

Aug. 2, 1939

COPY

R. S. Dean
Bureau of Mines

Notification has arrived of an increase in my salary from \$3800 - \$4000 per year "as recommended, etc." I suppose the quoted phrase is a form that does not apply to this particular case.

I regret to inform you that this matter and also the extremely inadequate allotment for equipment and supplies leaves me much more receptive toward an opportunity for industrial employment such as I refused last fall on your assurance regarding promotion.

H. A. DOERNER

UNITED STATES
DEPARTMENT OF THE INTERIOR
BUREAU OF MINES

College Park, Maryland.
August 7, 1939.

Mr. H.A. Doerner,
Bureau of Mines,
The State College of Washington,
Pullman, Washington.

COPY

Dear Mr. Doerner:

I have your letter of August 2. I am sorry that your promotion did not go through as recommended. I am told that the Department reduced all promotions to one step, which in your case was \$200. All we can do in these instances is to repeat our recommendations every six months until the desired end is attained.

I am afraid that methods which have been employed by Dean Drucker to obtain additional funds for the Pullman allotment have hurt rather than helped. A certain amount of quarreling within the Division or even within the Bureau is a normal and healthy procedure; but when an attempt is made to drag in an outsider the result is not good for anyone. In this instance Representative Leavy was furnished with a photostat copy of your allotment sheet. This was in extremely bad taste. While allotment sheets are, of course, public records and Representative Leavy could obtain access to them, it would have been a matter of common courtesy to have seen that such information if required was passed out through the Director of the Bureau. I believe there is an Administrative Order somewhere requiring all contacts with members of Congress to pass through the Director of the Bureau. In any case I have pointed out in some detail to Mr. Leavy that the Bureau is under no obligation to directly allot any amount to you as head of the Pullman unit. Such direct allotments are merely for the sake of convenience and do not represent the final statement of how much will be spent at any place or on any one project. You seem to have confused a tentative breakdown of a proposed appropriation which was given in the hearings with a definite appropriation.

In any case it would seem to me that you have made a considerable advance in the personnel and funds available for carrying forward the work under your charge. I have no criticism of your kicking as long and loudly as you wish, to me, but it is not going to help the situation at all if you attempt to build a backfire against those in the Bureau who are responsible for making allotments of the funds appropriated to it.

Very truly yours,

/s/

R. S. DEAN.

Others were
promoted by
Leaps & bounds

~~about~~ ¹² Aug. 10, 1939

R. S. Dean
Bureau of Mines

Your letter of August 7th is based upon incorrect deductions regarding my participation in the agitation about the Pullman appropriation. I did not suggest nor encourage the action taken by Dean Drucker. Also I believe you are mistaken regarding a photostatic copy of the allotment sheet. }

The cooperative situation certainly entitles Dean Drucker to complete information regarding the Bureau allotment and I did allow him to take my copy of the allotment sheet out of my office, presumably for the purpose of discussion with President Holland. Dean Drucker admits that typed copies were made and sent to various State officials, confidentially, but denies that a photostat was made. He did this without informing me of his intention. }

During your visit to Pullman Dean Drucker was informed regarding the allotment, and you made the distinction between the breakdown in the Congressional appropriation and the Bureau allotment quite clear to me. If I had been "directing" the agitation Mr. Leavy's protest would have had a better foundation. I am in accord with Dean Drucker's desire to revise the allotment but not stupid enough to originate the procedure to be followed. I boasted that I could usually persuade Dean Drucker to do what I requested, but I can not anticipate nor prevent his reaction to a situation like this. }

Miss Laubach wrote that she was delayed again by a minor operation and has not arrived so I have been without a stenographer since you were here. Mr. Holbrook has not arrived and I have heard nothing since you were here regarding Mr. Wilson. Dean Drucker has engaged his man with a Ph.D. Gould has been released and Harris is on a vacation, so only Dilling and I are on the job.

The less urgent part of my correspondence has been neglected on account of stenographic deficiency, so I have not yet asked Mr. Moss to send the lathe and milling machine mentioned in your letter of July 26. The specifications meet our requirements and I shall be glad to have those machines. Will they be a "gift"? Have you obtained assurance that the lapsed salaries for mechanics can be used for equipment?

