

- Under the plan outlined above, the classification of positions consists in:
1. Determining the vocation, using the list on page 5 as a guide.
 2. Determining the grade in accordance with the seven grades proposed. This is the most difficult and important part of the classification.
 3. Naming and defining the class.

In the classification special case should be taken to insure that the class names are distinctive and that they indicate as nearly as possible the character of work performed by the occupant of the position. The number of classes should be kept at a minimum, and new classes should not be established unless they are required by a difference in duties sufficiently distinctive to make necessary separate civil service examination. Only one class is suggested for the junior assistant and assistant grades, as these grades are largely of a general preparatory nature from which a man may advance to any one of the specific classes in the higher grades.

Below is a list of typical classes of positions in the civil engineering vocation in the Government service. Similar typical classes may be formed for other engineering vocations.

TYPICAL CLASSES OF POSITIONS IN VARIOUS GRADES IN THE CIVIL ENGINEERING VOCATION

PROFESSIONAL GRADES

1. *Chief Engineer*
 - Director
 - Superintendent
 - Chief Engineer
 - Consulting Engineer
 - Commissioner
 - Etc.
2. *Engineer*
 - Bridge Engineer
 - Civil Engineer
 - Drainage Engineer
 - Geodetic Engineer
 - Highway Engineer
 - Hydraulic Engineer
 - Irrigation Engineer
 - Municipal Engineer
 - Railroad Engineer
 - Reclamation Engineer
 - Sanitary Engineer
 - Structural Engineer
 - Etc.
3. *Senior Assistant Engineer*
 - Senior Assistant Bridge Engineer
 - Senior Assistant Hydraulic Engineer
 - Senior Assistant Sanitary Engineer
 - Senior Assistant Structural Engineer
 - Etc.
4. *Assistant Engineer*
 - Assistant Engineer
 - Etc.
5. *Junior Assistant Engineer*
 - Junior Assistant Engineer
 - Etc.

SUB-PROFESSIONAL GRADES

6. *Aid*
 - Draftsman
 - Instrumentman
 - Computer
 - Etc.
7. *Junior Aid*
 - Tracer
 - Rodman
 - Chainman
 - Etc.

INEQUALITIES OF COMPENSATION IN DIFFERENT ORGANIZATION UNITS

The inequality in compensation for positions of the same grade in different organization units is strikingly shown by the questionnaires. These differences are indicated in Tables 1 and 2 and in figure 2.