VISAYAN-MINDANAD FORCES

DECLASSIFIED
Authority NND 883078

War Department Pay Claim Office Gebu Branch

******* TRUE COPY *******

APO 718 3 January 1946

UNITED STATES ARMY FORCES IN THE FAR EAST
VISAYAN-MINDANAO FORCE
HEADQUARTERS 82D INFANTRY
AT LARGE
SOUTHERN CEBU SECTOR

EVD/ada

4 February 1942

OFFICIAL COPY furnished all concerned for information.

By order of Lieutenant-Colonel DAVID:

(Sgd) MANUEL F. SEGURA
3d Lieutenant, 82d Infantry
Adjutant

UNITED STATES ARMY FORCES IN THE FAR EAST
HEADQUARTERS VISAYAN-MINDANAO FORCE
C-P-Y WTH-C/nnj

22 January 1942

MEMO: TO ALL CONCERNED.

- 1.- Requests have been addressed to this Headquarters by Officers in charge of various Government activities for authority to employ civilians at exorbitant salaries which are definitely not compatible with the authorized civil service rates of pay. In time of war when men are being drafted into the armed service of the United States from all walks of life ranging from the highest paid executive to the lowest paid laborer and drawing pay on the regular army basis, it is cincomprehensible to assume or suppose that a civilian at liberty to seek employment with the government because of war conditions would be offered more than the commencing rate of any of the various civil service classifications irrespective of what he drew at his usual vocation.
- every trade, profession, or vocation known to man at a rate of pay beginning with a fair entrance salary, and with yearly increases over a lifetime of loyal, faithful service the employee reaches the maximum amount authorized. The following outline makes no pretense of presenting such a list, and it is generally accepted

that the service rendered by the majority of available civilians employed by the Army during the emergency cannot be compared with the service rendered by the regular classified civil servant with a background of many years of service with the government.

3.- In consideration of the above the following policy is promulgated for the instruction and guidance of all Officers of the Visayan-Mindanao Forces authorized to employ civilians and all are enjoined not to exceed the limits set forth herein without the express authority of the Commanding General.

44.- AMERICANS: The following rates are authorized for the hire of Americans and Europeans:

	(a) - Clerical work and wuper- visory work of a general nature.	\$100.00 per month. \$1, 200.00 per year.
2	(b) - Clerical work and super- visory work requiring specific train- ing, experience, and information.	\$ 120.00 per month. \$1,440.00 Per year.
	(C) - Clerical work involving the direction and control of others, such as principal clerk and super-	\$ 135.00 per month.
	visory work requiring technical train- ing and experience.	\$1,620.00 per year.
	(d) - Clerical work invovling the Executive control of others, such as Chief Clerk and supervisory	\$ 150.00 per month.
	work requiring professional train- ing and experience.	\$1,800.00 per yeaf.
The second	(e) - Professionally trained technicians technicians and executives. (No one will be appointed to this grade	\$ 166.66 per month
	without the prior approval of the Commanding General).	\$2,000.00 per year.
	of) - A five dollar increase normenth for	w awantianal and

one year service. Employees who prove to be of exceptional value to the Government and possess outstanding qualifications and experience may be reclassified after six months mervice to the next higher grade peovided the maximum amount authorized is not exceeded.

5.- FILIPINOS: The following rates are to be used unless the local rate is lower, in which case the local rate is to be used. Where subsistence is furnished fifty centavos per day will be deducted.

(a) - Laborers.	Pl.00 per day
(b) - Laborers semi-skilled, such as truck divers, assistant mechanics, assistant carpenters, and kindred trades.	Pl.50 per day
(c) - Mechanics, carpenters, and kindred trades.	P2.00 per day
(d) - Foreman Mechanics.	P2.50 per day
(e) - Supervisors when more than two groups or large numbers are employed.	P3.00 per day
(f) - Clerical: Chief Clerks,	Rates will be

DECLASSIFIED Authority NND 883078

Principal Clarks, Accountants, Auditors, Bookkeepers, Stenographers, Typists, and general clerks.

(g) - Technical: Telegraph Operators, Radio operations, Telephone operators, Repair and Lineman, Stationary and Marine Engineers, etc. determined by the
Philippine Government
Civil Service classified
list or from the prevailing rate in the
locality from which
the person is hired but
in no case can such rate
be greater than one-half
of that authorized for
American and European
employees.

(h) - Professional: Lawyers, Doctors, Dentists, Nurses, Civil and Mining Engineers, Etc.

6.- All salaries and rates of pay will be adjusted on the basis of the above table beginning the date of receipt of this order.

By command of Brigadier General SHARP:

JOHN W. THOMPSON Col., Infantry Chief of Staff

OFFICIAL:

(Sgd). W. T. HOLLOWAY-COOK Major, A. G. D., Adjutant General

I certify this is a true copy:

ROBERT G. SMITH 2nd Lt. Inf.

Rec. Pers. Det. War Dept. Pay Claims GSXRP

Status of Burean of Posts & Telephone Co. employees in Visayan-Mindanao Sector.

FROM: Lt Col Gaines Legal Section

TO: Diry, Rec Pers Div

18 Dec 45

- L. It appears from the accompanying papers that at the outbreak of the War, Brigadier General Chynoweth, in command of the 61st Division, USAFFE, Visayan-Mindanao Sector, assumed authority over the operations of the local Bureau of Posts and the facilities of the Philippine Long Distance Telephone Co., Iloilo. Both agencies retained their identity but operated under the supervision and surveillance of the Army for operative and security reasons. On 8 January 1942, a memorandum by General Chynoweth was published to the effect that the Bureau of Posts would continue to function under control of its supervisors but that failure of subordinates to take lawful orders would be reported to Army Headquarters. Further that "inducted" personnel were reminded that they were subject to the articles of war and subject to courtsmartial. The employees executed oathes of office as holders of positions in the 61st Signal Company, for example, pledging allegiance to the Commonwealth of the Philippines and recognizing the Supreme authority of the U.S.A. They continued to perform their same duties under Army supervision.
- 2. It also appears that when war was immimut the employees of the Bureau of Posts were appointed "Volunteer Air Observers" with duties somewhat similar to the "Air Raid Warden" system utilized in the states. As far as can be determined the employees drew no additional compensation for this duty.
 - 3. From the foregoing it may be concluded:
- a. None of these individuals became employees of the War Department and entitled to the benefits of the Missing Persons Act.
- b. The so called "induction" of these employees did not make them military personnel in the PA.
- c. The available evidence leaves doubt as to whether the "inducted" employees became civilian employees of the PA or actually remained in their former employment status. However, since civilian employees of the PA are not under the Missing Persons Act, further clarification of their status is unnecessary to our administration of the Missing Persons Act.
- d. The Volunteer Air Warning personnel acquired no employment status by reason of such service.

ec Pers Files

GREEP

Proposal of Policy.