Aug. 10/39

The distillation of metal from the mud obtained by thermal reduction gives a metal contaminated by inclusions of dust particles from the residue. I think we can eventually prevent most of such contamination but even this metal looks better under a microscope than Dow metal. After the metal has been sublimed it looks better than any I have ever seen. I am mailing you a piece of the condenser, some pellets that were discharged from it and a sample of the resublimed metal. I would like to have spectrographic analyses made on the two products, with particular reference to iron that might be picked up from the condenser.

The U. S. Chrome Mines Inc. have a mill near Folsom, California. They have recently developed a body of ore that concentrates to a maximum grade of 44% Cr_2O_3 with 22-24% $\text{FeO} + \text{Fe}_2\text{O}_3$. Magnetic treatment may possibly raise the grade to the required 48% Cr_2O_3 . I am sending a sample in your care and hope that it can be tested magnetically quite soon because it may save a new industry. If it will save time, the magnetic products may be sent to Pullman for analysis.

The Congressional appropriation and the allotment sheet for the Pullman Unit have the following distribution of funds:

Purpose	Appropriation	Allotment
Personal Services	\$9,760	\$16,740
Traveling Expenses	500	1,025
Supplies and Equipment	19,740)	4,735)
Continuous Services	5,000)	1,000)
TOTALS	\$ 35,000	\$ 23,500

Expensive electrical equipment for large scale tests, a well equipped machine shop and costly supplies for the construction of special furnaces are absolutely essential to the program for which the appropriation was made. The sum \$19,740 is scarcely sufficient for that purpose and \$4735 as allotted is entirely inadequate.

On the other hand the technical staff supplied by the College has been very satisfactory and \$9760 is sufficient for my salary and for the salaries of mechanics that will be needed.

Thus I have been assigned responsibilities under conditions that in my opinion make impossible a satisfactory discharge of those responsibilities, and I have not been promoted to a rank corresponding to the position assigned to me.

Very truly yours,

H.A. Doerner

UNITED STATES
DEPARTMENT OF THE INTERIOR
BUREAU OF MINES

College Park, Maryland.
August 17, 1939.

COPY

Mr. M. A. Doerner,
Bureau of Mines,
The State College of Washington,
Pullman, Washington

Dear Mr. Doerner:

I have your letter of August 12; and from the advice we have here, both Miss Laubach and Mr. Holbrook should be on the job by now. I understand Mr. Wilson is making rather strenuous efforts to find another job; and as I believe this is a result which would be to everybody's advantage, I am inclined to allow him to pursue these activities a little further rather than insist that he come to Pullman at once.

I think that you can count on getting the lapsed salaries for mechanics; although as usual Mr. Hedges has stated that no allotments from the Director's contingent, into which lapsed salaries go, will be made until later in the year.

I will ask the Reno laboratory to make a spectrographic analysis of the magnesium metal which you wanted. We will also make the magnetic separation of the chrome ore as soon as it arrives.

Very truly yours,

/s/

R. S. DEAN.

UNITED STATES
DEPARTMENT OF THE INTERIOR

BUREAU OF MINES

METALLURGICAL DIVISION

January 31, 1939

PULLMAN, WASHINGTON

Dr. E. O. Holland,
State College of Washington,
Pullman, Washington.

COPY

Dear Dr. Holland:

May I call to your attention two paragraphs in the cooperative agreement between the Department of the Interior and the State College of Washington, which was approved by both parties, but not formally ratified:

"4. Direction of Investigations. The investigations shall be conducted under the direction of the Chief Engineer of the Metallurgical Division of the Bureau."

"8. Teaching. The employees of the Bureau shall not be expected to teach in the College nor shall their names appear in publications of the College as members of the College faculty but publications of the College may recognize the existence on the campus of a Bureau of Mines experimental laboratory working in cooperation with the College but not as a part thereof, and the names of Bureau members may be included in this way."

