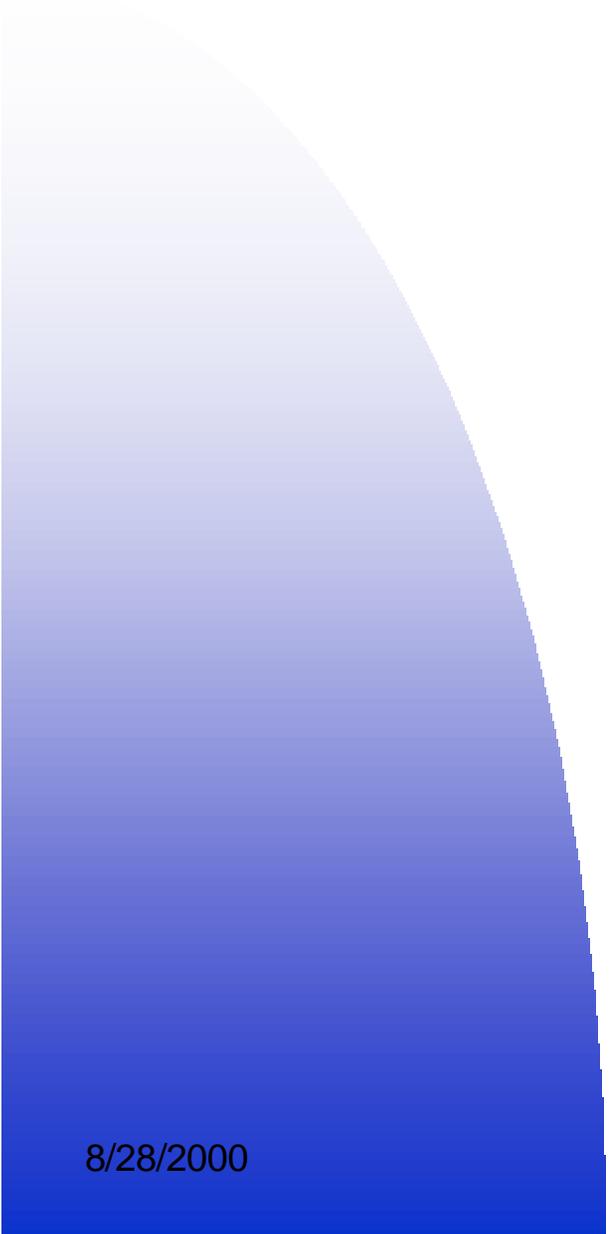

NOT CHISELED IN STONE

Joseph W. Howe

Themes of This Talk

- Creation of the General Schedule job evaluation system.
- Evolution of the system over half a century.
- Changes in the world and the system since it was created.



FIFTY

The number of years the General Schedule job evaluation system has been in operation.

Two Years

1923

1949

TWO

The number of changes in the text of the General Schedule grade level definitions in the statutes over a period of half a century.

FOUR

The number of times in 50 years CSC and OPM have started all over to create standards in a different format.

THIRTEEN

The number of studies of the General Schedule job evaluation system that have recommended major changes or elimination of the system.

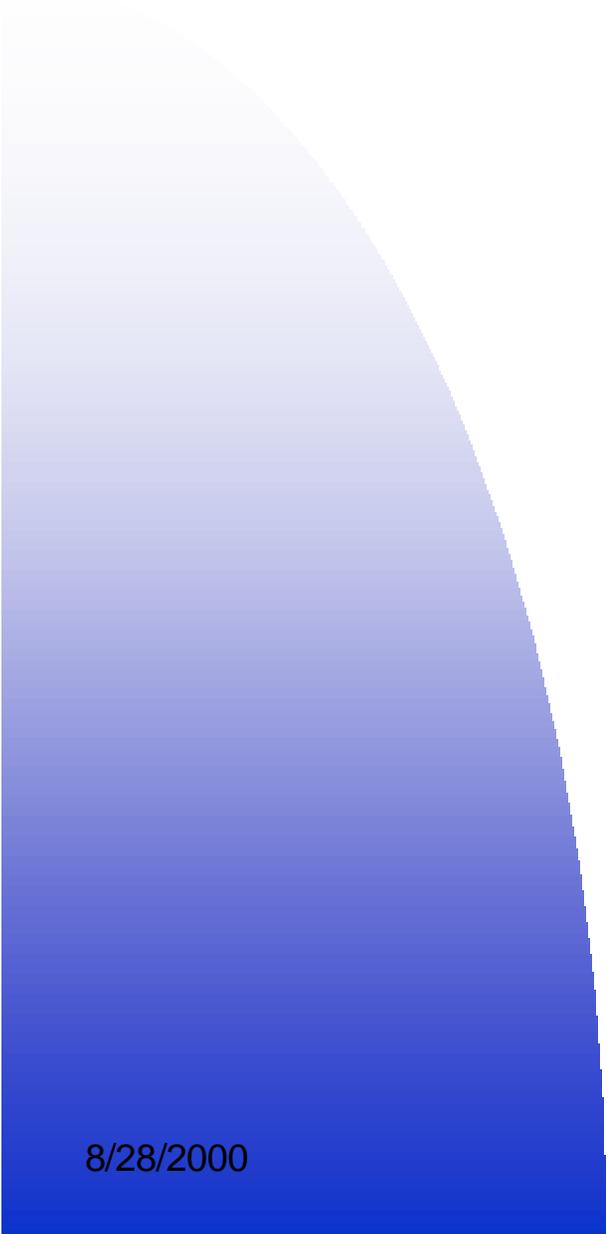
ONE

The number of studies that actually changed the General Schedule job evaluation system.

The Test and Implementation Group created the Factor Evaluation System, 1972 – 1975.

TWO

The number of times the Executive Branch has actually sent to Congress legislative proposals to make major changes in the General Schedule job evaluation system during half a century.



ZERO

The number of those legislative proposals that became law.

Two numbers

6.73

and

9.51

Average Grade Trend for General Schedule Employees

All Areas, Full-Time Only (1960 - 1998)

