

UNITED STATES
DEPARTMENT OF THE INTERIOR

BUREAU OF MINES

WASHINGTON

July 29, 1942

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Office of the Director

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

Dear Mr. Doerner:

Further reply to your letter of May 15, concerning your efficiency rating of April 15, 1941, has been delayed due to the rush of war work in the Washington office.

This matter has been given detailed consideration by the Bureau Board of Review and the following conclusions have been reached:

- 1 - That your efficiency rating of "Fair" as of April 15, 1941, represented an accurate estimate of your performance for the year ended on that date.
- 2 - The statement made in your letter of May 15, that the rating of "Fair" permits or requires a demotion of one step within your grade is erroneous. The Act of August 1, 1941, provides that an employee rated "Fair" and receiving a salary above the middle rate of the grade in which his position is allocated will be demoted one salary step. Since you are now at the middle rate of the grade, your efficiency rating would not cause your demotion.
- 3 - The efficiency rating given you by the Technologic Branch Board of Review for the year ended March 31, 1942, which is now awaiting final approval in this office, is "Good". Under the regulations, therefore, you would be entitled to a one step promotion (from \$4200 to \$4400) on the first day of the quarter following the approval of your rating, or on October 1, 1942.

In view of the fact that you are not subject to any reduction because of the rating given you as of April 15, 1941, and further that you will be entitled to a one step promotion under the efficiency rating for the period ended March 31, 1942, no further action in your case is being taken by the Bureau other than to recommend to the Secretary of the Interior that the case be considered closed and that you be so advised.

Sincerely yours,

/s/

R. R. SAYERS,
Director.

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