I fully realize that the College can not be held responsible for the wording of press reports regarding the activities of the Electrometallurgical Research Laboratory. However, the accumulative effect of a large number of items in the press, originating from interviews with representatives of the College, gives an incorrect impression of the status of the U. S. Bureau of Mines at Pullman, and there has been no apparent effort to change that impression. Permit me to quote from a few clippings:

"Three new men will be on the faculty of the school of mines at the State College in September. One is Dr. Henry A. Doerner, United States Bureau of Mines at Berkeley;"

"Aberdeen, Sept. 2 (AP) - Vast deposits of manganese ore in the Olympic peninsula will probably become of commercial value because of new refining methods Dr. A. E. Drucker, dean of the school of mines at Washington State College, said here yesterday. He said he had perfected an electrolytic process for separating (manganese from) the ore."

COPY

The electrolytic process for treating manganese ores was developed at the Reno station of the U. S. Bureau of Mines. A process for treating refractory (Olympic) ores that makes it possible to apply that electrolytic process to those ores was developed under the direction of Dean Drucker.

"By Associated Press "Gannon said the magnesite electric crucible process was developed at the college by Dr. H. A. Doerner, a federal research engineer, under the direction of Dean A. E. Drucker of the college of mines. //

"This development regarding this valuable industrial metal has come just during the last 60 dayss," Gannon explained, "and patent rights now are being sought." Magnesite is characterized by its lightness and strength, but the extraction process has been costly.

"The research was carried on at the college with a state expenditure of \$40,000 and a federal outlay of \$8000," Dr. Holland explained. "Because the achievement came through use of our facilities, we have an agreement that any return from the process will accrue to the college." //

This widely publicised report of statements by yourself and Mr. Gannon gives credit to me personally for the development of the processes, but in common with many previous items it fails to acknowledge the part played by the U. S. Bureau of Mines. When the Bureau entered upon this cooperative program it was definitely agreed that technical direction of the research program rested entirely with the Bureau of Mines, and this agreement has been followed.

Mr. Gannon must have been misquoted regarding technical details. Magnesite has been confused with magnesium metal, and the flotation process for concentrating magnesite is confused with the electric furnace process for producing metal. The latter is still in the early stages of development. I assume that your own remarks were also inaccurately quoted. //

I can assure you that I have no desire to detract from the great credit Dean Drucker deserves for his vision, enthusiasm and successful efforts to make this work possible. But I trust that you will take effective measures to correct the erroneous impression of the publicity and to prevent as far as possible, its repetition in the future.

Yours very truly,

H. A. Doerner.

HAD:HG

cc-Dr. J. Koster
Dr. R. S. Dean
Mr. A. E. Drucker
Mr. Geo. Gannon
Files

COPY

PULLMAN STATE BANK
Pullman, Washington,
February 2, 1939

COPY

Mr. H. A. Doerner,
U.S. Dept. of Interior
Bureau of Mines
Pullman, Washington

Dear Mr. Doerner:

I appreciate very much receiving a copy of your letter to Dr. E. O. Holland under date of January 31st. In my talk before the joint meeting of the appropriations committees of the House and Senate, I very definitely told them that the processes for treating refractory ores, making it possible to apply the electrolytic processes to those ores, was the work of yourself, and you being employed by the Bureau of Mines and working in cooperation with Dean A. E. Drucker of the State College at the State College Mining Experiment Station.

I noticed in the press reports that no mention was made of the Bureau of Mines, but this is not unusual with news men. They did get the idea, however, that a fine piece of work was being accomplished, and in the final analysis, that was the idea which we were trying to convey.

You understand that we were asking the State for a rather substantial increase in its financial support toward the work which you are doing, and used this illustration to justify the cost. Few legislators have any conception of research work. We were happy indeed to tell them of your fine accomplishments, and ask that you convey this information to the Bureau of Mines, as we certainly would not wish any misunderstanding on this point.

Yours sincerely,

/s/

Geo. H. Cannon

UNITED STATES
DEPARTMENT OF THE INTERIOR
BUREAU OF MINES

Salt Lake City, Utah.
November 18, 1939.

RSD:LJ

Mr. A. C. Fieldner
Bureau of Mines
Washington, D. C.

COPY

Dear Doctor:

I am attaching a request for the transfer of the lapsed salaries at Pullman from the Director's Contingent to Mr. Doerner's Supply Account.