(2)

FEGER Civilian Section

TO: Director, RPD THRU: Chief, Adj Branch (PE-AUS-Ofv)

DATE: 1 Feb 46

Request approval of attached policy.

R. E. P.

FROM: Director, Rec Pers Div 70: Civilian Section DATE: 6 Feb 46 (3) Approved.

H. E. E.

(3)

(1)

FROM: Civilian Section TO: Director, RFD

DATE: 16 Nov 45

Problem: Determination of civilian employers on Panay, P.I., under Missing Persons Act.

Discussions The following contonement construction on Panay were started about 5 September 1941 and work was suspended approximately 15 December 1941 by order of the C.G., 61st Div P.A. Antlao Dingle Pototen

Construction of Landing Fields on Pansy began in January 1942 and were located in the following provinces:

In Ileije province: Handurring Santa Barbara Sara

In Capis provinces Dunarao Pilar

In Antique provinces San Jose

Work started on above fields in January 1942. Construction of these fields were never completed. Civilian employees were not working at all fields at time of Japanese invasion.

American Civilian Mining Engineers were construction engineers. All technical work in the field was under the supervision of American civilians.

American civilians only were on per annum or monthly basis and were paid thru the Finance officers of the 61st Division.

DECLASSIFIED Authority NND 883 078

Payments to civilians employees (less american Civilians supervisors paid by 61st Division Finance Officer) were paid by Provincial or City Treasurers with monies furnished by USAFFE disbursing officers.

Employees were hired and fired on the basis of existing

requirements for laborers.

Employees may have worked on more than one field.

BARIE: 0/S fm Civ Sect. to Dir. Rec Pers Div. dtd 16 New 45, subject: "Phlicy".

No determination can be made as to the number of times an individual employee may be hired and released from employment. For example: One day 5,000 workers would be needed, the next day 3,000 required. All surplus workers would be discharged. However, the following week it is possible the discharged workers would be hired.

Metimated 30,000 employees in Panay are involved by

this policy.

Recommendations

1. That all contonement construction employees at Amilao, Dingle and Pototan be determined negative, casually employeed or intermittant work suspended.

2. That employees of all Lending Strips on Panay

be determined negative - casual employment.

Except: Where sufficient evidence is furnished to prove claimant is a permanent War Department employee on a per annum basis.

3. That any Landing Strip on Panay inadvertently omitted in basic communication may be adjudicated under this

policy.

Conclusion:

It is believed employees on Panay may come under Negative P. A. employees. However, due to the questionable decision and legal aspects involved in this determination, it is believed that a blanket decision of casual employment would suffice to eliminate these claims.

J. T. K.

HOLO INSTALLATIONS & DETERMINED STATUS

Idk and Company	Non J
Doile Dock & Engineering Company	Non J
Long Distance Telephone Company	Non J
Bureau of Posts	Non J
USAFFE Shoe Factory	Non J
Veterans Camp Construction (Subut Springs)	Non J -
Volunteer Air Raid Warning Observers	(Paid by Phil. Govt.)
Mission Hospital	Negative #1
Emmanuel Hospital	Negative #1
Employees of Airfields	
a. American Supervisors	Positive Determination
b. Laborers (If shown as employees of Bureau of Public Works)	Non J
e. Laborers (If no designation given, merely as employees on air strips)	Negative #1
QM PORT	11

MANUFACTOR CAMP

28 March 1945

MACHANDAN: To thom It May Concern.

Forces during the period of the defense of the Philippines Islands (8 December 1941 to date of surrender) were temporary employees engaged on a month to month basis and were not per assum employees, as USAFFE Headquarters did not authorize personent employment nor employment beyond the immediate most to be assumplished, nor the allocation of funds for any extended period.

/s/ Paul S. Beard
PAUL S. BEARD
Colonel, F.D.
Finance Officer
Visayan-Mindinao Forces

A TRUE COPY:

Stanter San Ago Com

DECLASSIFIED
Authority NND 883078

SANTO TOMAS INTERNMENT CAMP MANILA, P. I.

28 March 1945

HENCHANDUM: To Rhom It May Concurn.

Forces during the period of the defense of the Philippines Islands (& December 1941 to date of surrender) were tomporary employees engaged on a month to month basis and were not per annum employees, as USAFFE Headquarters did not authorise permanent employment nor employment beyond the immediate work to be accomplished, nor the allocation of funds for any extended period.

/s/ Paul S. Beard
PAUL S. BEARD
Colonel, F.D.
Finance Officer
Visayan-Mindinso Forces

A TRUE COPY:

Capt

V/Com

4 February 1942

OFFICIAL COPY furnished all concerned for information.

By order of Lieutenant-Colonel DAVID:

(Sgd) MANUEL F. SEGURA
3d Lieutenant, 82d Infantry
Adjutant

UNITED STATES ARMY FORCES IN THE FAR EAST HEADQUARTERS VISAYAN-MINDANAO FORCES C-P-Y

22 January 1942

MEMO: TO ALL CONCERNED.

