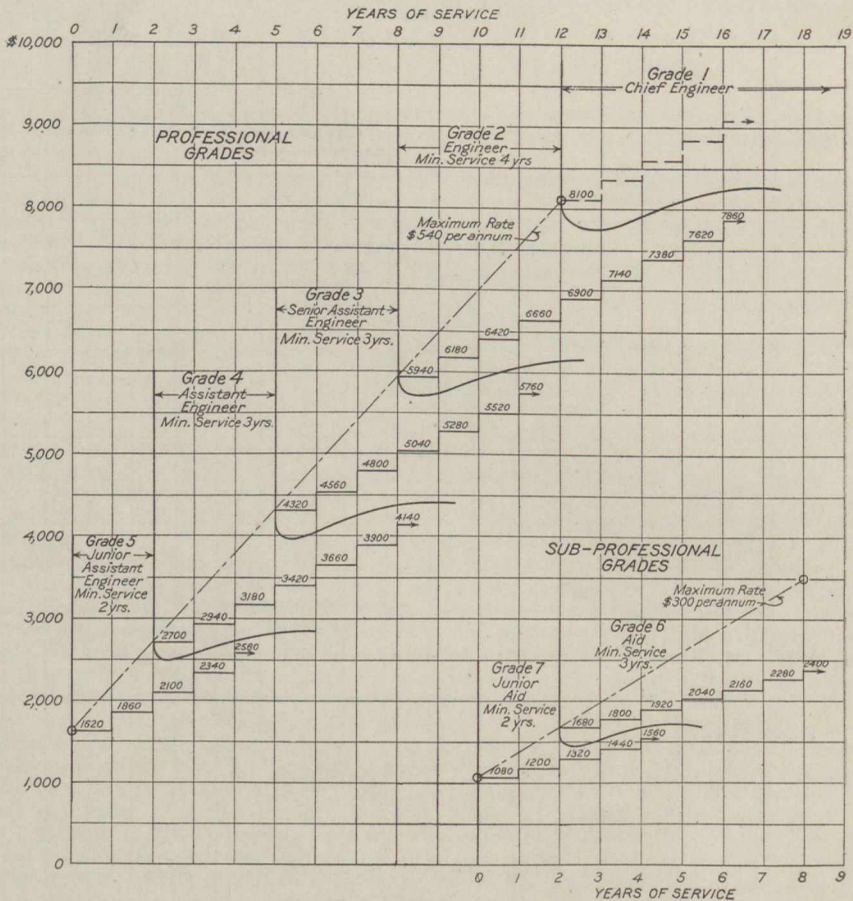


FIGURE 5.—Recommended salary schedule.

is identical with the general curve for such grades on the Macy scale, namely, \$300 a year. For the professional grades, a maximum rate of \$540 a year has been taken. This is slightly less than the lower of the two curves for the corresponding grades on the Macy scale. Furthermore, a straight line is used, which has the effect of dropping the entire line below the corresponding line on the Macy scale in an amount varying from \$8 a year at entrance to the junior grade to \$480 a year after 12 years of service.

The two dot and dash lines on the diagram represent the maximum rate of advancement through a period of years involving service in more than one grade. The normal rate within any one grade is represented by the solid stepped lines,