Mr. Doerner states that his supply account will be completely exhausted when orders are placed for which bids are pending and that it will be necessary to have these funds for operation during the remainder of the year. I have advised Mr. Doerner that he should attempt to conduct his project so that he can continue his investigations without resort to obtaining lapsed salaries.

However, in the case of the Pullman allotment, there have been a number of charges against it for which the Pullman project obtained no direct benefit. For example, Mr. Wilson was placed on the Pullman payroll July 1st but resigned rather than go to Pullman. However, he had enough annual leave accumulated so that we were obliged to pay his salary until November 1st, for which salary neither Pullman nor any one else obtained any services.

In view of our commitment to Mr. Leavy to spend as much of the magnesium allotment as possible at Pullman, I think that the approval of this transfer from the Director's Contingent is in order.

Very truly yours,

R. S. DEAN.

cc - H. A. Doerner

C O P Y

November 14, 1939

COPY

Dr. R. S. Dean
Bureau of Mines
Salt Lake City, Utah.

Dear Dr. Dean:

Enclosed is a statement of the disposition of the Pullman allotment to date. I wish particularly to call your attention to the \$3,813.36 deducted from lapsed salaries, and the estimate of \$1,615.00 that will lapse unless transferred.

Funds for supplies will be exceeded by purchases made and pending. These purchases are for the most essential operating equipment and do not include any supplies with which to construct furnaces.

Unless the lapsed salaries can be transferred to our Supply account the present program must be abandoned. I am enclosing a request for transfer of funds.

Very truly yours,

H. A. Doerner.

Encs.

COPY

PULLMAN UNIT

BALANCE OF FUNDS AVAILABLE AS OF NOVEMBER 14, 1939

<u>SALARIES</u> - Original allotment - - - - -	\$16,740.00	
Transferred from Supplies to cover promotions (Doerner and Holbrook) - - - - -	287.50	
TOTAL SALARIES - - - - -	\$17,027.50	
Salaries credited for fiscal year (Doerner, Holbrook and Laubach) - - - - -	\$8,787.50	
Blodgett's salary for remainder of fiscal year - - - - -	1,120.00	
Wilson's salary - - - - -	3,200.00	
Mechanics' lapsed salaries - - - - -	1,680.00	
Mechanic's Helper (appointed 11/13, 1939) remainder of fiscal yr. - - - - -	625.00	15,412.50
BALANCE OF SALARIES AVAILABLE - - - - -		\$1,615.00

<u>TRAVEL</u> - Original allotment - - - - -	\$1,025.00	
Holbrook's transfer - - - - -	\$ 382.38	
Laubach's transfer - - - - -	144.19	
Doerner's travel (Convention?) - - - - -	19.25	545.82
BALANCE AVAILABLE IN TRAVEL - - - - -		499.18

<u>SUPPLIES</u> - Original allotment - - - - -	\$4,735.00	
Transferred from Supplies for promotions - - - - -	287.50	
TOTAL BALANCE OF SUPPLY FUNDS - - - - -	4,447.50	
Purchases charged against Supplies \$3,668.49		
Bids pending (estimated) - - - - -	1,200.00	4,968.49
SUPPLIES OVERDRAWN - - - - -		<u>520.99</u>

<u>CONTINUOUS SERVICE</u> - Original allotment - - - - -	\$1,000.00	
Telephone for fiscal year (estimated) \$50.00		
Pending Power contract (est.) - - - - -	950.00	1,000.00
BALANCE AVAILABLE - CONTRACTS - - - - -		<u>0.0</u>

TOTAL BALANCE AVAILABLE - - - - -		<u>\$1,593.19</u>
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COPY

FUNDS CHARGED AGAINST THE PULLMAN UNIT FOR
WHICH THERE WAS NO VALUE RECEIVED

Wilson's salary - July 1 to October 30 - - - - -	\$1,066.67
Holbrook's salary - July 1 to August 16 - - - - -	337.50
Laubach's salary - July 1 to August 16 - - - - -	262.50
Funds deducted as lapsed salaries - - - - -	<u>3,813.33</u>
TOTAL- - - - -	\$5,480.00