- 1.- Requests have been addressed to this Headquarters by Officers in charge of various Government activities for authority to employ civilians at exorbitant salaries which are definitely not compatible with the authorized civil service rates of pay. In time of war when men are being drafted into the armed service of the United States from all wlaks of life ranging from the highest paid executive to the lowest paid laborer and drawing pay on the regular army basis, it is incomprehensible to assume or suppose that a civilian at liberty to seek employment with the government because of war conditions would be offered more than the commencing rate of any of the various civil service classfications irrespective of what he drew at his usual vocation.
- 2.- The United States Civil Service Commission has classified every trade, profession, or vocation known to man at a rate of pay beginning with a fair entrance salary, and with yearly increases over a lifetime of loyal, faithful service the employee reaches the maximum amount authorized. The following outline makes no prentenses of presenting such a list, and it is generally accepted that the service rendered by the majority of aviable civilians employed by the army during the mergency cannot be compared with the service rendered by the regular classified civil servant with a background of many years of service with the government.

4 February 1942

OFFICIAL COPY furnished all concerned for information.

By order of Lieutenant-Colonel DAVID:

(Sgd) MANUEL F. SEGURA
3d Lieutenant, 82d Infantry
Adjutant

UNITED STATES ARMY FORCES IN THE FAR EAST HEADQUARTERS VISAYAN-MINDANAO FORCES C-P-Y

22 January 1942

MEMO: TO ALL CONCERNED.

- 1.- Requests have been addressed to this Headquarters by Officers in charge of various Government activities for authority to employ civilians at exorbitant salaries which are definitely not compatible with the authorized civil service rates of pay. In time of war when men are being drafted into the armed service of the United States from all wlaks of life ranging from the highest paid executive to the lowest paid laborer and drawing pay on the regular army basis, it is incomprehensible to assume or suppose that a civilian at liberty to seek employment with the government because of war conditions would be offered more than the commencing rate of any of the various civil service classifications irrespective of what he drew at his usual vocation.
- 2.- The United States Civil Service Commission has classified every trade, profession, or vocation known to man at a rate of pay beginning with a fair entrance salary, and with yearly increases over a lifetime of loyal, faithful service the employee reaches the maximum amount authorized. The following outline makes no prentenses of presenting such a list, and it is generally accepted that the service rendered by the majority of aviable civilians employed by the Army during the mergency cannot be compared with the service rendered by the regular classified civil servant with a background of many years of service with the government.

- 3.- In consideration of the above the following policy is promulgated for the instruction and guidance of all officers of the Visayan-Mindanao Forces authorized to employ civilians and all are enjoined not to exceed the limits set forth herein without the express authority of the Commanding General.
- 4.- AMERICANS: The following rates are authorized for the hire of Americans and Europeans:

one mile or management and	
(a) - Clerical work and super-	\$100.00 per month.
visory work of a general nature.	\$1,200.00 per year.
(b) - Clerical work and super-	\$ 120.00 per month.
visory work requiring specific train-	\$1,440.00 per year.
ing, experience, and information.	
(c) - Clerical work involving	
the direction and control of others,	\$ 135.00 per mont.
such as principal clerk and super-	
visory work requiring tenhnical train-	\$1,620.00 per year.
Visory work requiring temmical diam	#=1
ing and experience.	
(d) - Clerical work involving	\$ 150.00 per month.
the Executive control of thers,	\$ 1)0.00 por monon.
such as Chief Clerk and supervisory	\$1,800.00 per year.
work requiring professional train-	41,000.00 per year.
ing and experience.	
(e) - Professionally trained	\$ 166.66 per month.
technicians and executives. (No	\$ Too.oo ber mouture
one will be appointed to this grade	40 000 00 man man
without the prior approval of the	\$2,000.00 per year.
Commanding General).	11-0-2
(f) - A five dollar increase per month	for exceptional and
meritorious service may be authorized al	ter completion or
one wear service. Employees who rove t	to be or exceptionar
welve to the Government and possess outs	tanding quartifications
and experience may be reclassified after	six months service
to the next higher grade provided the ma	ximum amount
outhorized is not exceeded.	
E _ FILTPINGS: The following rates are	to be used unless the
7 and mate is lowers in which case the loca	Il rate is to be used.
Where subsistence is furnished fifty centavo	s per day will be
deducted	
deducted. (a) - Laborers	Pl.00 per day
(b) - Laborers semi-skilled,	
such as truck drivers, assistant	Pl.50 per day
Such as truck dilvers, assistant	
mechanics, assistant carpenters,	
and kindred trades.	P2.00 per day
(c) - Mechanics, carpenters,	22.00
and kindred trades.	P2.50 per day
(d) - Foreman Mechanics.	1 6 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9
(e) - Supervisors when more	P3.00 per day
than two groups or large numbers	13.00 por aaj
are employed.	Rates will be
(f) - Clerical: Chief Clerks,	determined by the
Principal Clerks, Accountants	Philippine Government
Auditors, Bookkeepers, Stenogra-	Tarana position
Auditors, Doorter	

- 3.- In consideration of the above the following policy is promulgated for the instruction and guidance of all officers of the Visayan-Mindanao Forces authorized to employ civilians and all are enjoined not to exceed the limits set forth herein without the express authority of the Commanding General.
- 4.- AMERICANS: The following rates are authorized for the hire of Americans and Europeans:

