

ENGINEERING COUNCIL

ENGINEERING SOCIETIES BUILDING
29 WEST THIRTY-NINTH STREET
NEW YORK

Employed professional Engineers have found themselves unprepared to meet the changes in economic conditions which have occurred during the last few years. They are now endeavoring to bring about increases of compensation so as to sustain themselves according to previous standards of living and to adjust the hitherto inadequate salaries of positions to their responsibilities. They have been placed at a greater disadvantage than men following vocations having well established betterment organizations.

With the purpose of helping to correct these unfavorable conditions, Engineering Council organized, in April last, a Committee on Classification and Compensation of Engineers, having the following members:

Major Committee

Arthur S. Tuttle, Deputy Chief Engineer, Board of Estimate, New York City, Chairman, and Chairman of State and Municipal Engineers Section.

Francis Lee Stuart, Consulting Engineer, New York City, Chairman Railroad Engineers Section.

John C. Hoyt, Hydraulic Engineer, U. S. Geological Survey, Washington, D. C., Chairman, Federal Government Engineers Section.

Charles Whiting Baker, Consulting Engineer, New York City. Chairman, Public Affairs Committee, Engineering Council.

M. O. Leighton, Consulting Engineer, Washington, D. C., Chairman, National Service Committee, Engineering Council.

State and Municipal Section

Arthur S. Tuttle, Chairman.

M. M. O'Shaughnessy, City Engineer, San Francisco.

F. W. Cappelen, City Engineer, Minneapolis.

Railroad Section

Francis Lee Stuart, Chairman.

Frank H. Clark, Consulting Engineer, New York City.

Bion J. Arnold, Consulting Engineer, Chicago.

Federal Government Section

John C. Hoyt, Chairman.

John S. Conway, Deputy Commissioner of Lighthouses, Washington.

O. C. Merrill, Chief Engineer, Forest Service, Washington.

The Federal Section has submitted a preliminary report which is presented herewith to the engineering public for criticism and suggestions.

Careful consideration of all phases of the question from the standpoint of both employer and employee is invited to the end that the final report may serve as a basis for a rational system of classification and the establishment of proper employment policies, with adequate compensation, applying, so far as practicable, to all branches of the engineering profession and all lines of engineering work.

It is highly important that members of the Profession interest themselves actively in this subject, because the right solution of the problem is essential to the welfare of individual members of the Profession and necessary in keeping its standards on a high plane. Special comment on the tentative grades and salary schedules will be appreciated. Please use the inclosed blank, in order that suggestions may be made on a uniform basis, and send your comments before December 15.

November 11, 1919.

ALFRED D. FLINN,
Secretary.

On account of the particular interest in the subject of classification of salaries among scientific and technical men other than engineers, The Washington Academy of Sciences has undertaken to publish and distribute this Report to the members of the societies affiliated with the Academy. The Committee believes that the classification and salary schedule herewith presented may with slight modification be made applicable to all scientific and technical positions in the Government service.