Appropriation Mining Experiment Stations \$430,000


Appropriation for Pullman	\$35,000
Allotment for Pullman (including Doerner's salary)	<u>23,500</u>
Difference in appropriation	11,500

Allotment for Pullman 23,500
Deductions from Pullman allotment for which there was
no value received:

Holbrook's salary 7/1/39 to 8/16/39....	\$337.50	
Holbrook's transfer.....	283.54	
Laubach's salary 1/1/39 to 6/16/39....	262.50	
Laubach's transfer.....	143.69	
Wilson's salary 7/1/39 to 10/30/39....	1066.67	
Other lapsed salaries 1/1/40.....	<u>2520.00</u>	
		<u>4,613.90</u>
Balance available		18,886.10

Funds available to the Metallurgical Division for other purposes as
a result of the \$35,000 appropriation:

Salaries: Doerner.....	\$4,000	
Holbrook.....	2,700	
Laubach.....	2,100	
Wilson.....	1,067	
Cash deductions	10,000	
Overhead "	<u>1,500</u>	
Total.....	\$21,367	



UNITED STATES
DEPARTMENT OF THE INTERIOR

Metallurgical Division

BUREAU OF MINES
November 18, 1939

Salt Lake City, Utah

Mr. H. A. Doerner
Bureau of Mines
Pullman, Wash.

COPY

Dear Doerner:

I have your letter of November 14 concerning the financial situation at Pullman.

Your method of accounting does not seem to follow that used by the Bureau and I am afraid that we have to follow the system which has been set up. The latest balance which we have received shows \$3360 in lapsed salaries, not \$3813.33 which you give. We are requesting the transfer of \$3360 from the Director's contingent to your supply account.

With regard to readjustment of your salary account for the remainder of the year: I am again at a loss to make your figures agree with anything which occurs on the Bureau's balance sheets. It appears that you are not going to fill the following positions:

Associate Metallurgist	\$3200
General Mechanic	1680
" "	1680
Electrician	1680
	<hr/>
	\$8240

For the remainder of the fiscal year this amounts to \$5493.33. Against this you plan to expend \$1120 for Blodgett's salary and \$625 for the salary of the mechanic's helper. This amounts to \$1745 so if you are not planning to hire any additional help you can request the transfer of \$3748 from salaries to supplies.

I can't seem to reconcile this situation with your statement that your financial condition is particularly bad.

I am returning your request for transfer of allotments because you have not shown what positions you do not intend to fill to obtain the \$1615.

Apparently the difference between your figure and mine is Wilson's salary. If you are not planning to fill this position you should request the transfer of \$3748 and not \$1615. The transfer

P. 2
11/18/39
from Dean

from Travel to Supplies is quite all right but it hardly seems to me to be necessary to take this step at this time. You state that unless lapsed salaries can be transferred to your Supply account that the present program will have to be abandoned. This would indicate very bad management indeed. We shall attempt to return these lapsed salaries to your Supply account and I believe we will be successful.

A program of investigation should never be conducted in such a manner that it will have to be abandoned unless emergency funds are obtained. It is absolutely necessary to make our programs of investigation coincide with the funds which are definitely in sight.

Very truly yours,

/s/

R. S. DEAN.

COPY

UNITED STATES
DEPARTMENT OF THE INTERIOR
BUREAU OF MINES

COPY

TRANSFERS OF ALLOTMENTS

BUREAU OF MINES,
Washington, D. C.

November 14, 1939

Approval is requested of the following transfers of allotments so that funds may be available for the purposes indicated:

1400930 Expenses Mining Experiment Stations,
Bureau of Mines, 1940

Appropriation

From: H. A. Doerner Object Salaries Sec. No. 30-231.1-A \$ 1,615.00
(Section Head)

To: H. A. Doerner Object Supplies Sec. No. 30-231.1-C \$ 1,615.00
(Section Head)

Justification Not needed for salaries but urgently needed for supplies.

1400930 Expenses Mining Experiment Stations,
Bureau of Mines, 1940

Appropriation

From: H. A. Doerner Object Travel Sec. No. 30-231.1-B \$ 275.00
(Section Head)

To: H. A. Doerner Object Supplies Sec. No. 30-231.1-C \$ 275.00
(Section Head)

Justification Not needed for travel but urgently needed for supplies.