(a) - Clerical work and super-	\$100.00 per month.
visory work of a general nature.	\$1,200.00 per year.
(b) - Clerical work and super-	\$ 120.00 per month.
visory work requiring specific train-	\$1,440.00 per year.
ing, experience, and information.	
(c) - Clerical work involving	
the direction and control of others,	\$ 135.00 per mont.
such as principal clerk and super-	
visory work requiring tenhnical train-	\$1,620.00 per year.
ing and experience.	
(d) - Clerical work involving	
the Executive control of thers,	\$ 150.00 per month.
such as Chief Clerk and supervisory	* =>
work requiring professional train-	\$1,800.00 per year.
ing and experience.	writer ber lear.
(e) - Professionally trained	
	\$ 166.66 per month.
technicians and executives. (No	4 100.00 ber mouren.
one will be appointed to this grade	\$2 000 00 man man
without the prior approval of the	\$2,000.00 per year.
Commanding General).	1111
(f) - A five dollar increase per month	for exceptional and
meritorious service may be authorized af	ter completion of
one year service. Employees who grove to	o be of exceptional
value to the Government and possess outs	tanding qualifications
and experience may be reclassified after	six months service
to the next higher grade provided the max	
authorized is not exceeded.	A Zimoun dans dans
5 FILIPINOS: The following rates are	to be used unless the
Je Fibirinos: The Tottowing rates are	to be used willess die
local rate is lowere, in which case the local	rate is to be used.
Where subsistence is furnished fifty centavos	s per day will be
leducted.	27 00 d
(a) - Laborers	Pl.00 per day
(b) - Laborers semi-skilled,	
such as truck drivers, assistant	Pl.50 per day
mechanics, assistant carpenters,	
and kindred trades.	
(c) - Mechanics, carpenters,	DO OO non doss
and kindred trades.	PZ.00 per day
(d) - Foreman Mechanics,	P2.00 per day
(e) - Supervisors when more	P2.50 per day
(e) - Supervisors when more	P2.50 per day
than two groups or large numbers	
than two groups or large numbers are employed.	P2.50 per day P3.00 per day
than two groups or large numbers are employed. (f) - Clerical: Chief Clerks,	P2.50 per day P3.00 per day Rates will be
than two groups or large numbers are emplosed. (f) - Clerical: Chief Clerks, Principal Clerks, Accountants	P2.50 per day P3.00 per day Rates will be determined by the
than two groups or large numbers are emplosed. (f) - Clerical: Chief Clerks,	P2.50 per day P3.00 per day Rates will be

Civil Service classified list or from the prevailing

(g) - Technical: Telegraph Operators, Radio operators, Telephone operators, Repair and Lineman, Stationary and Marine Engineers, etc., rate in the
locality from which
the person is hired but
in no case can such rate
be greater than one-half
of that authorized for
American and European
employees.

(h) - Professional: Lawyers, Doctors, Dentists, Nurses, Civil and Mining Engineers, Etc.

6.- All salaries and rates of pay will be adjusted on the basis of the above table beginning the date of receipt of this order.

By command of Brigadier General SHARP:

JOHN W. THOMPSON Col., Infantry Chief of Staff

OFFICIAL:

(Sgd.) W. T. HOLLOWAY-COOK Major, A. G. D., AdjutantGeneral

I certify this is a true copy:

(SGD.) ROBERT G. SMITH

2nd Lt. Inf

Rec Pers Det

War Dept. Pay Claims

A TRUE COPY:

(g) - Technical: Telegraph Operators, Radio operators, Telephone operators, Repair and Lineman, Stationary and Marine Engineers, etc., Civil Service classified
list or from the prevailing
rate in the
locality from which
the person is hired but
in no case can such rate
be greater than one-half
of that authorized for
American and European

(h) - Professional: Lawyers, Doctors, Dentists, Nurses, Civil and Mining Engineers, Etc.

6.- All salaries and rates of pay will be adjusted on the basis of the above table beginning the date of receipt of this order.

By command of Brigadier General SHARP:

Col., Infantry Chief of Staff

employees.

OFFICIAL:

(Sgg.) W. T. HOLLOWAY-COOK Major, A. G. D., AdjutantGeneral

I certify this is a true copy:

(SGD.) ROBERT G. SMITH

2nd Lt. Inf

Rec Pers Det

War Dept. Pay Claims

A TRUE COPY:

STANLEY J. SAWICKI Capt AGD

STATE OF PERSONS

SANTO TOMAS INTERNMENT CAMP MANILA, P. I.

28 March 1945

HENORANDUR: To Show It May Concern.

Porces during the period of the defense of the Philippines Islands (& December 1941 to date of surrender) were temporary employees engaged on a month to month basis and were not per annum employees, as UNAFFE Headquarters did not authorise permanent employment nor employment beyond the immediate work to be accomplished, nor the allocation of funds for any extended period.

/s/ Paul S. Seard
PAUL S. SEARD
Colonel, F.D.
Finance Officer
Visayan-Mindinso Forces

A TRUE COPY:

Capt

Add

4 February 1942

OFFICIAL COPY furnished all concerned for information.

By order of Lieutenant-Colonel DAVID:

(Sgd) MANUEL F. SEGURA
3d Lieutenant, 82d Infantry
Adjutant

UNITED STATES ARMY FORCES IN THE FAR EAST HEADQUARTERS VISAYAN-MINDANAO FORCES C-P-Y

22 January 1942

MEMO: TO ALL CONCERNED.

- 1.- Requests have been addressed to this Headquarters by Officers in charge of various Government activities for authority to employ civilians at exorbitant salaries which are definitely not compatible with the authorized civil service rates of pay. In time of war when men are being drafted into the armed service of the United States from all wlaks of life ranging from the highest paid executive to the lowest paid laborer and drawing pay on the regular army basis, it is incomprehensible to assume or suppose that a civilian at liberty to seek employment with the government because of war conditions would be offered more than the commencing rate of any of the various civil service classifications irrespective of what he drew at his usual vocation.
- 2.- The United States Civil Service Commission has classified every trade, profession, or vocation known to man at a rate of pay beginning with a fair entrance salary, and with yearly increases over a lifetime of loyal, faithful service the employee reaches the maximum amount authorized. The following outline makes no prentenses of presenting such a list, and it is generally accepted that the service rendered by the majority of aviable civilians employed by the Army during the mergency cannot be compared with the service rendered by the regular classified civil servant with a background of many years of service with the government.

4 February 1942

OFFICIAL COPY furnished all concerned for information.

By order of Lieutenant-Colonel DAVID:

(Sgd) MANUEL F. SEGURA
3d Lieutenant, 82d Infantry
Adjutant

UNITED STATES ARMY FORCES IN THE FAR EAST HEADQUARTERS VISAYAN-MINDANAO FORCES C-P-Y

22 January 1942

MEMO: TO ALL CONCERNED.

POLICY GOVERNING THE EMPLOYMENT OF CIVILIANS BY THE VISAYAN-MINDANAO FORCE

1.- Requests have been addressed to this Headquarters by Officers in charge of various Government activities for authority to employ civilians at exorbitant salaries which are definitely not compatible with the authorized civil service rates of pay. In time of war when men are being drafted into the armed service of the United States from all wlaks of life ranging from the highest paid executive to the lowest paid laborer and drawing pay on the regular army basis, it is incomprehensible to assume or suppose that a civilian at liberty to seek employment with the government because of war conditions would be offered more than the commencing rate of any of the various civil service classifications irrespective of what he drew at his usual vocation.

2.- The United States Civil Service Commission has classified every trade, profession, or vocation known to man at a rate of pay beginning with a fair entrance salary, and with yearly increases over a lifetime of loyal, faithful service the employee reaches the maximum amount authorized. The following outline makes no prentenses of presenting such a list, and it is generally accepted that the service rendered by the majority of aviable civilians employed by the Army during the mergency cannot be compared with the service rendered by the regular classified civil servant with a background of many years of service with the government.

4 February 1942

OFFICIAL COPY furnished all concerned for information.

By order of Lieutenant-Colonel DAVID:

(Sgd) MANUEL F. SEGURA
3d Lieutenant, 82d Infantry
Adjutant

UNITED STATES ARMY FORCES IN THE FAR EAST HEADQUARTERS VISAYAN-MINDANAO FORCES C-P-Y

22 January 1942

MEMO: TO ALL CONCERNED.

- 1.- Requests have been addressed to this Headquarters by Officers in charge of various Government activities for authority to employ civilians at exorbitant salaries which are definitely not compatible with the authorized civil service rates of pay. In time of war when men are being drafted into the armed service of the United States from all wlaks of life ranging from the highest paid executive to the lowest paid laborer and drawing pay on the regular army basis, it is incomprehensible to assume or suppose that a civilian at liberty to seek employment with the government because of war conditions would be offered more than the commencing rate of any of the various civil service classifications irrespective of what he drew at his usual vocation.
- 2.- The United States Civil Service Commission has classified every trade, profession, or vocation known to man at a rate of personal beginning with a fair entrance salary, and with yearly increases over a lifetime of loyal, faithful service the employee reaches the maximum amount authorized. The following outline makes no prentenses of presenting such a list, and it is generally acceptant the service rendered by the majority of aviable civilians employed by the Army during the mergency cannot be compared with the service rendered by the regular classificivil servant with a background of many years of service with the government.

- 3.- In consideration of the above the following policy is promulgated for the instruction and guidance of all officers of the Visayan-Mindanao Forces authorized to employ civilians and all are enjoined not to exceed the limits set forth herein without the express authority of the Commanding General.
- 4.- AMERICANS: The following rates are authorized for the hire of Americans and Europeans:

(a) - Clerical work and super-	\$100.00 per month.
visory work of a general nature.	\$1,200,00 per year.
(b) - Clerical work and super-	\$ 120.00 per month.
visory work requiring specific train-	\$1,440.00 per year.
ing, experience, and information.	
(c) - Clerical work involving	1
the direction and control of others,	\$ 135.00 per mont.
such as principal clerk and super-	* -5,400 per money
visory work requiring temhnical train-	\$1,620.00 per year.
ing and experience.	ariorogo ber legi.
(d) - Clerical work involving	
the Executive control of thers,	\$ 150 00 non month
such as Chief Clerk and supervisory	\$ 150.00 per month.
work requiring professional train-	#7 900 00
ing and experience.	\$1,800.00 per year.
(a) Professionally in the	
(e) - Professionally trained	
technicians and executives. (No	\$ 166.66 per month.
one will be appointed to this grade	
without the prior approval of the	\$2,000.00 per year.
Commanding General).	
	for eveentional and
(f) - A five dollar increase per month meritorious service may be authorized aftone year service. Employees who prove to value to the Government and possess outs	ter completion of o be of exceptional tanding qualifications
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who prove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the material services.	ter completion of o be of exceptional tanding qualifications six months service
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who frove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded.	ter completion of o be of exceptional tanding qualifications six months service ximum amount
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who prove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the
(f) - A five dollar increase per month meritorious service may be authorized af one year service. Employees who rove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used.
(f) - A five dollar increase per month meritorious service may be authorized af one year service. Employees who prove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used.
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who prove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the matauthorized is not exceeded. 5 FILIPINOS: The following rates are ocal rate is lowere, in which case the local here subsistence is furnished fifty centavoueducted.	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used.
(f) - A five dollar increase per month meritorious service may be authorized af one year service. Employees who prove to value to the Government and possess outs and experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local here subsistence is furnished fifty centavor	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who prove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local fibere subsistence is furnished fifty centavor leducted. (a) - Laborers (b) - Laborers semi-skilled.	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used.
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who prove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local fibere subsistence is furnished fifty centavor leducted. (a) - Laborers (b) - Laborers semi-skilled.	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who prove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local here subsistence is furnished fifty centavos leducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who prove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local here subsistence is furnished fifty centavor leducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters.	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who frove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local fibere subsistence is furnished fifty centavous leducted. (a) - Laborers (b) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades.	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day Pl.50 per day
(f) - A five dollar increase per month meritorious service may be authorized af one year service. Employees who prove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the matauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local fiber subsistence is furnished fifty centavouled at the content of t	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who prove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local here subsistence is furnished fifty centavous leducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades.	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day Pl.50 per day P2.00 per day
(f) - A five dollar increase per month meritorious service may be authorized af one year service. Employees who prove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local here subsistence is furnished fifty centavous leducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics.	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day Pl.50 per day
(f) - A five dollar increase per month meritorious service may be authorized af one year service. Employees who rove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the matauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local fibere subsistence is furnished fifty centavous leducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day Pl.50 per day P2.50 per day
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who frove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local fibere subsistence is furnished fifty centavouled ted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day Pl.50 per day P2.00 per day
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who frove to value to the Government and possess outs and experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local where subsistence is furnished fifty centavous leducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are employed.	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day P3.00 per day
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who frove to value to the Government and possess outstand experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local where subsistence is furnished fifty centavousled at the subsistence is furnished fifty centavousled at	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day Pl.50 per day P2.00 per day P3.00 per day Rates will be
(f) - A five dollar increase per month meritorious service may be authorized after one year service. Employees who frove to value to the Government and possess outs and experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local where subsistence is furnished fifty centavous leducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are employed.	ter completion of o be of exceptional tanding qualifications six months service ximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day P3.00 per day