Very truly yours,

/s/ H. A. DOERNER
(Section Head)

Recommended: _____
(Division Head)

Approved _____
Director.

(Branch Chief)

COPY

November 22, 1939

COPY

Dr. R. S. Dean,
Bureau of Mines,
Salt Lake City, Utah.

Dear Dr. Dean:

Your letter of November 16 regarding the financial situation at Pullman is at hand. According to the enclosed memorandum from Miss Laubach and my own careful check of the statements, the figures presented in my letter of November 14 agree with the balance sheets from the Washington Office, except for an error of only 3 cents in the figure \$3813.33 listed for lapsed salaries.

I do not plan any change or increase in the present staff. The request for the transfer of \$1615 was made in the hope that it could be arranged before the Washington Office had a chance to make further deductions.

I note that you have requested transfer of only \$3360 in lapsed salaries, whereas \$3813.36 has been deducted. Would it be possible to obtain the full amount; or could the balance be applied to a promotion?

Your request of September 13 to Dr. Fieldner for the transfer of the balance of Mr. Wilson's salary used the same justification as your latest request, and it was not effective. Perhaps he would be more impressed by the following plea.

The program assigned to Pullman requires the purchase of equipment and supplies for an office, a machine shop and a laboratory for large scale electrometallurgical tests. The allotment of \$4,735, depleted by \$287.50 to \$4,447.50 is not nearly adequate, and the services of the staff indicated by the allotment sheet could not be utilized effectively until equipment and supplies were available. Therefore the only hope of making reasonable progress this year is to transfer funds from lapsed salaries to the supply account.

When you were in Pullman I obtained the impression that you agreed with the preceding statements. Your letters of August 17 and 30, as well as your remarks when in Pullman, led me to believe that I could count on the transfer of lapsed salaries to supplies. Yet you accuse me of bad management because I made plans based upon those assurances and of exaggerating the need for the transfer of funds. I feel that you have done me an injustice not only in those instances but also in the criticism of my accounting.

Very truly yours,

H. A. Doerner

Enc.

November 21, 1939

COPY

Memo. from: Esther Laubach

To: H. A. Doerner

Subject: Dr. Dean's letter of November 18 commenting on your letter of November 14 concerning the financial situation at Pullman.

I am submitting the following statement on "Salaries" which agrees with the allotment sheets received from the Washington Office. I have made no attempt to change the Government accounting system, except by charging two items (Blodgett's and Reigel's salaries) against Salaries, which have not as yet been entered on the Washington allotment sheets.

Original allotment.....	\$17,027.50
Salaries charged against the allotment for the fiscal year (Doerner, Holbrook and Laubach).....	<u>8,787.50</u>
	8,240.00
Lapsed salaries deducted as of Sept. 30 (two mechanics and one electrician, all to have received \$1690 per annum - See Allotment Ledger as of Sept. 30).....	<u>1,260.00</u>
	6,980.00
Wilson's salary, \$3,200, 4 months (July, Aug., Sept. and Oct.) charged against the allotment (Balance of \$2,133.36 is shown on Allotment Ledger of Oct. 31)	<u>1,066.64</u>
	5,913.36
Lapsed salaries deducted as of Oct. 31 (see Allotment Ledger sheet of that date under heading "Allotments" - next to last column).....	<u>2,553.36</u>
"Unencumbered Balance of Allotment".....	\$ 3,360.00

Dr. Dean states in his letter that "The latest balance which we have received shows \$3360 in lapsed salaries, not \$3813.36 which you give." If Dr. Dean will refer to the allotment ledger sheet, he will observe that \$3360 is the "Unencumbered Balance of Allotment" and not "Lapsed Salaries." Also,

\$1260.00 lapsed salaries deducted Sept. 30
<u>2553.36 lapsed salaries deducted Oct. 31</u>
\$3813.36 Total lapsed salaries (an error of 3 cents)

The two items I deducted, mentioned in the first paragraph of this memorandum as not showing on the allotment ledger are as follows:

Unencumbered Balance of Allotment - - - - -	\$3,360.00
Blodgett's salary for the remainder	
of the fiscal year - - - - -	\$1120
Reigel's salary (estimated) - - - -	<u>625</u>
Balance available in Salaries	<u><u>1,745.00</u></u>
	<u><u>1,615.00</u></u>

Esther Laubach

COPY

Metallurgical Division

Salt Lake City, Utah

November 9, 1939

Mr. H. A. Doerner
U. S. Bureau of Mines
Pullman, Wash.