- 3.- In consideration of the above the following policy is promulgated for the instruction and guidance of all officers of the Visayan-Mindanao Forces authorized to employ civilians and all are enjoined not to exceed the limits set forth herein without the express authority of the Commanding General.
- 4.- AMERICANS: The following rates are authorized for the hire of Americans and Europeans:

(a) - Clerical work and super-	\$100.00 per month.
visory work of a general nature.	\$1,200,00 per year.
(b) - Clerical work and super-	\$ 120.00 per month.
visory work requiring specific train-	\$1,440.00 per year.
ing, experience, and information.	And the fee ber seems
The experience, and intolmations	
(c) - Clerical work involving	@ 335 00 mon mont
the direction and control of others,	\$ 135.00 per mont.
such as principal clerk and super-	An /00 00
visory work requiring tenhnical train-	\$1,620.00 per year.
ing and experience.	
(d) - Clerical work involving	
the Executive control of thers,	\$ 150.00 per month.
such as Chief Clerk and supervisory	
work requiring professional train-	\$1,800.00 per year.
ing and experience.	and and an area
(e) - Professionally trained	The second secon
(e) = Professionally Crained	\$ 166.66 per month.
technicians and executives. (No	& 100.00 ber monen.
one will be appointed to this grade	00 000 00
without the prior approval of the	\$2,000.00 per year.
Commanding General).	
(f) - A five dollar increase per month	for exceptional and
(f) - A five dollar increase per month meritorious service may be authorized a	fter completion of
(f) - A five dollar increase per month meritorious service may be authorized a	fter completion of
(f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who rove	fter completion of to be of exceptional
(f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who prove value to the Government and possess out	fter completion of to be of exceptional standing qualifications
(f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who prove value to the Government and possess out and experience may be reclassified after	fter completion of to be of exceptional standing qualifications r six months service
(f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who brove value to the Government and possess out and experience may be reclassified after to the next higher grade provided the magnetic may be reclassified.	fter completion of to be of exceptional standing qualifications r six months service
(f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who rove value to the Government and possess out and experience may be reclassified afte to the next higher grade provided the mauthorized is not exceeded.	fter completion of to be of exceptional standing qualifications r six months service aximum amount
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who prove value to the Government and possess out and experience may be reclassified after to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar	fter completion of to be of exceptional standing qualifications r six months service aximum amount
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who rove value to the Government and possess out and experience may be reclassified afte to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere. in which case the local rate is lowere.	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used.
(f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who prove value to the Government and possess out and experience may be reclassified after to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the loc where subsistence is furnished fifty centary	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used.
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who frove value to the Government and possess out and experience may be reclassified afte to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centar deducted.	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who prove value to the Government and possess out and experience may be reclassified after to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centary deducted. (a) - Laborers	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used.
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who frove value to the Government and possess out and experience may be reclassified afte to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centar deducted.	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who prove value to the Government and possess out and experience may be reclassified after to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centary deducted. (a) - Laborers (b) - Laborers semi-skilled,	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be
(f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who rove value to the Government and possess out and experience may be reclassified afte to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centavededucted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day
(f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who rove value to the Government and possess out and experience may be reclassified afte to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centaved deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters,	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day
(f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who prove value to the Government and possess out and experience may be reclassified after to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centaved deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades.	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day Pl.50 per day
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who prove value to the Government and possess out and experience may be reclassified after to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centary deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters,	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day
(f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who prove value to the Government and possess out and experience may be reclassified afte to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc Where subsistence is furnished fifty centaved deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades.	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day Pl.50 per day Pl.50 per day
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who frove value to the Government and possess out and experience may be reclassified afte to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc Where subsistence is furnished fifty centav deducted. (a) - Laborers (b) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics.	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day Pl.50 per day
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who frove value to the Government and possess out and experience may be reclassified afte to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centav deducted. (a) - Laborers (b) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day Pl.50 per day P2.50 per day
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who rove value to the Government and possess out and experience may be reclassified after to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centaved deducted. (a) - Laborers (b) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day Pl.50 per day Pl.50 per day
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who rove value to the Government and possess out and experience may be reclassified after to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centaved deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are employed.	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who rove value to the Government and possess out and experience may be reclassified after to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centaved deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are employed.	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day Rates will be
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who frove value to the Government and possess out and experience may be reclassified afte to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centav deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are employed. (f) - Clerical: Chief Clerks,	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day
Commanding General). (f) - A five dollar increase per month meritorious service may be authorized a one year service. Employees who rove value to the Government and possess out and experience may be reclassified after to the next higher grade provided the mauthorized is not exceeded. 5 FILIPINOS: The following rates ar local rate is lowere, in which case the loc where subsistence is furnished fifty centaved deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are employed.	fter completion of to be of exceptional standing qualifications r six months service aximum amount e to be used unless the al rate is to be used. os per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day Rates will be

- 3.- In consideration of the above the following policy is promulgated for the instruction and guidance of all officers of the Visayan-Mindanao Forces authorized to employ civilians and all are enjoined not to exceed the limits set forth herein without the express authority of the Commanding General.
- 4.- AMERICANS: The following rates are authorized for the hire of Americans and Europeans:

(a) - Clerical work and super-	\$100.00 per month.
visory work of a general nature.	\$1.200.00 per year.
(b) - Clerical work and super-	\$ 120.00 per month.
visory work requiring specific train-	\$1,440.00 per year.
ing, experience, and information.	
(e) - Clerical work involving	
the direction and control of others,	\$ 135.00 per mont.
such as principal clerk and super-	
visory work requiring temhnical train-	\$1,620.00 per year.
ing and experience.	
(d) - Clerical work involving	
	\$ 150.00 per month.
the Executive control of thers,	& Tlosoo her monous
such as Chief Clerk and supervisory	63 000 00 man man
work requiring professional train-	\$1,800.00 per year.
ing and experience.	
(e) - Professionally trained	
technicians and executives. (No	\$ 166.66 per month.
one will be appointed to this grade	
without the prior approval of the	\$2,000.00 per year.
(f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who trove value to the Government and possess ou	h for exceptional and after completion of to be of exceptional tstanding qualifications
Commanding General). (f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who rove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lo	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used.
(f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who trove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowere subsistence is furnished fifty centadeducted.	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be
Commanding General). (f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who frove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowere subsistence is furnished fifty cental deducted. (a) - Laborers	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used.
Commanding General). (f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who frove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowere subsistence is furnished fifty centared deducted. (a) - Laborers (b) - Laborers semi-skilled,	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day
(f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who trove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowere subsistence is furnished fifty cental deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be
(f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who trove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowere subsistence is furnished fifty cental deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day
(f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who trove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowere subsistence is furnished fifty cental deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters,	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day Pl.50 per day
(f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who trove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowhere subsistence is furnished fifty centadeducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades.	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day Pl.50 per day
(f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who rove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowhere subsistence is furnished fifty centadeducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters,	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day
(f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who rove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lo where subsistence is furnished fifty centa deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades.	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day Pl.50 per day P2.00 per day
Commanding General). (f) + A five dollar increase per mont meritorious service may be authorized one year service. Employees who prove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowere subsistence is furnished fifty centadeducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics.	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day Pl.50 per day
Commanding General). (f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who frove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowere subsistence is furnished fifty centadeducted. (a) - Laborers (b) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day Pl.50 per day P2.50 per day
Commanding General). (f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who frove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowere subsistence is furnished fifty centadeducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day Pl.50 per day P2.00 per day
Commanding General). (f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who prove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowhere subsistence is furnished fifty cental deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are employed.	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day P3.00 per day
Commanding General). (f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who frove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowere subsistence is furnished fifty cental deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are emplosed. (f) - Clerical: Chief Clerks,	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day Rates will be
Commanding General). (f) - A five dollar increase per mont meritorious service may be authorized one year service. Employees who frove value to the Government and possess ou and experience may be reclassified aft to the next higher grade provided the authorized is not exceeded. 5 FILIPINOS: The following rates a local rate is lowere, in which case the lowere subsistence is furnished fifty centadeducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are employed.	h for exceptional and after completion of to be of exceptional tstanding qualifications er six months service maximum amount re to be used unless the cal rate is to be used. vos per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day P3.00 per day

(g) - Technical: Telegraph Operators, Radio operators, Telephone operators, Repair and Lineman, Stationary and Marine Engineers, etc., Civil Service classified list or from the prevailing

rate in the
locality from which
the person is hired but
in no case can such rate
be greater than one-half
of that authorized for
American and European
employees.

(h) - Professional: Lawyers, Doctors, Dentists, Nurses, Civil and Mining Engineers, Etc.

6.- All salaries and rates of pay will be adjusted on the basis of the above table beginning the date of receipt of this order.

By command of Brigadier General SHARP:

OFFICIAL:

Col., Infantry Chief of Staff

(Sgg.) W. T. HOLLOWAY-COOK Major, A. G. D., AdjutantGeneral

I certify this is a true copy:

(SGD.) ROBERT G. SMITH

2nd Lt. Inf

Rec Pers Det

War Dept. Pay Claims

A TRUE COPY:

(g) - Technical: Telegraph Operators, Radio operators, Telephone operators, Repair and Lineman, Stationary and Marine Engineers, etc., Civil Service classified list or from the prevailing rate in the

locality from which the person is hired but in no case can such rate be greater than one-half of that authorized for American and European employees.

(h) - Professional: Lawyers, Doctors, Dentists, Nurses, Civil and Mining Engineers, Etc.

6.- All salaries and rates of pay will be adjusted on the basis of the above table beginning the date of receipt of this order.

By command of Brigadier General SHARP:

OFFICIAL:

JOHN W. THOMPSON Col., Infantry Chief of Staff

(Sgg.) W. T. HOLLOWAY-COOK Major, A. G. D., AdjutantGeneral

I certify this is a true copy:

(SGD.) ROBERT G. SMITH

2nd Lt. Inf

Rec Pers Det

War Dept. Pay Claims

A TRUE COPY:

(g) - Technical: Telegraph Operators, Radio operators, Telephone operators, Repair and Lineman, Stationary and Marine Engineers, etc., Civil Service classified list or from the prevailing rate in the

locality from which the person is hired but in no case can such rate be greater than one-half of that authorized for American and European employees.

(h) - Professional: Layyers, Doctors, Dentists, Nurses, Civil

6.- All salaries and rates of pay will be adjusted on the basis of the above table beginning the date of receipt of this order.

By command of Brigadier General SHARP:

JOHN W. THOMPSON Col., Infantry Chief of Staff

OFFICIAL:

(Sgg.) W. T. HOLLOWAY-COOK Major, A. G. D., AdjutantGeneral

I certify this is a true copy:

(SGD.) ROBERT G. SMITH

2nd Lt. Inf

Rec Pers Det

War Dept. Pay Claims

A TRUE COPY:

4 February 1942

OFFICIAL COPY furnished all concerned for information.

By order of Lieutenant-Colonel DAVID:

(Sgd) MANUEL F. SEGURA
3d Lieutenant, 82d Infantry
Adjutant

UNITED STATES ARMY FORCES IN THE FAR EAST HEADQUARTERS VISAYAN-MINDANAO FORCES C-P-Y

22 January 1942

MEMO: TO ALL CONCERNED.