COPY

Dear Doerner:

It is now time to send in our recommendations for January first promotions.

Please write me at once with any recommendations which you have for promotions in your staff.

Very truly yours,

/s/

R. S. DEAN

COPY

November 14, 1939

COPY

Dr. R. S. Dean,
Bureau of Mines,
Salt Lake City, Utah.

Dear Dr. Dean:

Your letter regarding promotions for January 1 has been received.

Miss Laubach and Mr. Holbrook have done satisfactory work and may deserve promotion in pay. However, I can not present adequate justification for a raise based upon such a short period under my supervision.

Regarding my own status I wish to quote from your letter of November 8, 1938:

"With regard to your possible permanent connection with Chrome Mines, Inc., I can only say that I regard the prospects of a considerable Federal appropriation for Pullman as good. If this materializes and a project as large as, or larger than one of our regular stations is established, you would certainly receive first consideration as the man to take charge of the group, and paid in line with similar supervisory positions at other stations."

Is it not true that my salary is still \$1,000 per year less than paid to similar positions at other stations?

I note that \$287.50 was transferred from Supplies to cover promotions made last July to Holbrook and myself. Could not these and any further promotions be taken from the allotment for salaries?

Very truly yours,

COPY

H. A. Doerner

December 11, 1939.

Mr. H. A. Doerner,
Bureau of Mines,
c/o State College of Washington,
Pullman, Washington.

COPY

Dear Mr. Doerner:

This with reference to your letter of November 14. We have made the following recommendations for promotions of the staff at your Station for the reasons indicated.

Doerner--The Bureau approved a two-step promotion last July. This was reduced by the Department to a single step promotion. We are, therefore, urging that the additional step be granted at this time. Ordinarily, a promotion of the higher salaried technical men is not considered January 1, but in view of the arbitrary reduction made in the Bureau's recommendation of last July, we are asking that this promotion be made.

I think you are under a misapprehension with regard to the salaries which are paid the heads of Bureau units, per se--while ago there was a general tendency to raise the head of an isolated unit to about \$5,000, regardless of the size of the unit or the nature of the work. I have definitely rejected this principal of salary determination. The men in charge of our metallurgical work at two Stations are of associate grade. At two other stations, including Pullman, they are full professional grade. The men in Salt Lake group who are expected to carry responsibilities similar to your own, are in the associate grade for the most part, so that you will see that the statement that you are being paid \$1,000 per year less than for similar positions at other stations is unjustified.

Holbrook--Mr. Holbrook's case is identical with your own. He was recommended by the Bureau for a two-step promotion last July, and this was reduced by the Department to a single step promotion. We are, therefore, urging that the additional step which was recommended last July be given at this time.

Laubach--Miss Laubach expressed a feeling to Mr. Hedges that her transfer to Pullman was definitely putting her on the shelf and preventing her being considered for an increase in pay which she has not had for many years. Mr. Hedges suggested that, at that time, if it were at all consistent with her performance in the new job, that she be recommended for promotion. Since you state that she has done satisfactory work, I am accordingly recommending a one-step promotion for Miss Laubach.

Very truly yours,

/s/

R. S. DEAN

COPY

December 19, 1939

COPY

PERSONAL AND CONFIDENTIAL

Dr. R. S. Dean,
Bureau of Mines,
Salt Lake City, Utah.

Dear Dr. Dean:

I am pleased to be informed of the recommendations for promotions listed in your letter of December 11.

I have also noted that you have definitely rejected the former principle of salary determination and that men in charge of two stations are of associate grade and presumably receive less compensation than I do.

It is therefore quite apparent that the quotation (from your letter of November 8, 1938) in my letter of November 14 is not a promise, although it was evidently intended to give the impression of being one.

Very truly yours,

H. A. Doerner.

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