- 1.- Requests have been addressed to this Headquarters by Officers in charge of various Government activities for authority to employ civilians at exorbitant salaries which are definitely not compatible with the authorized civil service rates of pay. In time of war when men are being drafted into the armed service of the United States from all wlaks of life ranging from the highest paid executive to the lowest paid laborer and drawing pay on the regular army basis, it is incomprehensible to assume or suppose that a civilian at liberty to seek employment with the government because of war conditions would be offered more than the commencing rate of any of the various civil service classifications irrespective of what he drew at his usual vocation.
- 2.- The United States Civil Service Commission has classified every trade, profession, or vocation known to man at a rate of pay beginning with a fair entrance salary, and with yearly increases over a lifetime of loyal, faithful service the employee reaches the maximum amount authorized. The following outline makes no prentenses of presenting such a list, and it is generally accepted that the service rendered by the majority of aviable civilians employed by the Army during the mergency cannot be compared with the service rendered by the regular classified civil servant with a background of many years of service with the government.

- 3.- In consideration of the above the following policy is promulgated for the instruction and guidance of all officers of the Visayan-Mindanao Forces authorized to employ civilians and all are enjoined not to exceed the limits set forth herein without the express authority of the Commanding General.
- 4.- AMERICANS: The following rates are authorized for the hire of Americans and Europeans:

(a) - Clerical work and super-	
(G) - ATOT TOOT HATTY CITY DOLLAR	\$100.00 per month.
visory work of a general nature.	\$1,200,00 per year.
(b) - Clerical work and super-	\$ 120.00 per month.
visory work requiring specific train-	\$1,440.00 per year.
ing, experience, and information.	
(c) - Clerical work involving	
the direction and control of others,	\$ 135.00 per mont.
such as principal clerk and super-	
visory work requiring tenhnical train-	\$1,620.00 per year.
ing and experience.	
(d) - Clerical work involving	
the Executive control of thers,	\$ 150.00 per month.
such as Chief Clerk and supervisory	
work requiring professional train-	\$1,800.00 per year.
ing and experience.	
(e) - Professionally trained	
technicians and executives. (No	\$ 166.66 per month.
one will be appointed to this grade	
without the prior approval of the	\$2,000.00 per year.
Commanding General).	
(f) - A five dollar increase per month	for exceptional and
meritorious service may be authorized af one year service. Employees who grove t	to be of exceptional
value to the Government and possess outs	tanding qualifications
value to the Government and possess outs and experience may be reclassified after	standing qualifications six months service
and experience may be reclassified after	standing qualifications six months service
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded.	standing qualifications six months service eximum amount
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are	standing qualifications six months service eximum amount to be used unless the
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local	tanding qualifications six months service ximum amount to be used unless the large is to be used.
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded.	tanding qualifications six months service ximum amount to be used unless the large is to be used.
and experience may be reclassified after to the next higher grade provided the manauthorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local where subsistence is furnished fifty centavo deducted.	tanding qualifications six months service ximum amount to be used unless the larte is to be used. Is per day will be
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the loca Where subsistence is furnished fifty centavo deducted. (a) - Laborers	tanding qualifications six months service ximum amount to be used unless the large is to be used.
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the loca Where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled,	tanding qualifications six months service aximum amount to be used unless the larte is to be used. I rate is to be used. I sper day will be Pl.00 per day
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local Where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant	tanding qualifications six months service ximum amount to be used unless the larte is to be used. Is per day will be
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local Where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters,	tanding qualifications six months service aximum amount to be used unless the larte is to be used. I rate is to be used. I sper day will be Pl.00 per day
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades.	standing qualifications six months service aximum amount to be used unless the larte is to be used. I rate is to be used. I sper day will be Pl.00 per day Pl.50 per day
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the local Where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters,	tanding qualifications six months service aximum amount to be used unless the larte is to be used. I rate is to be used. I sper day will be Pl.00 per day
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the loca Where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades.	standing qualifications six months service aximum amount to be used unless the larte is to be used. Is per day will be Pl.00 per day Pl.50 per day P2.00 per day
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the loca Where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics.	standing qualifications six months service aximum amount to be used unless the larte is to be used. I rate is to be used. I sper day will be Pl.00 per day Pl.50 per day
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the loca Where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more	standing qualifications six months service ximum amount to be used unless the larte is to be used. s per day will be Pl.00 per day Pl.50 per day P2.50 per day
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the loca Where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers	standing qualifications six months service aximum amount to be used unless the larte is to be used. Is per day will be Pl.00 per day Pl.50 per day P2.00 per day
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the loca Where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are employed.	standing qualifications six months service aximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the loca Where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are employed. (f) - Clerical: Chief Clerks,	standing qualifications six months service aximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day Rates will be
and experience may be reclassified after to the next higher grade provided the ma authorized is not exceeded. 5 FILIPINOS: The following rates are local rate is lowere, in which case the loca Where subsistence is furnished fifty centavo deducted. (a) - Laborers (b) - Laborers semi-skilled, such as truck drivers, assistant mechanics, assistant carpenters, and kindred trades. (c) - Mechanics, carpenters, and kindred trades. (d) - Foreman Mechanics. (e) - Supervisors when more than two groups or large numbers are employed.	standing qualifications six months service aximum amount to be used unless the l rate is to be used. s per day will be Pl.00 per day Pl.50 per day P2.50 per day P3.00 per day

(g) - Technical: Telegraph Operators, Radio operators, Telephone operators, Repair and Lineman, Stationary and Marine Engineers, etc., Civil Service classified
list or from the prevailing
rate in the
locality from which
the person is hired but
in no case can such rate
be greater than one-half
of that authorized for
American and European

(h) - Professional: Lawyers, Doctors, Dentists, Nurses, Civil and Mining Engineers, Etc.

6.- All salaries and rates of pay will be adjusted on the basis of the above table beginning the date of receipt of this order.

By command of Brigadier General SHARP:

JOHN W. THOMPSON Col., Infantry Chief of Staff

employees.

OFFICIAL:

(Sg.) W. T. HOLLOWAY-COOK Major, A. G. D., AdjutantGeneral

I certify this is a true copy:

(SGD.) ROBERT G. SMITH
2nd Lt. Inf
Rec Pers Det
War Dept. Pay Claims

A TRUE COPY: