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REPORT OF THE WAR RELOCATION AUTHORITY LIQUIDATION PERSONNEL
PLACEMENT PROGRAM

1. The Problem

With the lifting of the Exclusion Order on January 2, 1945, it became evident that the liquidation of the WRA program was imminent. Also, it was evident that there would be a great acceleration in the relocation of evacuees and an increase in the volume of administrative work incident thereto. These factors made it necessary to explore (1) the availability of personnel to do the job which remained and (2) find a device which to some degree would stabilize personnel with the organization for periods sufficient to complete the work at hand. An important consideration in the stabilization of personnel was the necessity for assurance to those who stayed with the job that they would receive as much assistance as WRA could possibly give in locating other employment after their current jobs were completed.

On March 17, 1945, the Director issued a letter (See Exhibit 1) to all employees in which he outlined a plan for assisting employees in securing jobs. At the time that this letter was written, active warfare still continued and there was no positive indication how long that situation would continue. Because of this, other war agencies were operating at full force and in many cases expanding their programs. Also, industry at large, being geared to war production, was demanding more manpower than there was available. Insofar as placement of personnel was concerned all the advantages were with the person seeking employment. However, the surrender of the European Axis forces in Europe on May 8, 1945, started in process a retrenchment program both in the Government and in private industry. This retrenchment program, although limited in its scope and pattern gained momentum until on August 14, 1945, the surrender of Japan, in many instances, crystallized decisions. Almost immediately, many war agencies which had been maintaining or increasing their staffs began to eliminate programs and reduce forces. Among these were: War Production Board, Office of Price Administration, Office of Defense Transportation, Foreign Economics Administration, Foreign Funds Control, and many others. Similarly, the armed forces began to terminate production contracts, and reconversion programs began to assume prominence in the news. Many individuals who had been working in Government agencies and whose movements were restricted under war manpower restrictions began to enter the job market. Others suddenly found themselves involuntarily in the job market. The possibilities for easy placement which were visualized in March entirely disappeared and there arose the necessity for working out a placement program in an increasingly competitive market.

By June 1945, definite closing dates had been established for eight of the relocation centers and tentative dates for the elimination of the Area Relocation Offices had been determined.

Relocation centers were scheduled to close at intervals of two weeks as follows:

Granada on or before October 15, 1945
Central Utah and Minidoka on or before November 1, 1945
Heart Mountain and Gila River on or before November 15, 1945
Colorado River and Manzanar on or before December 1, 1945
Rohwer on or before December 15, 1945

Each of these centers employed from 150 to 250 civil service personnel. The Refugee Shelter at Oswego, New York was not scheduled for closing as plans for its residents were not complete.

II. The Placement Program.

1. The first effort of the program was to determine the number of persons who wished placement assistance. This was accomplished on a agency-wide basis by means of questionnaires which were sent to all employees. The purpose of these inquiries was to ascertain the number of persons who desired assistance, those who had re-employment rights with other agencies, and those who had plans to enter private business. Then, too, for those who desired assistance, information was secured as to type of agency, location, and type of work desired. This material was organized for the purpose of preparing mimeographed abstracts of each employee's qualifications. It was planned at that time to utilize the abstracts to bring the qualifications of each person to the attention of employing agencies. This work was done during the period of March 17, to October 1, 1945.

2. The second phase of the program was to plan for the utilization of data previously secured and to bring them up-to-date as conditions changed. Note that in the period between May and October, 1945, there had been practically a complete reversal in the employment situation.

It was determined that in order to render service on a nation-wide basis, it would be necessary to assign qualified personnel people to various parts of the country to make contacts with employing agencies and regional offices of the Civil Service Commission for the purposes of (1) locating job opportunities and (2) recommending qualified WRA employees to fill vacancies. In considering this phase of the program, it was decided to seek the assistance of the Civil Service Commission and arrangements were made to detail from the Commission a staff of four experienced recruiting officers. These individuals were assigned to the WRA on a reimbursable basis and during the last week in September were given a very intensive orientation course in the program of

the WRA. This was done in order that they might have a knowledge of the various types of jobs that existed in WRA so that they could better evaluate WRA experience for outside placement purposes.

On October 1, 1945, each of these representatives was assigned a territory and instructed to contact employing agencies for the purpose stated above. In addition, they were instructed to submit weekly reports of vacancies or future possibilities to the Washington office which, in turn, would send them to the projects in order that individuals might have opportunities to apply for jobs other than those for which they might be referred to directly by the Civil Service representative (See Exhibit 2... ..). Each Civil Service representative was furnished a copy of Form 57 for persons who wished placement within his territory. They were also furnished with 10 or 12 copies of abstracts for job candidates with the idea that if attractive offers developed they could make offers to other individuals who might have indicated a preference for some other locality, but might accept an alternative offer.

In the meantime, it became evident that the data collected in March needed revision as changes occurred -- both in the desires of personnel and in the light of changing job opportunities. As a result, it was determined to send a team of interviewers to each center to interview all personnel and recheck data previously collected, as well as to secure data not already submitted. There were some individuals who had requested job assistance, but who made other arrangements in the interim; and additions of personnel during the same period, which made an adjustment in our records necessary. There were others who did not request job assistance in March, but now wished to do so. The team of interviewers consisted of four members of the Washington personnel office of the Authority. They visited all the centers, giving priority to those closing the earliest. This interviewing program was coordinated with the field activities of the Civil Service Commission by means of daily reports to the Washington office which, in turn, notified the Civil Service representatives of changes in their listings. Another purpose of the interviewing program was to establish in the minds of the individual employees a realistic approach to the job seeking problem and to urge employees to utilize their own resources wherever possible.

The interviewing program was completed on all projects except Tule Lake by December 1, 1945. The personnel at the Oswego Refugee Shelter were similarly interviewed during the first week in February, 1946, and Tule Lake personnel were interviewed during the period January 15 to February 15, 1946.

In the meantime, personnel in the relocation offices in the mid-west and eastern offices had been interviewed and finally personnel in the West Coast relocation offices were interviewed during the latter part of February and March. This completed our program in the field offices of determining employees' desires and advising them of conditions as they developed.

The opportunities reports (See Exhibit . 3) were given circulation from November, 1945 to February, 1946. They were important factors in the encouragement of employees to seek employment.

The timing of the interviewing program was such that it was possible at the final interviews to tell the employee the probable duration of his job. At the same time, he was given assurance that if a suitable opportunity developed before the actual completion of his job, he could be sure that a release would be worked out under such conditions that the current job could be done without jeopardizing the employee's chance for transfer.

3. While the Civil Service Commission representatives and WRA interviewers were in the field, the Washington office initiated a program of contacts and referrals among the agencies in Washington. This was accomplished in various ways. In some instances, inquiries were made to determine vacancies and qualified available candidates were referred as opportunities presented themselves. In other instances, groups of applications were referred to agencies which had programs in which WRA people might fit, such as the United Nations Relief and Rehabilitation Administration where there was still great demand for personnel. That agency constantly reviewed the qualifications of WRA employees in order to locate qualified applicants. The Washington office occupied itself with the referral of candidates, with the forwarding of reports on job opportunities, with the determination of availability of individuals for certain jobs, and with the general job if "selling" WRA personnel. To control the program an alphabetical card record of all personnel desiring assistance was set up. This was used to keep a record of the employees' desires, referrals made and other information pertinent to the placement program.

Supervisors in all offices were encouraged to utilize their association with individuals in other agencies to secure consideration of members of their own staff. This program showed marked results during the months of December, 1945, and January and February, 1946.

4. On March 1, 1946, the Civil Service Commission in order to utilize its staff for the purpose of converting from War Service regulations to Civil Service regulations, delegated its recruiting and selection authority to the operating Federal agencies. Also, during the first three months of the calendar

year many agencies were decentralizing the personnel operations to their regional or other field offices. As a result of these developments the placement of persons in field jobs by means of referral at the departmental level became increasingly difficult and the effects were shown in the gradual decrease in the number of field job opportunities which came to the attention of the Washington office. By means of telegrams, circulars and other devices this information was communicated to our personnel in the field and they were urged to submit applications and to secure interviews by employing agencies in their own localities. The housing problem which had become more and more acute during the winter was tending to discourage employing officers from considering applicants who were not already situated in a community where vacancies existed. Another factor which decreased placement opportunities was the provision in Civil Service regulations for priorities in employment to give veterans consideration ahead of non-veterans. Many employing officers in order to assure that they would not find themselves in difficulties because of failure to consider veterans as required by Civil Service regulations did not accept applications from anyone but veterans unless their demands for personnel greatly exceeded the supply of qualified veterans. This tendency on the part of some employing officers worked to the disadvantage of a non-veteran even where candidates had transfer eligibility and therefore were not subject to the veteran priority requirements of the Civil Service regulations for recruiting. Employees eligible for transfer were informed of this regulation in order that they could meet objections erroneously based on the assumption that they had to be veterans in order to receive consideration.

In March, because of decentralization of recruitment within other agencies and their component bureaus, it became evident that the Authority could not cover the country in seeking job opportunities. Also, as many of the employees for whom the service was provided had been placed, it became necessary to consider the termination of the Civil Service Liaison program. There were few candidates for positions in the mid-west and those who remained, for the most part, were located in cities, such as Chicago and St. Louis where they were in a position to make their own contacts. We had very few remaining requests for placements in the east or south. In the Rocky Mountain area there still remained a rather substantial number of people seeking employment, but opportunities for placement were practically non-existent. Therefore, it was determined to recall Civil Service Liaison representatives assigned to those two territories. This was done and two of the four representatives returned to the Commission April 1, 1946. Since employees on the West Coast would be among the last to be terminated, the placement program there continued through May 1, in the Seattle and San Francisco territories. Service was continued through May 15 in the southern California area by assigning available WRA personnel to do the work.

5. The program discussed heretofore concerned itself primarily with the placement of field personnel. It was reasonably well established that personnel in the Washington office would in the main be needed for the remainder of the fiscal year. Therefore, with the exception of a few individuals in highly specialized functions there was no general referral of Washington personnel for employment in other agencies until the latter part of March when there was instituted an interviewing program of grade 7 to 5 stenographic and secretarial staff. Previously, an agreement had been reached with the Department of the Interior that no recruitment of clerks or stenographers would be made within the WRA organization until such time as this Authority would agree to release such personnel. The group referred to above was made available on March 29 to the Department of the Interior personnel office for possible placement.

On April 4, there was announced a general interviewing program which would start with the interviewing of grade 4 and 3 stenographers and typists and would be followed through until all personnel grade 7 and below had been interviewed. In this program it was necessary to determine the availability of current employees for a special liquidation unit to be established within the Department of the Interior to complete the liquidation of finance and records matters pertinent to the Authority. Also, it was expected that the program would furnish data which would enable the Authority to determine the numbers of types of personnel who needed further placement assistance. Early in May a referral program was started in order to secure immediate commitments to individuals for placement at a later date when their services would not be needed.

In the lower grades a "group referral" method was developed in order to give all employees of like classification an equal opportunity for placement (See Item 6 in Section III of this report). The outlook was extremely promising. The indication was that a large portion of the personnel in the lower brackets could be placed in other employment either within the special liquidation unit or other branches of the Government. The main problems which existed with respect to the lower grades was the placement of persons in clerical fields who did not have typing, stenography, or other special skills.

One group for which a definite program does not yet exist is the placement of higher grade Washington personnel who are qualified in other than administrative fields. However, the results to date indicate that most of these individuals have been able to develop job opportunities through their own personal contacts.

III. Problems Encountered.

The previous portions of this report concern themselves essentially with the chronological development of the program, but do not cover any discussion of the details of problems which were encountered. The following summaries are offered in order to record problems and methods used to meet them. Also, an effort will be made to evaluate the methods used.

1. Use of Employee Abstracts.

As discussed in the report, the original plan called for the preparation of abstracts (See Exhibit) on all employees who wished assistance. It was intended that the abstract would serve as a condensation of data on Form 57 so that the material could be mimeographed and sufficient copies made for general distribution. Over 700 applications were abstracted and the abstracts were actually placed into use. However, as the program gained momentum and reports came in from field representatives, it became more and more evident that the abstracts were inadequate. There were several reasons for this as reported by various of our placement officers. Some are enumerated as follows:

- (a) The data was not complete.
- (b) An evaluation of an employee's experience from an abstract, in order to determine his qualifications was impossible. Insufficient information was given concerning the actual duties in various positions,
- (c) They were "cold" documents. They had no sales appeal.
- (d) Although they gave an indication by means of salary information as to the level of a candidates qualifications, they gave no adequate information as to the employee's specialities.
- (e) In some quarters, employment officers were conditioned adversely toward so-called "surplus personnel circulars".

Because of these disadvantages and in spite of the large amount of work done on them their use was greatly curtailed so that they were utilized only for a short time for referring persons at the \$2000 per annum or lower level. They were finally eliminated altogether.

In lieu of the abstract, employees were encouraged to forward as many copies as possible of Form 57. Also, in those cases where current applications were not on hand, the personnel office prepared what we called "abstract applications" from the personnel files. This amounted to the bringing up-to-date of the application which the employee had originally filed. In each instance when such an application was typed, at least three copies were made of the application as originally filed. Then continuation sheets would be prepared listing the various positions which the individual occupied with the Authority. For example, an individual might have been employed in July 1943, as an Auditing Cler, CAF-5. Six months later he might have been promoted to the position of Junior Fiscal Accountant, CAF-7, and subsequently to the position of Auditor, CAF-9. The title and salary of the position, as well as the period of incumbency were shown on the continuation sheet, and descriptions of the positions held attached.

Employing officers were informed in such cases that the Form 57 was not the employee's own personally prepared application, but merely an abstract of his background. This was done in order to prevent a misunderstanding when the employee subsequently forwarded a more complete application.

Although the procedure greatly increased the amount of typing work in the personnel office, it was found to be worth the time because candidates referred via forms 57 received much more consideration than those referred by means of abstracts.

Department of the Interior Surplus Personnel Bulletins.

Early in the program the Personnel Office and the Office of the Secretary developed a program designed to assist employees being involuntarily separated in the department find other positions in the Department. Bulletins were circulated periodically to all bureaus in Washington and the field listing the names, locations and qualifications of personnel being separated. This bulletin helped the WRA program materially in the placement of teachers and nurses with the Indian Service.

Latter bulletins were of little value, however, since employees had often been terminated by the time the bulletin was published.

2. Protocols in Referrals.

In order to maintain relationships with agencies, it was necessary to observe the usual courtesies and considerations required in working through proper channels. Therefore, the personnel office and its representatives were instructed to always work through representatives of personnel offices in the employing agencies. It was found that in some instances this was ineffective since personnel officers were not always familiar with needs of their field offices and in some cases were unaware of vacancies in the departmental office. Several methods were used to maintain proper channels and to meet situations where the use of proper channels was ineffective. Some are enumerated as follows:

(a) Representatives of the WRA personnel office made inquiries of the employing agencies as to whether or not they would object to their dealing directly with operating officials within the agencies. In a substantial number of cases permission was readily granted for such negotiation. This was particularly true in agencies which had rapidly expanding programs and the agency personnel office was not able to service all its units fully. Thus, in dealing directly with their operating officials we were able to perform a service. In such instances, wherever possible, we made it clear to operating officials that their own personnel offices had asked us to get in touch with them.

(b) In some instances our own operating officials were acquainted with operating officials in other agencies. Referrals which were made through this channel did not result in any serious criticism of our personnel office by other personnel offices.

(c) In some instances it appeared that contacts made were ineffective because of unfortunate presentations on the part of our placement personnel. In such cases, we would assign the contact to some other person in order to eliminate objections to the original representative.

(d) A sincere effort was made to recommend or refer only persons whose records with the Authority had been at least satisfactory.

Insofar as we can determine the methods used have worked out rather satisfactorily. There have been few complaints concerning our failure to follow proper channels.

3. Control of Referrals.

In the early stages of the program there were at least three individuals in the Washington office doing referral work.

The same agency would often be contacted by all three concerning the same candidate. At other times a candidate would be referred to a job after word had been received that the agency was not interested in him. Other maladjustments existed. In order to meet this problem instructions were issued to all placement personnel that reports of referrals should be made to the control unit where a record of all referrals was made on the individual's card. This provided data as to the referrals made. The various agencies were apportioned among the placement personnel so that each one had a group of agencies which were his responsibility. Although placement officers were not prohibited from going outside of their assigned jurisdiction, they were instructed to clear with the person responsible for the agency they wish to contact with regard to specific cases. This served to reduce complaints from other agencies regarding multiple referrals. The reports to the control desk were extremely informal and might consist of a pencil notation or a verbal report that a certain individual had been sent to a certain agency for interview. When referrals were made by letter a copy of the letter went to the control desk.

Also, a file by grade and title was established. In the second file, all individuals having the same grade and title were listed on the card. These simple installations provided the following services:

- (a) It provided a record of agencies to whom an individual was referred and thus furnished information to answer his inquiries.
- (b) It provided a systematic method of channeling referrals.
- (c) It provided ready information concerning candidates with given qualifications. For example, we could tell readily the names and location of candidates for the position of Engineer, P-3, since all such individuals were listed together on a card.
- (d) If we received reports of placements, it gave us an opportunity to place cards in an inactive file and thus measure results.
- (e) It provided information to determine groups of individuals on whom we had to concentrate.

4. The Referral and Placement Procedure.

To a large extent in the early stages when referrals were made at the Washington level, we had to contact individual employees after an agency had indicated its interest. We had to try to serve as a go-between the agency and the individual after the agency had indicated some positive interest. This was done by means of telegrams, letters, and so forth. For example, an

agency would be interested in offering a person a CAF-5 as a secretary in San Francisco. Upon receipt of the offer we would wire the individual the information we had and ask if they were willing to accept. Almost invariably the individual would counter with questions which we could not answer, and we would again have to contact the agency. This greatly delayed the placement process and was very cumbersome. It was determined that we would request agencies to contact candidates directly when they were positively interested. Although we changed our tactics in this regard we continued our original practice in those agencies where the agency could not locate one of our applicants or where the conditions were such that the continuance of our former practice would be helpful.

This change in method to a degree weakened our control records because often we might have terminated a person and because we did not serve as a go-between did not know when they were actually placed with another agency. However, it was felt that the actual placement of our personnel was more important than rigid control to record accomplishments. It is believed that the change in tactics was justified as it greatly speeded up positive determinations once an agency showed interest in a candidate.

5. Referral of Specialized Personnel.

In our early pattern of referral there was a tendency to try to refer all individuals seeking assistance. As our program developed it became evident that many of our referrals were not favorably received because there were no positions for the particular type of person referred. Much time was lost by such referrals. Therefore, it was determined that we would concentrate referrals in those fields where there was a demand for personnel. We continued to seek possibilities for others in other fields but did not continue our practice of broadcasting applications unless there was some prospect of immediate or future employment.

Although this change, to some degree, adversely effected some of those qualified in fields where there was little or no demand it greatly enhanced the chances for those whose experience and education qualified them for active opportunities. It should not be construed that we entirely dropped from consideration those for whom limited opportunities existed, but we tried to work on them only when there was some chance that they might receive consideration. An example of our situation is as follows: We employed a substantial number of school teachers whose primary qualifications were in the education field. In our earlier referrals we referred them to any agency that might be able to use a secondary skill, such as accounting or engineering. The competition from better qualified individuals greatly reduced chances for consideration of such individuals. As a result we concentrated referrals of such persons to those agencies where their primary skills were an important qualifying factor.

6. Selection of Referrals.

In the early stages of the program preference in referrals was given to employees of those projects first scheduled to be closed. Little differentiation was made between classes of employees either as to skills or grade levels. As additional projects were closed the same pattern was followed by adding their employees to the referral pattern.

One basic consideration in all referrals was to assure that all individuals whom we considered qualified for a given position and who were available would be referred at the same time. This was done in order to give the employing officer as broad a group as possible from which to select, and to avoid charges of discrimination from employees who might consider themselves as well qualified as others. In so doing, we avoided, insofar as possible, ranking employees as to relative qualifications. It was felt that the employing officer could judge the applicant better in relation to his own immediate needs than we could. Our only stipulation in referrals was that any person referred must have been a satisfactory employee, and that his qualifications met those specified by the employing officer. In a few instances, it was found desirable to depart from this pattern, such as in those cases where there was no active recruitment program on the part of an agency, but the employing officer showed interest in a specific individual because of prior association.

In making determinations as to what individuals to refer we would first secure from the employing office as clear a definition as possible of the qualifications required for the positions existing in his agency. In some cases, for example,

they would restrict their recruitment of individuals to residents of a given locality. In such cases we would review files of all candidates of the locality and refer those who qualified in a group.

A further consideration in selection of referrals was the determination of grade level. We tried, insofar as possible, to refer individuals for positions in grades at least equal to those they held in our program, but we nevertheless encouraged employing officers to consider them for higher or lower grades and at least give the individual an opportunity to consider an offer.

In the placement of personnel in the Washington office, a very real problem arose with respect to the placement of clerks, typists and stenographers in grades up to CAF-5. It was necessary first to withhold all referral activities until the program reached a point wherein loss of such individuals would not adversely affect the liquidation of the War Relocation Authority. When such a point was reached, it was necessary to give consideration to the timing of departures and to the necessity for holding approximately 35 percent of the staff for transfer to the liquidation unit to be established in the Department of the Interior for the purpose of closing out unpaid bills, transferring material to Archives and other similar functions. In accordance with arrangements reached with the Department of the Interior, all individuals in these grade levels were interviewed to determine their desires.

Those who wished were referred to the Department of the Interior with the stipulation that any selections made would be subject to delays of from 30 to 45 days in actual reporting of the employee. This method was designed (1) to insure an advanced placement of each employee and thereby relieve him of the problems of future placement and (2) to provide a stabilized staff for the Authority for the completion of its functions. In dealing with this type of referral, it was felt that in no case could we equitably make selections from the qualified group and, therefore, all referrals were handled on a group basis. In a few instances it was evident that the number of vacancies in a given agency was greatly exceeded by the number of eligible candidates and the employing officer did not wish to review all files; selections for referral were made on the basis of seniority, veteran's preference, and efficiency rating.

IV - Analysis of Results

As discussed in another portion of this report, emphasis was placed on getting the job seeker and the job opportunity together by whatever means were available even at the expense of production or progress records. Nevertheless, it was possible to accumulate some data for our control records. The statistics were gathered from the following sources:

A. Requests for Assistance

1. From applications filed
2. From interview sheets
3. From oral inquiries

B. Placements

1. From direct requests as a result of referrals
2. From employee communications and project reports. (Especially in case non-government employment or Government employment after break in service.)
3. From journal actions when transfers occurred without break in service

The placement program officially began operating on October 1, 1945. The employment peak was reached October 31, 1945 when 2967 employees were on the rolls. Of these, there were 756 temporary employees who were primarily locally recruited laborers, clerks, guards and other types of personnel who had been employed for periods ranging from 30 days to one year. The remainder, or 2211, were persons holding war service indefinite, trial period, or permanent Civil Service appointments. Since the program was gauged to assist this latter group, all subsequent reports were maintained as they applied to that class of employee.

As of May 31, 1946, there were on the rolls 423 employees in other than temporary status. Thus during the period from November 1, 1945 to May 31, 1946, there had been effected a total of 1788 separations for employees with transfer eligibility.

During the existence of the placement program 1697 persons are recorded as requesting the services of the program. As of May 31, 1946, a total of 512 persons were still receiving assistance; 199 in the Washington office and 313 in the field. Of the group in the Washington office it was anticipated that approximately 80 persons would be transferred to the liquidation unit; of the remaining 512, it was known that at least 34 transfers were in process.

EVACUEE EMPLOYMENT

| <u>DATE</u> | <u>CENTRAL UTAH</u> | | | | <u>COLORADO RIVER</u> | | | | <u>GILA RIVER</u> | | |
|-----------------|---------------------|----------------------|--------------------------|---|-----------------------|----------------------|--------------------------|---|-------------------|--------------------|--------------------------|
| | Population | Evacuee Employment | Percent of Pop. Employed | | Population | Evacuee Employment | Percent of Pop. Employed | | Population | Evacuee Employment | Percent of Pop. Employed |
| October 1, 1942 | 5803 | 2334 | 40.22 | . | 17245 | 7711 | 44.71 | . | 11553 | 3900 | 33.75 |
| January 1, 1943 | 7907 | 3816 | 48.26 | . | 17578 | 7946 | 45.20 | . | 13340 | 6148 | 46.08 |
| January 1, 1944 | 7304 | 2980 | 39.43 | . | 13708 | 5953 | 43.42 | . | 9727 | 4068 | 41.82 |
| July 1, 1944 | 6081 | 2515 | 41.35 | . | 11719 | 5225 | 44.58 | . | 10184 | 3525 | 34.61 |
| January 1, 1945 | 5922 | 2697 | 45.54 | . | 11406 | 5688 | 49.82 | . | 9493 | 4296 | 45.25 |
| July 1, 1945 | 4447 | no figures available | | . | 9133 | 4623 | 50.61 | . | 7614 | 3623 | 48.21 |
| October 1, 1945 | 1855 | 684 | 36.87 | . | 2535 | no figures available | | . | 2613 | 1113 | 42.59 |

GRANADA

HEART MOUNTAIN

JEROME

| | | | | | | | | | | | |
|-----------------|------|----------------------|-------|---|-------|------|-------|---|------|------|-------|
| October 1, 1942 | 6892 | 1200 | 17.41 | . | 9995 | 3855 | 38.56 | . | | | |
| January 1, 1943 | 7828 | 2332 | 29.79 | . | 10767 | 4618 | 42.89 | . | 7817 | 3993 | 51.08 |
| January 1, 1944 | 6996 | 2779 | 39.72 | . | 9898 | 3343 | 33.77 | . | 6617 | 2663 | 40.24 |
| July 1, 1944 | 6097 | 2437 | 39.97 | . | 8658 | 3096 | 35.75 | . | | | |
| January 1, 1945 | 6199 | 2707 | 43.66 | . | 8993 | 3329 | 39.66 | . | | | |
| July 1, 1945 | 4126 | 2165 | 52.47 | . | 6221 | 2633 | 42.32 | . | | | |
| October 1, 1945 | 1363 | no figures available | | . | 3215 | 1515 | 47.12 | . | | | |

EVACUEE EMPLOYMENT

| <u>DATE</u> | <u>MANZANAR</u> | | | | <u>MINIDOKA</u> | | | | <u>ROJER</u> | | |
|-----------------|-----------------|--------------------|--------------------------|---|-----------------|--------------------|--------------------------|---|--------------|--------------------|--------------------------|
| | Population | Evacuee Employment | Percent of Pop. Employed | | Population | Evacuee Employment | Percent of Pop. Employed | | Population | Evacuee Employment | Percent of Pop. Employed |
| October 1, 1942 | 9056 | 4195 | 46.32 | . | 8042 | 3033 | 37.70 | . | 2264 | 815 | 35.99 |
| January 1, 1943 | 9915 | 4599 | 46.38 | . | 9230 | 4157 | 45.03 | . | 8447 | 4149 | 49.11 |
| January 1, 1944 | 8482 | 3327 | 39.22 | . | 8964 | 3538 | 39.46 | . | 6557 | 3135 | 47.81 |
| July 1, 1944 | 5472 | 2581 | 47.6 | . | 7050 | 3044 | 43.12 | . | 7178 | 2345 | 32.66 |
| January 1, 1945 | 5549 | 2624 | 47.28 | . | 7421 | 3315 | 44.67 | . | 6661 | 3100 | 46.53 |
| July 1, 1945 | 4058 | 2038 | 50.22 | . | 4819 | 2517 | 52.23 | . | 4786 | 2092 | 43.71 |
| October 1, 1945 | 2578 | 1299 | 50.38 | . | 1467 | 891 | 60.73 | . | 2115 | 1041 | 49.21 |

TULE LAKE

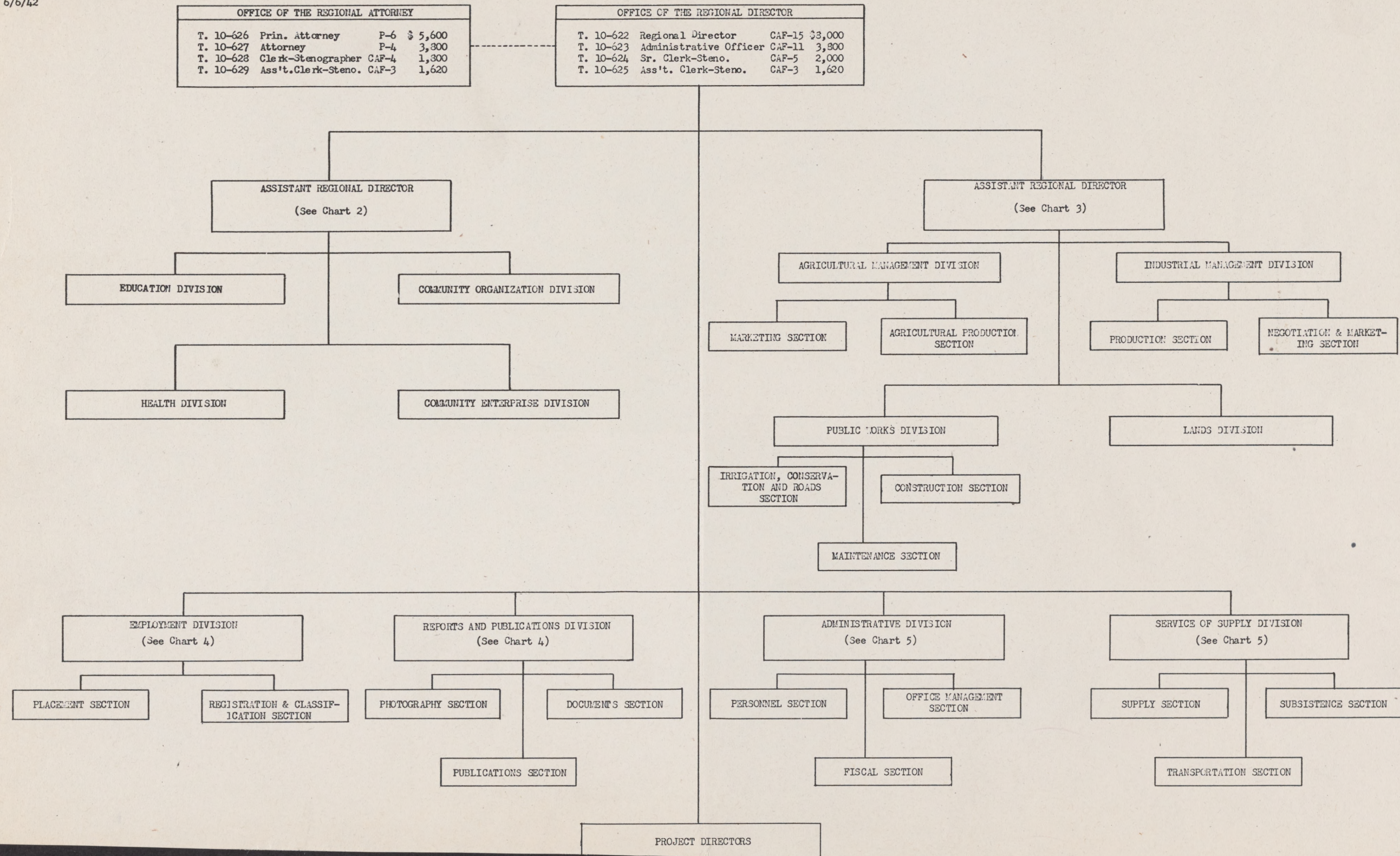
TOTAL FOR ALL CENTERS

| | | | | | | | | | | | |
|-----------------|-------|------|---------|---|---------|-------|-------|--|--|--|--|
| 66 | | | | | | | | | | | |
| October 1, 1942 | 14646 | 6000 | 40.96 | . | 85946 | 33010 | 38.40 | | | | |
| January 1, 1943 | 15086 | 6702 | 44.42 | . | 107369 | 48460 | 45.13 | | | | |
| January 1, 1944 | 14852 | 3047 | 20.51 * | . | 93105 | 34733 | 37.30 | | | | |
| July 1, 1944 | 18656 | 5703 | 30.56 | . | 81103 | 30471 | 37.57 | | | | |
| January 1, 1945 | 18726 | 7035 | 37.56 | . | 79770 | 34786 | 43.60 | | | | |
| July 1, 1945 | 17454 | 6557 | 37.56 | . | 62558 | 26248 | 41.95 | | | | |
| October 1, 1945 | 16575 | 6502 | 39.22 | . | 34316 | 13045 | 38.01 | | | | |
| | | | | | Average | | 40.28 | | | | |

* Sub-normal employment due to November incident.

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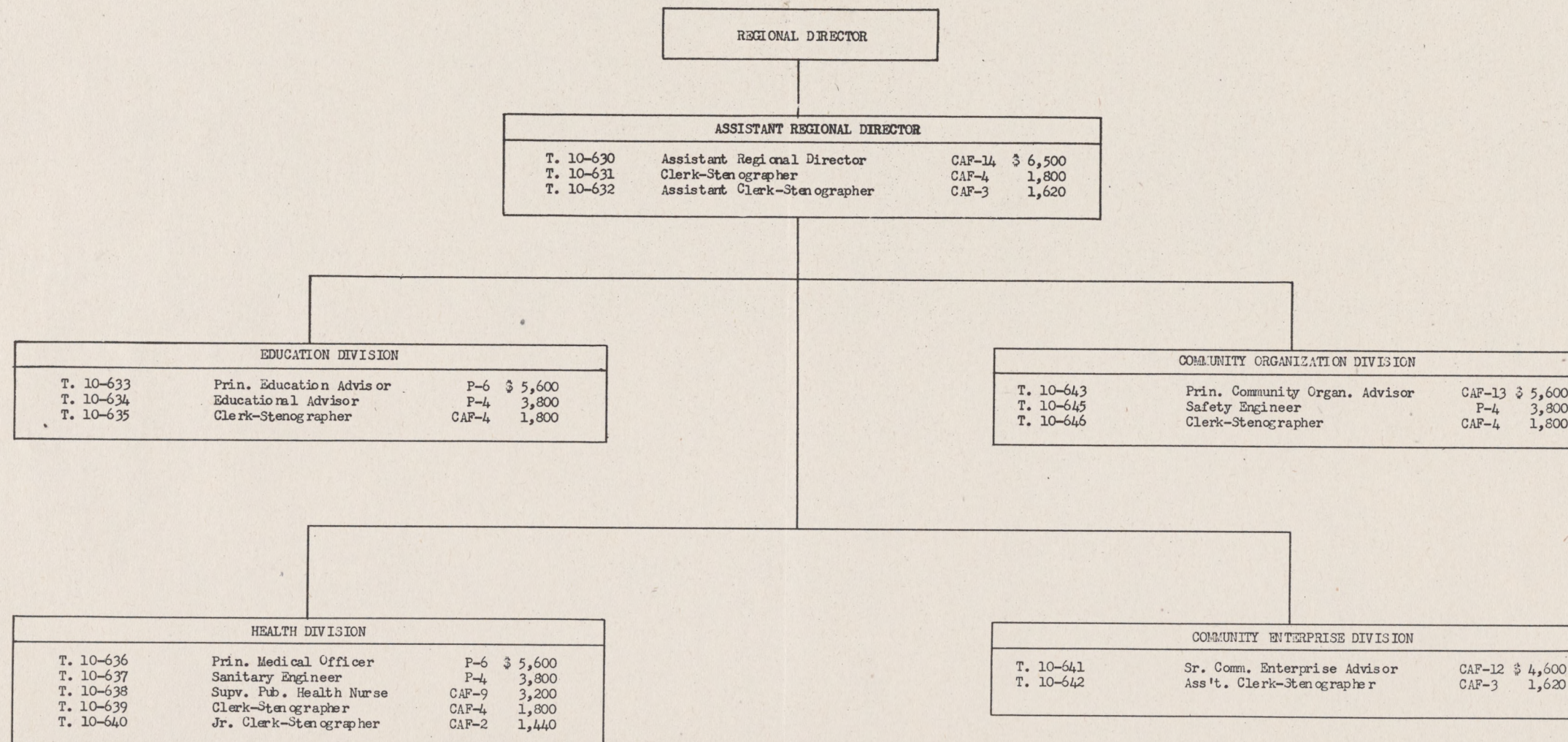
WAR RELOCATION AUTHORITY
SAN FRANCISCO REGIONAL OFFICE



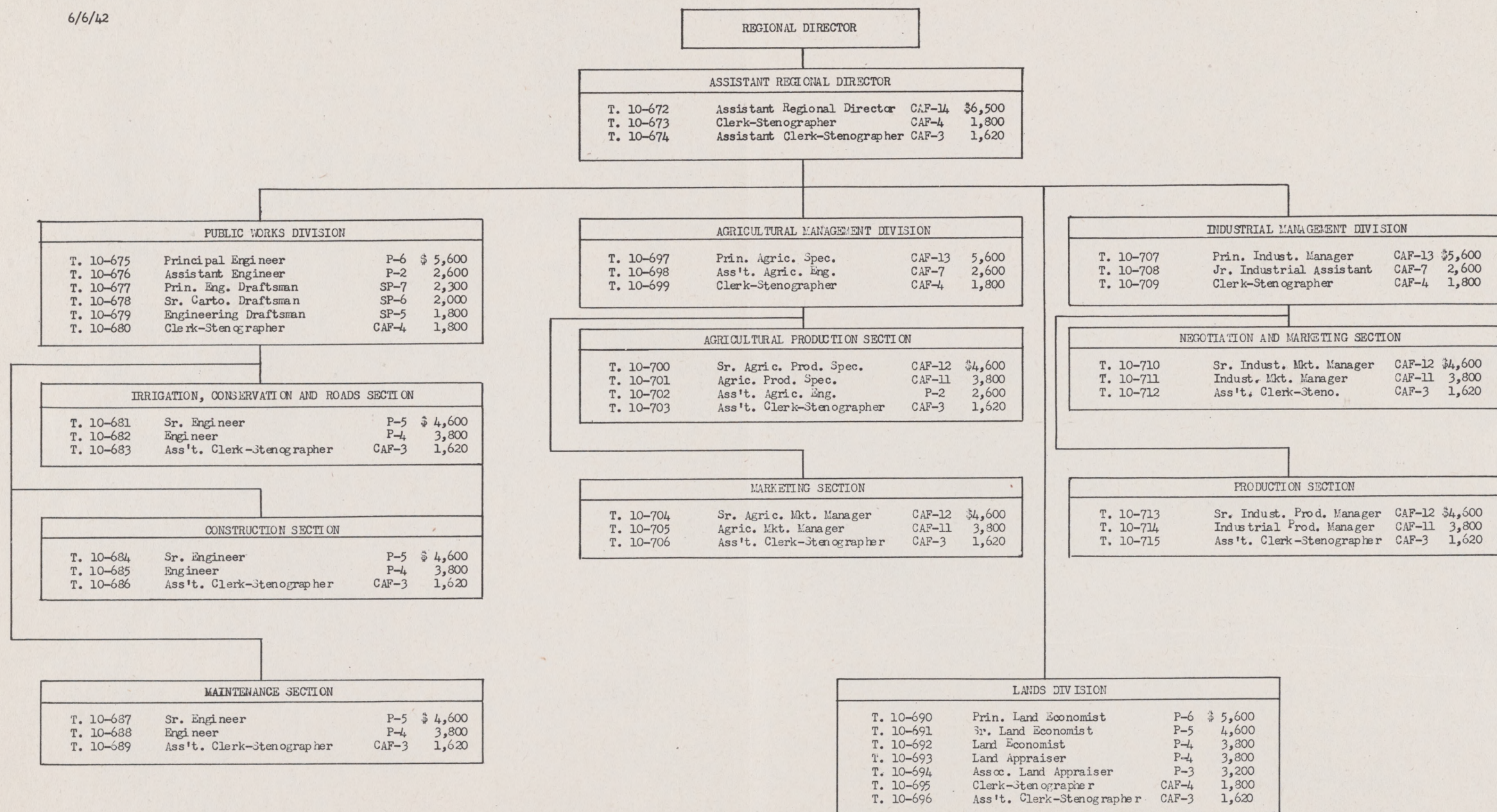
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Office for Emergency Management
War Relocation Authority
San Francisco Regional Office
Chart 2 of 5 Charts

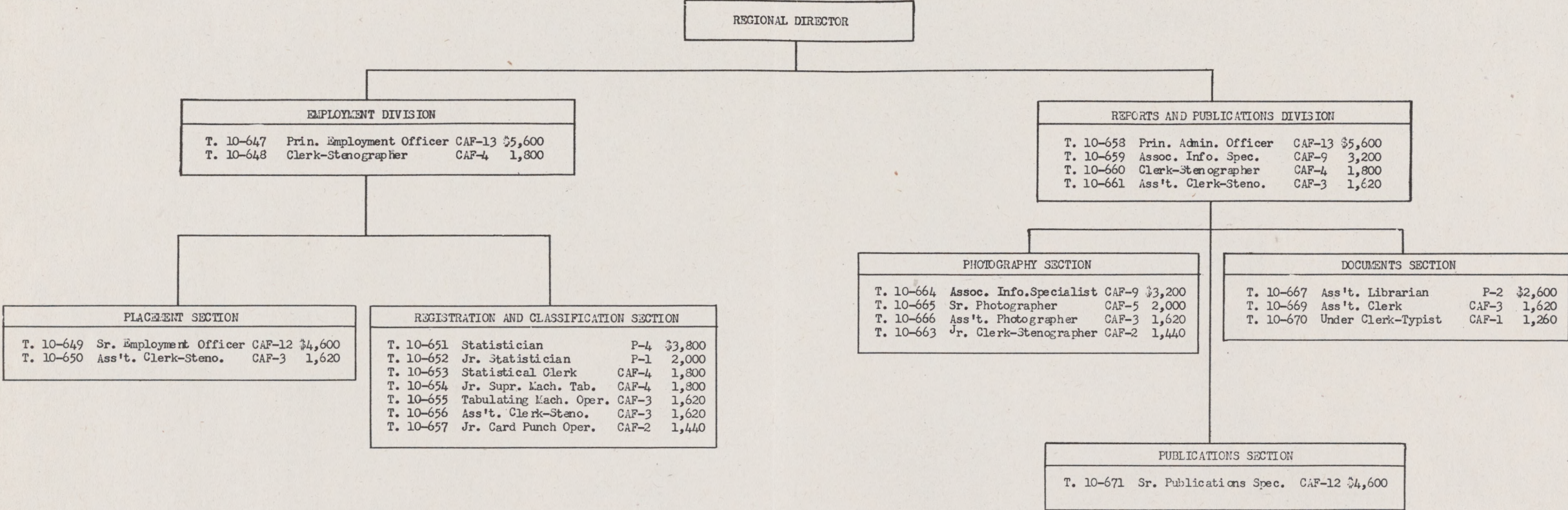
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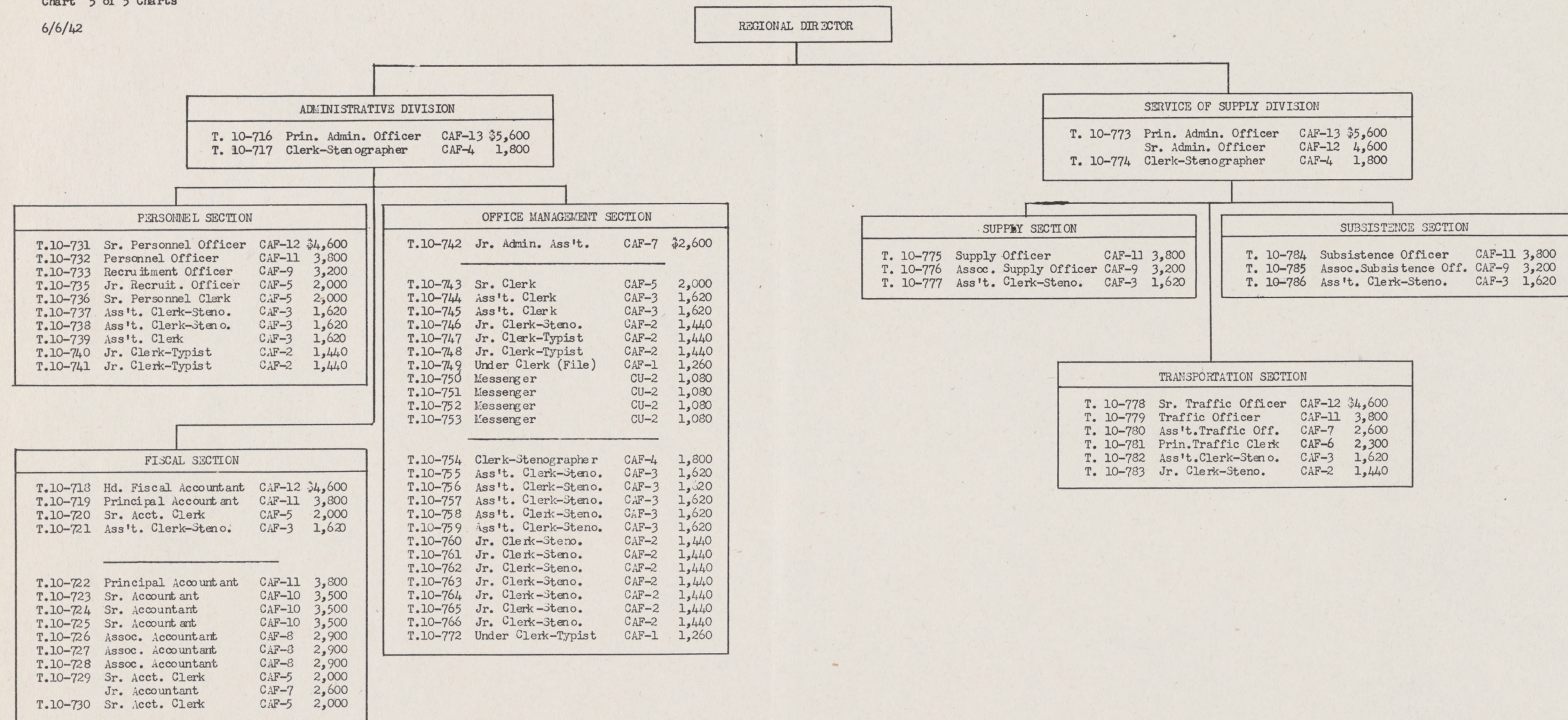


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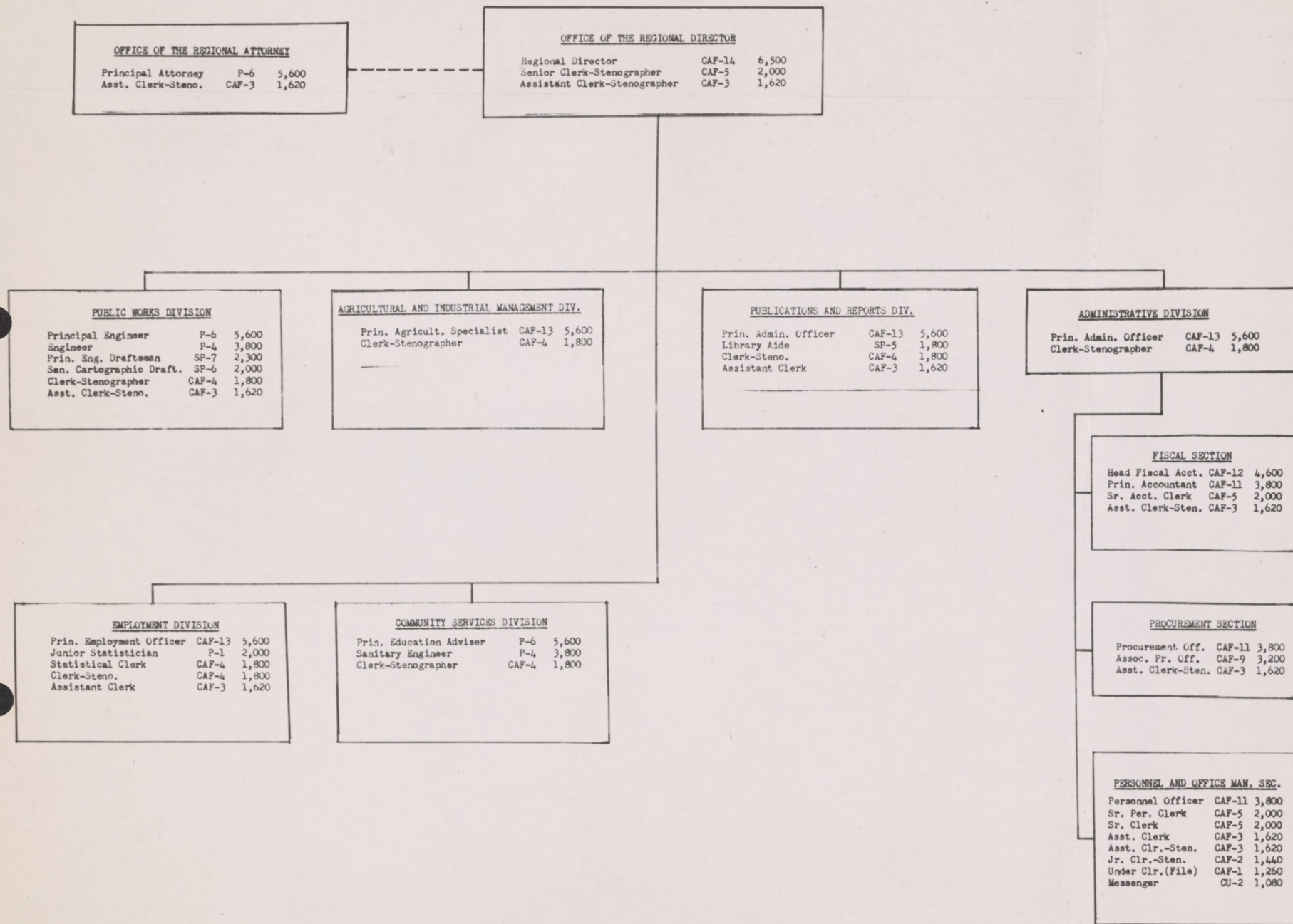


Office for Emergency Management
War Relocation Authority
San Francisco Regional Office
Chart 5 of 5 Charts

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TENTATIVE REGIONAL CHART FOR DENVER AND LITTLE ROCK



6/11/42

Department of the Interior
War Relocation Authority
Relocation Field Office
Chart #1 of 8
October 25, 1944

NORTH CENTRAL AREA
Chicago Area Office

| | | |
|-------------------------------|--------|------|
| Relocation Supervisor | CAF-13 | 5600 |
| Relocation Officer | CAF-12 | 4600 |
| Relocation Reports Officer | CAF-11 | 3800 |
| Relocation Officer (2) | CAF-11 | 3800 |
| Relocation Adjustment Advisor | P-4 | 3800 |
| Administrative Assistant | CAF-7 | 2600 |
| Clerk Stenographer (2) | CAF-4 | 1800 |
| Clerk Stenographer (3) | CAF-3 | 1620 |
| Clerk Stenographer | CAF-2 | 1440 |

Chicago Metropolitan District Office

| | | |
|------------------------|--------|------|
| Relocation Officer | CAF-12 | 4600 |
| Relocation Officer (3) | CAF-11 | 3800 |
| Relocation Officer (3) | CAF-9 | 3200 |
| Relocation Officer (2) | CAF-7 | 2600 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer (5) | CAF-3 | 1620 |
| Clerk Stenographer | CAF-2 | 1440 |
| Clerk Typist | CAF-2 | 1440 |

Minneapolis District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-12 | 4600 |
| Relocation Officer | CAF-11 | 3800 |
| Relocation Officer | CAF-7 | 2600 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

Greater Illinois District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-4 | 1800 |

Milwaukee District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Relocation Officer | CAF-9 | 3200 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

Indiana District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-4 | 1800 |

Department of the Interior
War Relocation Authority
Relocation Field Office
Chart # 2 of 8
October 25, 1944

MIDDLE ATLANTIC AREA
New York Area Office

| | | |
|-------------------------------|--------|------|
| Relocation Supervisor | CAF-13 | 5600 |
| Relocation Officer | CAF-12 | 4600 |
| Relocation Adjustment Advisor | P-4 | 3800 |
| Relocation Reports Officer | CAF-11 | 3800 |
| Administrative Assistant | CAF-7 | 2600 |
| Clerk Stenographer (2) | CAF-4 | 1800 |
| Clerk Stenographer (2) | CAF-3 | 1620 |
| Clerk Stenographer | CAF-2 | 1440 |

New York District Office

| | | |
|------------------------|--------|------|
| Relocation Officer | CAF-12 | 4600 |
| Relocation Officer (3) | CAF-11 | 3800 |
| Relocation Officer (2) | CAF-9 | 3200 |
| Relocation Officer (2) | CAF-7 | 2600 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer (3) | CAF-3 | 1620 |
| Clerk Stenographer | CAF-2 | 1440 |

Philadelphia District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Relocation Officer | CAF-9 | 3200 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

Ithaca District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Albany District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Newark District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Rochester District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Department of the Interior
War Relocation Authority
Relocation Field Office
Chart # 3 of 8
October 25, 1944

INTERMOUNTAIN AREA
Salt Lake City Area Office

| | | |
|-------------------------------|--------|------|
| Relocation Supervisor | CAF-13 | 5600 |
| Relocation Officer | CAF-12 | 4600 |
| Relocation Adjustment Advisor | P-4 | 3800 |
| Relocation Officer | CAF-7 | 2600 |
| Administrative Assistant | CAF-7 | 2600 |
| Clerk Stenographer (2) | CAF-4 | 1800 |
| Clerk Stenographer (2) | CAF-3 | 1620 |

Salt Lake City District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-12 | 4600 |
| Relocation Officer | CAF-11 | 3800 |
| Relocation Officer | CAF-7 | 2600 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

Spokane, Washington, District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-12 | 4600 |
| Relocation Officer | CAF-11 | 3800 |
| Relocation Officer | CAF-7 | 2600 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

Boise, Idaho, District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Relocation Officer | CAF-9 | 3200 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

Idaho Falls, Idaho, District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Twin Falls, Idaho, District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Havre, Montana, District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Spanish Fork, Utah, District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Department of the Interior
War Relocation Authority
Relocation Field Office
Chart # 4 of 8
October 25, 1944

GREAT LAKES AREA
Cleveland Area Office

| | | |
|-------------------------------|--------|------|
| Relocation Supervisor | CAF-13 | 5600 |
| Relocation Officer | CAF-12 | 4600 |
| Relocation Reports Officer | CAF-11 | 3800 |
| Relocation Adjustment Advisor | P-4 | 3800 |
| Administrative Assistant | CAF-7 | 2600 |
| Clerk Stenographer (2) | CAF-4 | 1800 |
| Clerk Stenographer (2) | CAF-3 | 1620 |

Cleveland District Office

| | | |
|------------------------|--------|------|
| Relocation Officer | CAF-12 | 4600 |
| Relocation Officer (2) | CAF-11 | 3800 |
| Relocation Officer | CAF-7 | 2600 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |
| Clerk Stenographer | CAF-2 | 1440 |

Detroit District Office

| | | |
|------------------------|--------|------|
| Relocation Officer | CAF-12 | 4600 |
| Relocation Officer (2) | CAF-11 | 3800 |
| Relocation Officer | CAF-7 | 2600 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer (3) | CAF-3 | 1620 |

Columbus District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Cincinnati District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-12 | 4600 |
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

Pittsburg District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Buffalo District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Department of the Interior
War Relocation Authority
Relocation Field Office
Chart # 5 of 8
October 25, 1944

WESTERN PLAINS AREA
Denver Area Office

| | | |
|-------------------------------|--------|------|
| Relocation Supervisor | CAF-13 | 5600 |
| Relocation Officer | CAF-12 | 4600 |
| Relocation Reports Officer | CAF-11 | 3800 |
| Relocation Adjustment Advisor | P-4 | 3800 |
| Administrative Assistant | CAF-7 | 2600 |
| Clerk Stenographer (2) | CAF-4 | 1800 |
| Clerk Stenographer (2) | CAF-3 | 1620 |

Denver District Office

| | | |
|------------------------|--------|------|
| Relocation Officer | CAF-12 | 4600 |
| Relocation Officer (2) | CAF-11 | 3800 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer (2) | CAF-3 | 1620 |

Greeley District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Relocation Officer | CAF-9 | 3200 |
| Clerk Stenographer | CAF-4 | 1800 |

Grand Junction District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Casper District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Scottsbluff District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Billings District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Pueblo District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Department of the Interior
War Relocation Authority
Relocation Field Office
Chart # 6 of 8
October 25, 1944

CENTRAL AREA
Kansas City Area Office

| | | |
|-------------------------------|--------|------|
| Relocation Supervisor | CAF-12 | 4600 |
| Relocation Officer | CAF-11 | 3800 |
| Relocation Adjustment Advisor | P-4 | 3800 |
| Administrative Assistant | CAF-7 | 2600 |
| Clerk Stenographer (2) | CAF-4 | 1800 |
| Clerk Stenographer (2) | CAF-3 | 1620 |

Kansas City District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Relocation Officer | CAF-9 | 3200 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

Des Moines District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Relocation Officer | CAF-9 | 3200 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

St. Louis District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

Omaha District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Relocation Officer | CAF-9 | 3200 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

Department of the Interior
War Relocation Authority
Relocation Field Office
Chart # 7 of 8
October 25, 1944

SOUTH ATLANTIC AREA
Washington Area Office

| | | |
|-----------------------|--------|------|
| Relocation Supervisor | CAF-12 | 4600 |
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

Baltimore District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

North Carolina District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Washington District Office

| | | |
|------------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Relocation Officer (2) | CAF-9 | 3200 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

NEW ENGLAND AREA
Boston Area Office

| | | |
|-------------------------------|--------|------|
| Relocation Supervisor | CAF-12 | 4600 |
| Relocation Officer (2) | CAF-11 | 3800 |
| Relocation Reports Officer | CAF-11 | 3800 |
| Relocation Adjustment Advisor | P-4 | 3800 |
| Relocation Officer | CAF-9 | 3200 |
| Administrative Assistant | CAF-7 | 2600 |
| Clerk Stenographer (2) | CAF-4 | 1800 |
| Clerk Stenographer (2) | CAF-3 | 1620 |

Hartford District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

Department of the Interior
War Relocation Authority
Relocation Field Office
Chart # 8 of 8
October 25, 1944

SOUTHERN AREA
Little Rock Area Office

| | | |
|--------------------------|--------|------|
| Relocation Supervisor | CAF-12 | 4600 |
| Relocation Officer | CAF-11 | 3800 |
| Administrative Assistant | CAF-7 | 2600 |
| Clerk Stenographer (2) | CAF-4 | 1800 |
| Clerk Stenographer | CAF-3 | 1620 |

New Orleans District Office

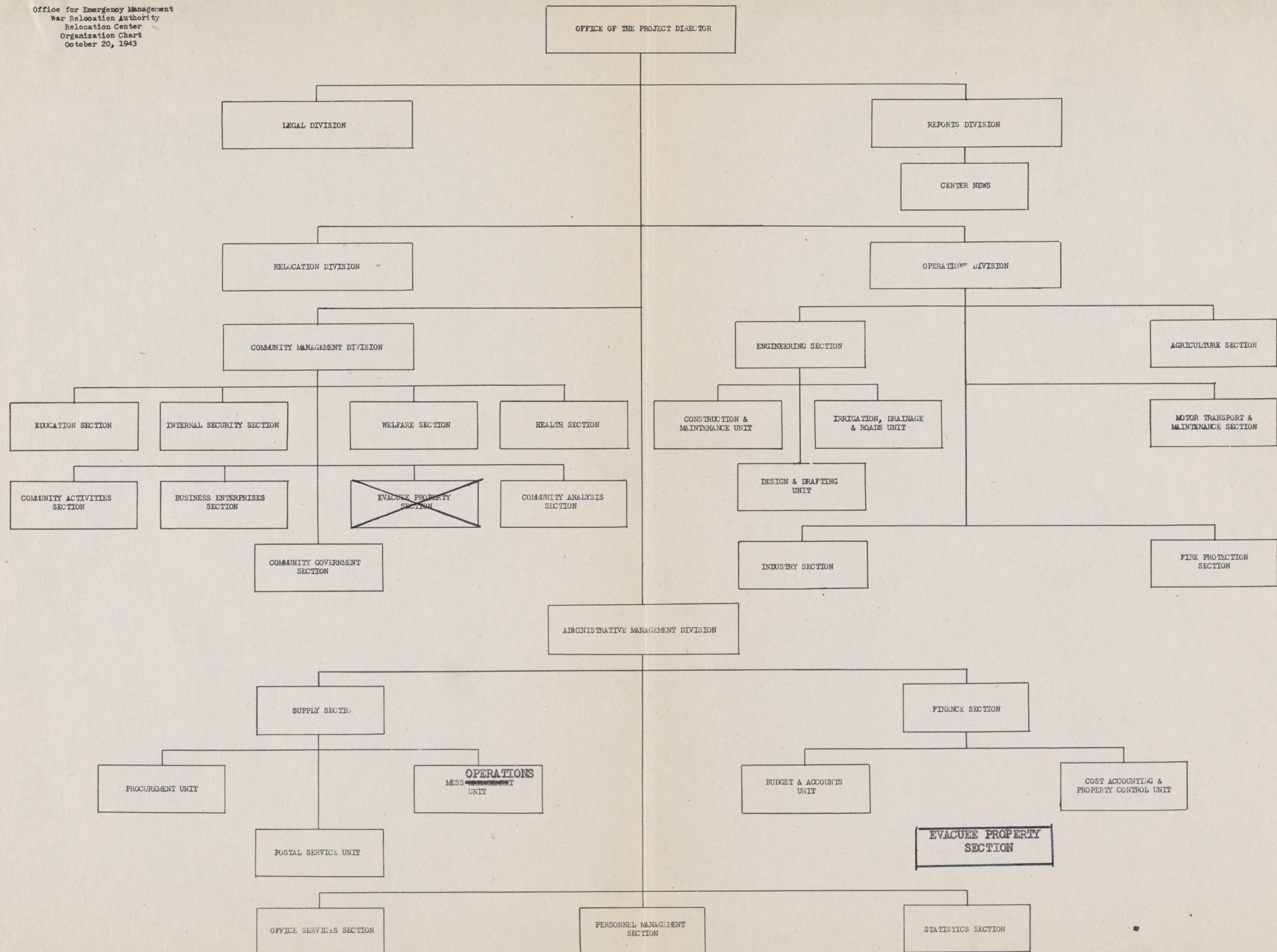
| | | |
|----------------------------|--------|------|
| Special Relocation Officer | CAF-12 | 4600 |
| Clerk Stenographer | CAF-3 | 1620 |

Savannah District Office

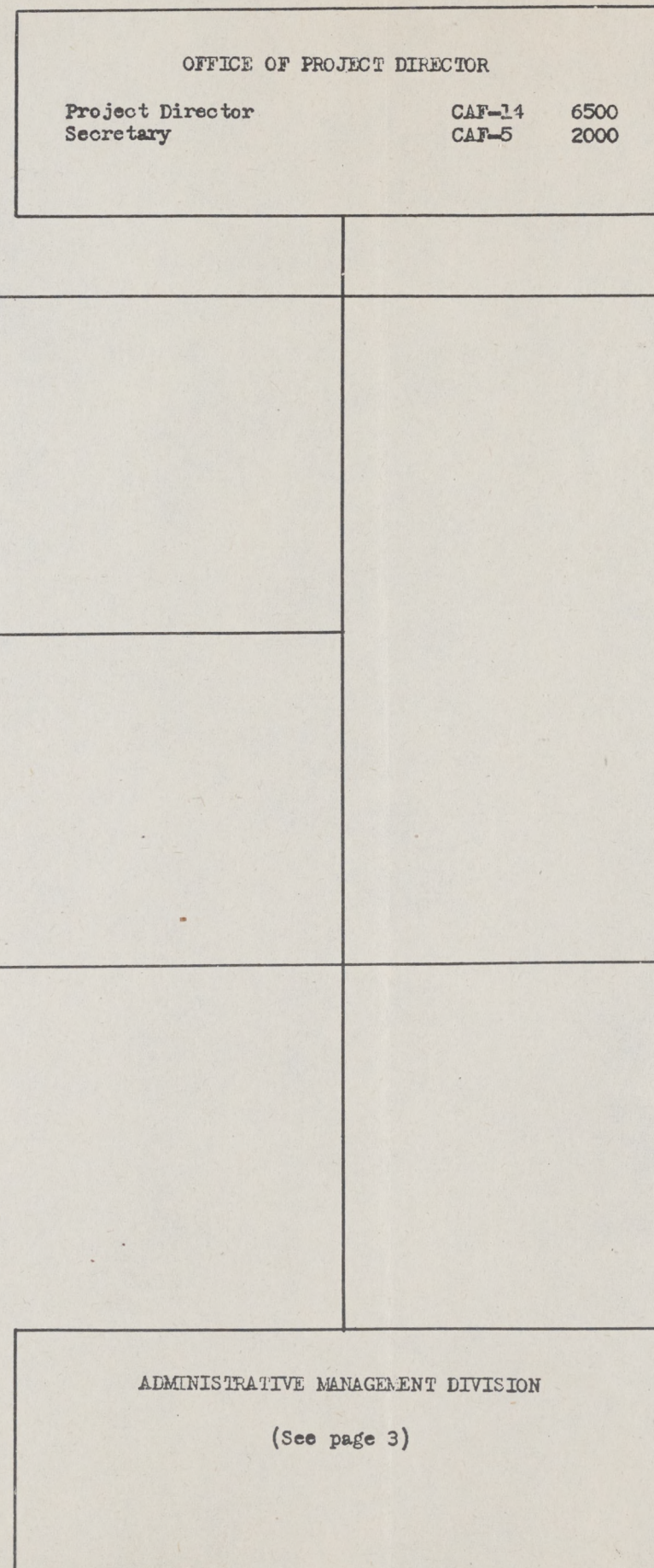
| | | |
|---------------------------|--------|------|
| Special Relocation Office | CAF-12 | 4600 |
| Clerk Stenographer | CAF-3 | 1620 |

Dallas District Office

| | | |
|--------------------|--------|------|
| Relocation Officer | CAF-11 | 3800 |
| Clerk Stenographer | CAF-3 | 1620 |

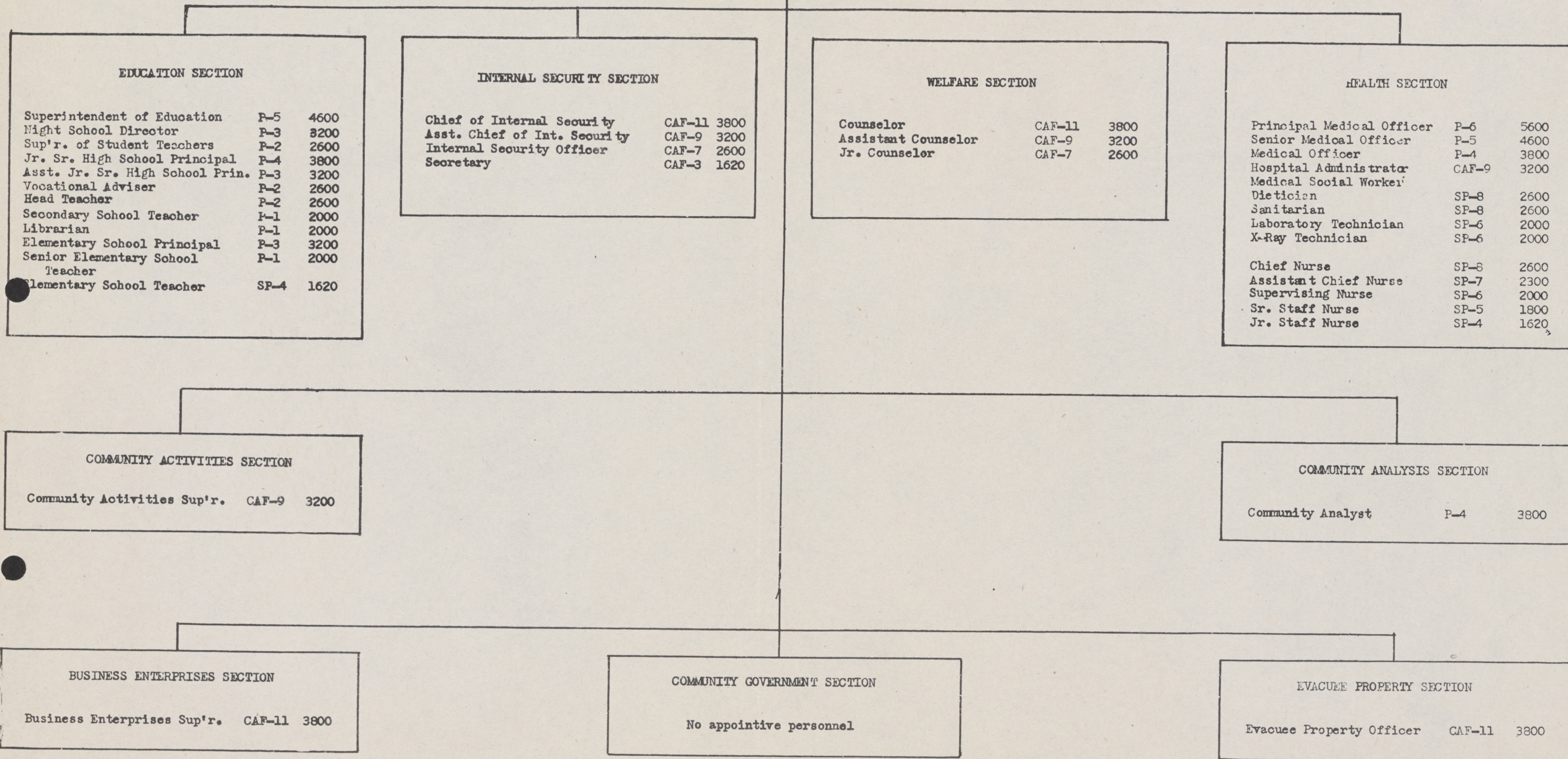


Office for Emergency Management
 War Relocation Authority
 Relocation Center
 Personnel Chart
 October 20, 1943
 (Chart #1 of 4 charts)



Office for Emergency Management
War Relocation Authority
Relocation Center
Personnel Chart
October 20, 1943
(Chart #2 of 4 charts)

COMMUNITY MANAGEMENT DIVISION
Assistant Project Director CAF-13 5600



ADMINISTRATIVE MANAGEMENT DIVISION
Assistant Project Director CAF-13 5600

SUPPLY SECTION
Supply Officer CAF-12 4600

FINANCE SECTION
Finance Officer CAF-12 4600

PROCUREMENT UNIT
Procurement Officer CAF-11 3800
Asst. Procurement Officer CAF-9 3200

MESS MANAGEMENT UNIT
Steward CAF-11 3800
Asst. Steward CAF-9 3200
Storekeeper CAF-7 2600

BUDGET & ACCOUNTS UNIT
Fiscal Accountant CAF-11 3800
Asst. Fiscal Accountant CAF-9 3200
Jr. Fiscal Accountant CAF-7 2600
Fiscal Accounting Clerk CAF-5 2000
Auditor CAF-9 3200
Asst. Auditor CAF-7 2600
Audit Clerk CAF-5 2000
Agent Cashier CAF-6 2300

COST ACCOUNTING & PROPERTY CONTROL UNIT
Cost Accountant CAF-11 3800
Asst. Cost Accountant CAF-9 3200
Jr. Cost Accountant CAF-7 2600
Cost Accounting Clerk CAF-5 2000
Property & Warehousing Officer CAF-9 3200
Storekeeper CAF-7 2600
Asst. Storekeeper CAF-5 2000
Property Officer CAF-7 2600
Property Clerk CAF-5 2000

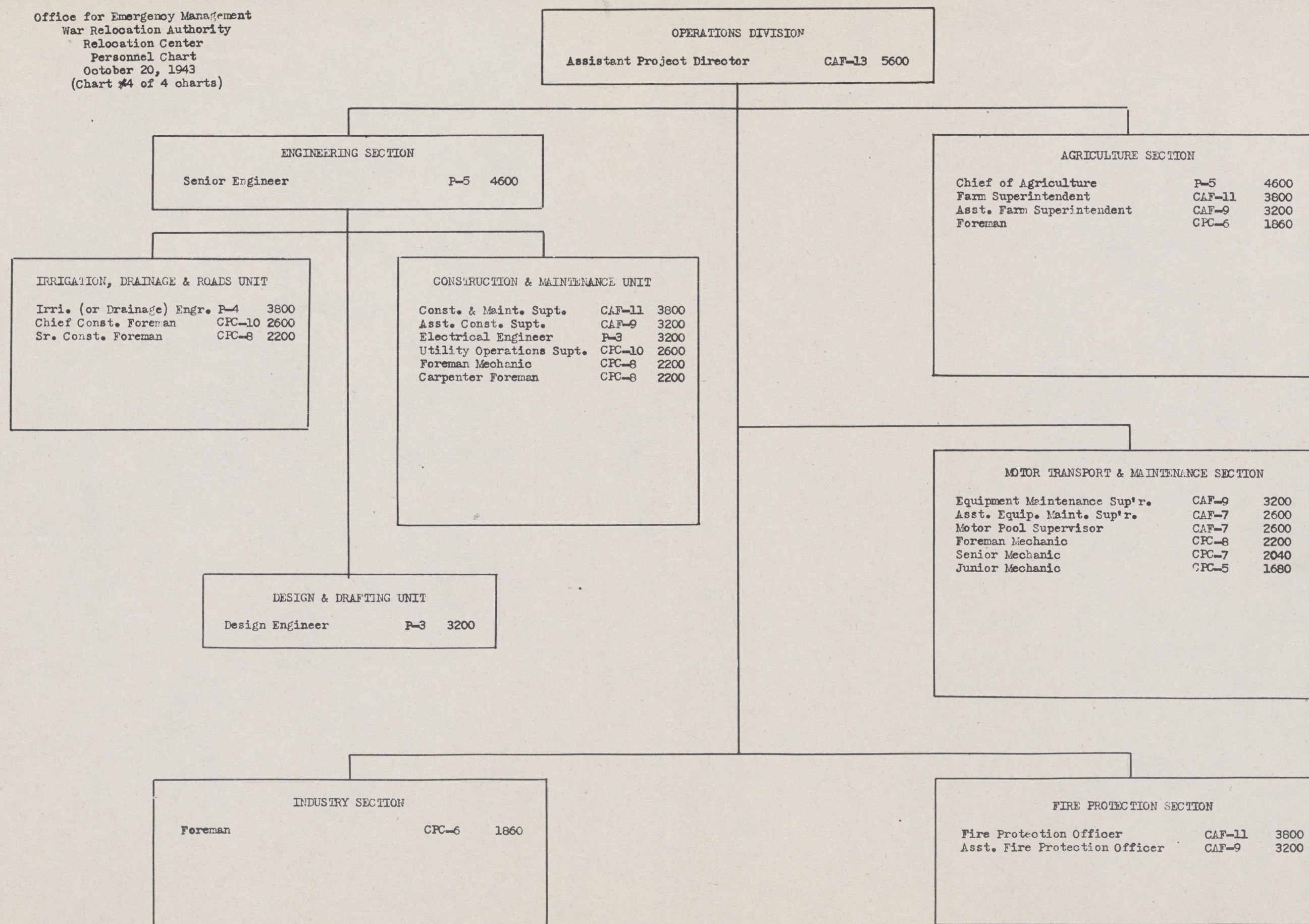
POSTAL SERVICE UNIT
No appointive personnel

OFFICE SERVICES SECTION
Office Manager CAF-5 2000
File Clerk CAF-4 1800
Sup'r'g. Telephone Operator CAF-3 1620
Telephone Operator CAF-2 1440

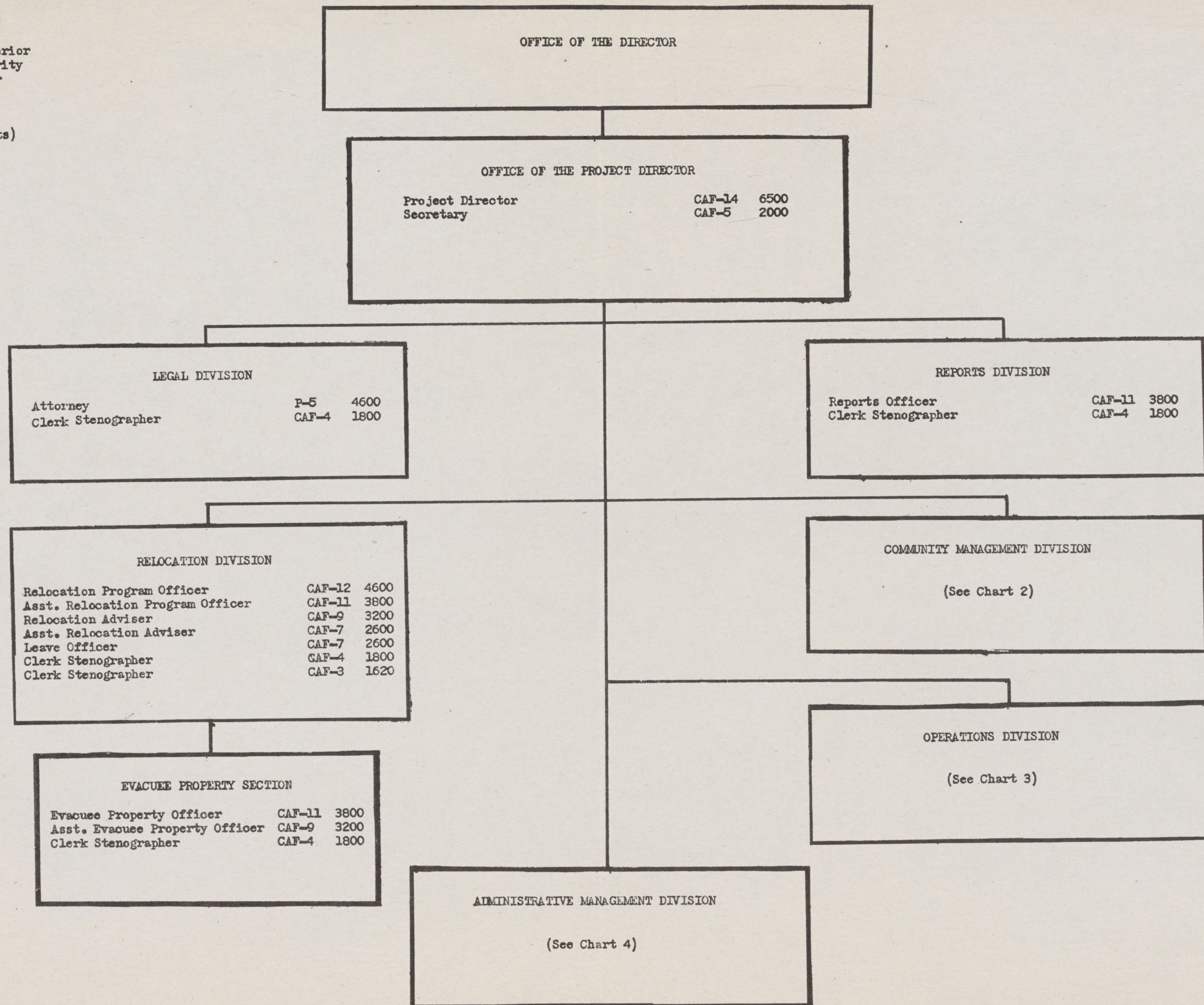
PERSONNEL MANAGEMENT SECTION
Personnel Officer CAF-12 4600
Asst. Personnel Officer CAF-11 3800
Personnel Technician CAF-9 3200
Personnel Transactions Officer CAF-7 2600

STATISTICS SECTION
Statistician P-3 3200

Office for Emergency Management
 War Relocation Authority
 Relocation Center
 Personnel Chart
 October 20, 1943
 (Chart #4 of 4 charts)



(Chart #1 of 4 charts)



(Chart #2 of 4 charts)

COMMUNITY MANAGEMENT DIVISION

Assistant Project Director CAF-13 5600
Secretary CAF-4 1800

EDUCATION SECTION

| | | |
|---|------|------|
| Superintendent of Education | P-5 | 4600 |
| Supvr. of Student Teachers | P-2 | 2600 |
| Librarian | P-1 | 2000 |
| High School Principal | P-4 | 3800 |
| Asst. High School Principal | P-3 | 3200 |
| Guidance Counselor | P-2 | 2600 |
| Head Teacher | P-2 | 2600 |
| Secondary School Teacher | P-1 | 2000 |
| Elementary School Principal | P-3 | 3200 |
| Sr. Elementary School Teacher | P-1 | 2000 |
| Elementary School Teacher | SP-4 | 1620 |
| Adult & Vocational Education Supervisor | P-3 | 3200 |
| Vocational Teacher | SP-8 | 2600 |

INTERNAL SECURITY SECTION

| | | |
|------------------------------|--------|------|
| Chief of Internal Security | CAF-11 | 3800 |
| Asst. Chief of Int. Security | CAF-9 | 3200 |
| Internal Security Officer | CAF-7 | 2600 |
| Guard | CFC-5 | 1680 |
| Clerk Stenographer | CAF-3 | 1620 |

WELFARE SECTION

| | | |
|---------------------|-------|------|
| Counselor | P-4 | 3800 |
| Assistant Counselor | P-3 | 3200 |
| Junior Counselor | P-2 | 2600 |
| Counseling Aide | SP-6 | 2000 |
| Clerk Stenographer | CAF-4 | 1800 |
| Clerk Typist | CAF-3 | 1620 |

HEALTH SECTION

| | | |
|---------------------------|-------|------|
| Principal Medical Officer | P-6 | 5600 |
| Senior Medical Officer | P-5 | 4600 |
| Medical Officer | P-4 | 3800 |
| Hospital Administrator | CAF-9 | 3200 |
| Medical Social Worker | P-3 | 3200 |
| Dietician | SP-8 | 2600 |
| Sanitarian | SP-8 | 2600 |
| Laboratory Technician | SP-6 | 2000 |
| X-Ray Technician | SP-6 | 2000 |
| Chief Nurse | | |
| Assistant Chief Nurse | SP-7 | 2300 |
| Supervising Nurse | SP-6 | 2000 |
| Senior Staff Nurse | SP-5 | 1800 |

COMMUNITY ACTIVITIES SECTION

| | | |
|---------------------------------|-----|------|
| Community Activities Supervisor | P-4 | 3800 |
|---------------------------------|-----|------|

COMMUNITY ANALYSIS SECTION

| | | |
|-------------------|-----|------|
| Community Analyst | P-4 | 3800 |
|-------------------|-----|------|

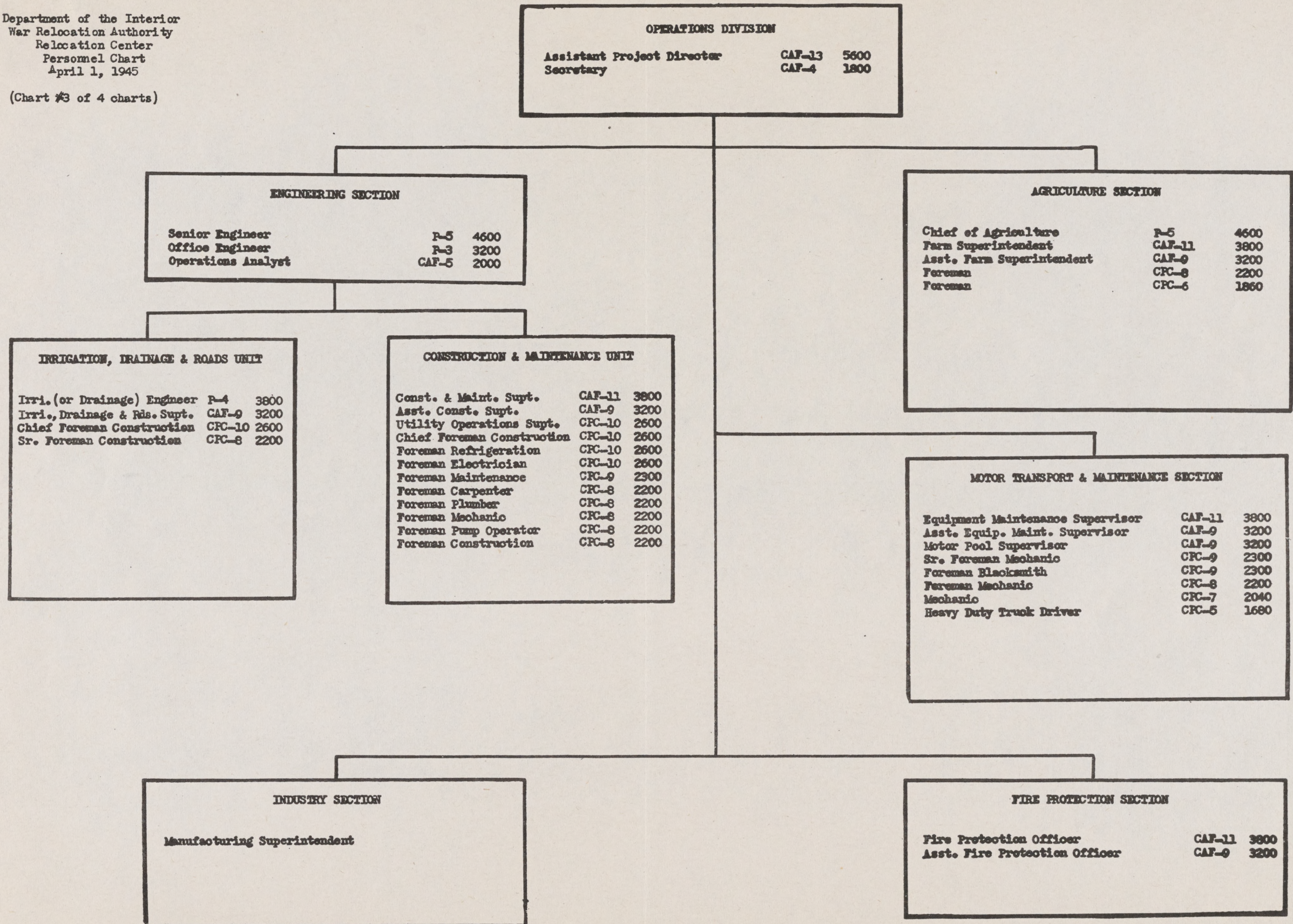
BUSINESS ENTERPRISES SECTION

No Appointed Personnel

COMMUNITY GOVERNMENT SECTION

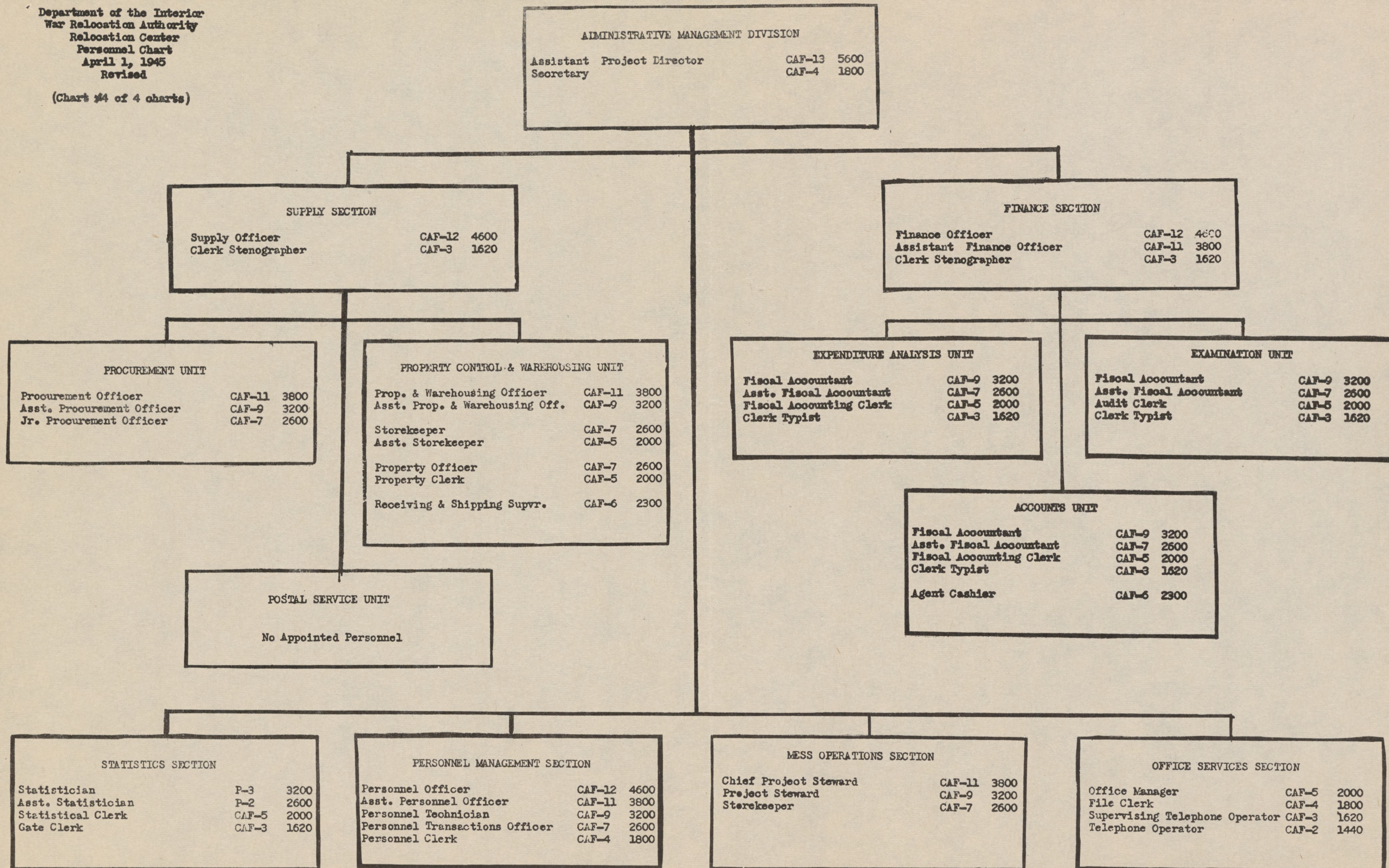
No Appointed Personnel

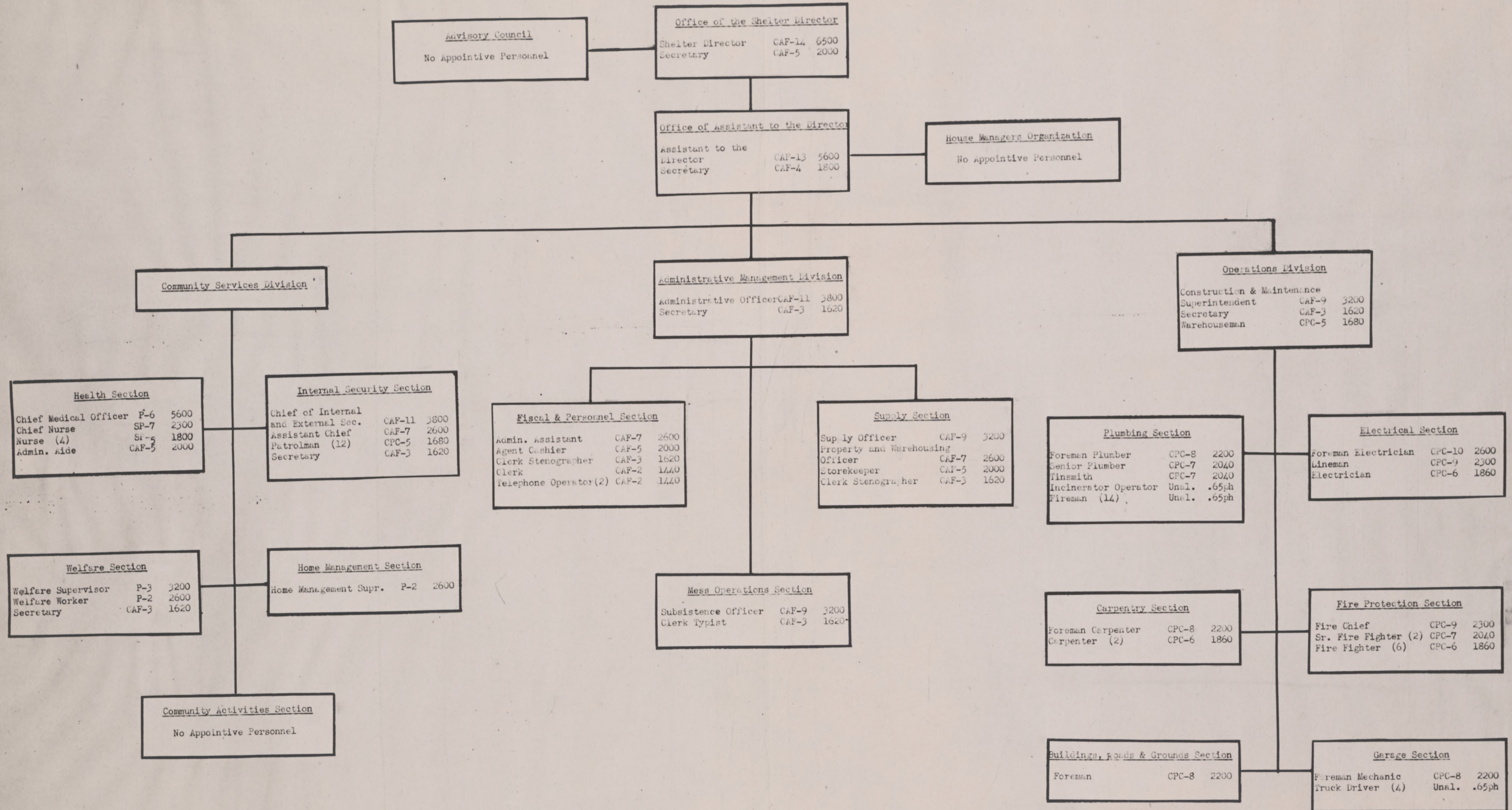
(Chart #3 of 4 charts)



Department of the Interior
War Relocation Authority
Relocation Center
Personnel Chart
April 1, 1945
Revised

(Chart #4 of 4 charts)





Office for Emergency Management
War Relocation Authority
Washington Office

6/6/42

* Detail from War Department
** Detail from U. S. Public Health Service

WAR RELOCATION AUTHORITY

OFFICE OF THE DIRECTOR

| | | |
|------------------------|--------|----------|
| Director | CAF-16 | \$10,000 |
| Deputy Director * | | |
| Ass't. to the Director | CAF-14 | 6,500 |
| Principal Clerk-Steno. | CAF-6 | 2,300 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |

OFFICE OF SOLICITOR

| | | |
|--------------------------|-------|----------|
| Solicitor | P-8 | \$ 8,000 |
| Assistant Solicitor | P-7 | 6,500 |
| Assistant Solicitor | P-7 | 6,500 |
| Principal Attorney | P-6 | 5,600 |
| Principal Attorney | P-6 | 5,600 |
| Sr. Attorney | P-5 | 4,600 |
| Sr. Attorney | P-5 | 4,600 |
| Attorney | P-4 | 3,800 |
| Attorney | P-4 | 3,800 |
| Associate Attorney | P-3 | 3,200 |
| Assistant Attorney | P-2 | 2,600 |
| Prin. Clerk-Stenographer | CAF-6 | 2,300 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |
| Ass't. Clerk-Steno. | CAF-3 | 1,620 |
| Ass't. Clerk-Steno. | CAF-3 | 1,620 |
| Ass't. Clerk-Steno. | CAF-3 | 1,620 |
| Ass't. Clerk-Steno. | CAF-3 | 1,620 |

OFFICE OF REPORTS AND PUBLICATIONS

| | | |
|---------------------------------|--------|---------|
| Chief of Reports & Publications | CAF-14 | \$6,500 |
| Prin. Publications Specialist | CAF-13 | 5,600 |
| Sr. Information Officer | CAF-12 | 4,600 |
| Information Specialist | CAF-11 | 3,800 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |
| Clerk-Stenographer | CAF-4 | 1,800 |
| Ass't. Clerk-Stenographer | CAF-3 | 1,620 |
| Ass't. Clerk-Stenographer | CAF-3 | 1,620 |

OFFICE OF FINANCE AND PERSONNEL

| | | |
|---------------------------|--------|---------|
| Executive Officer | CAF-14 | \$6,500 |
| Budget & Finance Officer | CAF-13 | 5,600 |
| Personnel Officer | CAF-12 | 4,600 |
| Procedures Officer | CAF-9 | 3,200 |
| Office Manager | CAF-7 | 2,600 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |
| Sr. File Clerk | CAF-5 | 2,000 |
| Clerk-Stenographer | CAF-4 | 1,800 |
| Ass't. File Clerk | CAF-3 | 1,620 |
| Ass't. Clerk-Stenographer | CAF-3 | 1,620 |
| Ass't. Clerk-Stenographer | CAF-3 | 1,620 |
| Ass't. Clerk-Stenographer | CAF-3 | 1,620 |
| Ass't. Clerk-Stenographer | CAF-3 | 1,620 |
| Ass't. Clerk-Stenographer | CAF-3 | 1,620 |
| Supply & File Clerk | CAF-2 | 1,440 |
| Messenger | CU-3 | 1,200 |
| Messenger | CU-3 | 1,200 |

OFFICE OF RELOCATION PLANNING

| | | |
|------------------------|--------|---------|
| Planning Officer | CAF-14 | \$6,500 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |

MANUFACTURING DIVISION

| | | |
|---------------------------|--------|----------|
| Chief of Division | CAF-15 | \$ 8,000 |
| Prin. Industrial Manager | CAF-13 | 5,600 |
| Sr. Industrial Manager | CAF-12 | 4,600 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |
| Clerk-Stenographer | CAF-4 | 1,800 |
| Ass't. Clerk-Stenographer | CAF-3 | 1,620 |

AGRICULTURAL DIVISION

| | | |
|--------------------------------|--------|----------|
| Chief of Division | CAF-15 | \$ 8,000 |
| Hd. Farm Management Specialist | CAF-14 | 6,500 |
| Farm Management Specialist | CAF-13 | 5,600 |
| Farm Marketing Specialist | CAF-13 | 5,600 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |
| Clerk-Stenographer | CAF-4 | 1,800 |
| Clerk-Stenographer | CAF-4 | 1,800 |

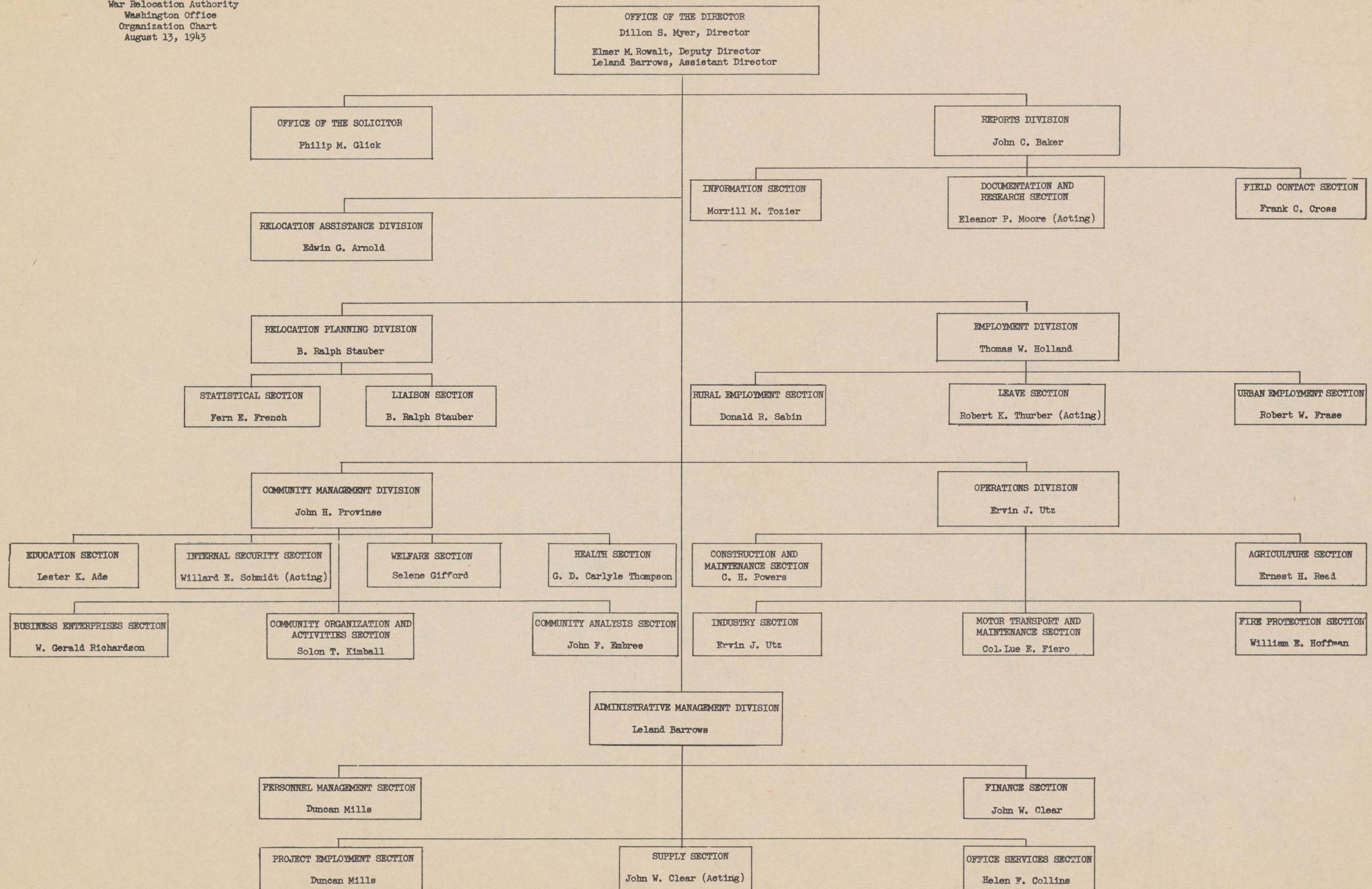
COMMUNITY SERVICES DIVISION

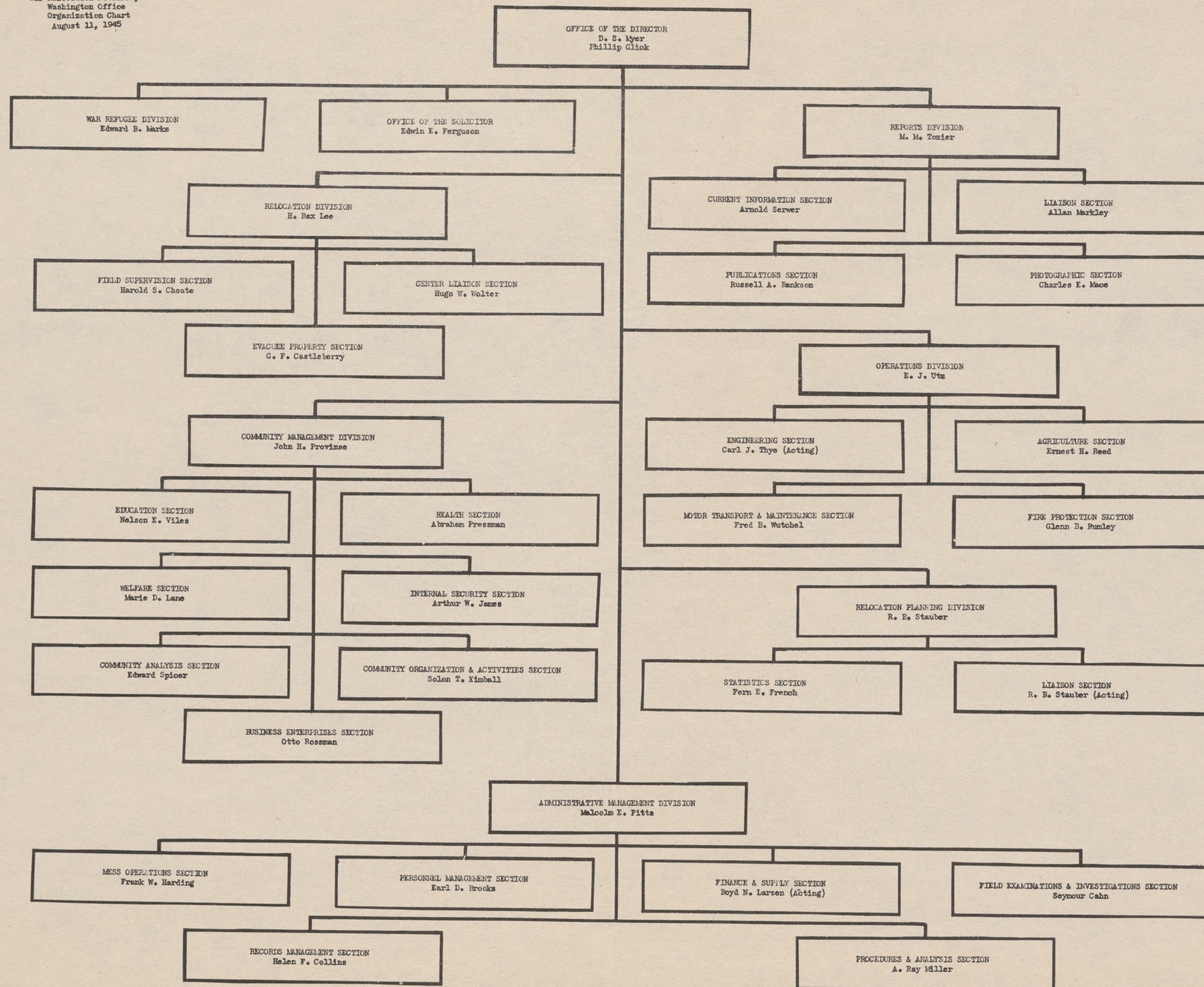
| | | |
|---------------------------------|--------|---------|
| Chief of Division | CAF-15 | \$8,000 |
| Project Government Organizer | CAF-14 | 6,500 |
| Public Education Specialist | P-6 | 5,600 |
| Public Health Officer ** | | |
| Advisor on Women's Affairs | CAF-13 | 5,600 |
| Community Enterprises Organizer | CAF-12 | 4,600 |
| Sr. Administrative Assistant | CAF-9 | 3,200 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |
| Clerk-Stenographer | CAF-4 | 1,800 |
| Clerk-Stenographer | CAF-4 | 1,800 |
| Ass't. Clerk-Stenographer | CAF-3 | 1,620 |
| Ass't. Clerk-Stenographer | CAF-3 | 1,620 |

EMPLOYMENT DIVISION

| | | |
|---------------------------|--------|---------|
| Chief of Division | CAF-15 | \$8,000 |
| Reemployment Economist | P-6 | 5,600 |
| Sr. Clerk-Stenographer | CAF-5 | 2,000 |
| Ass't. Clerk-Stenographer | CAF-3 | 1,620 |

WASHINGTON OFFICE

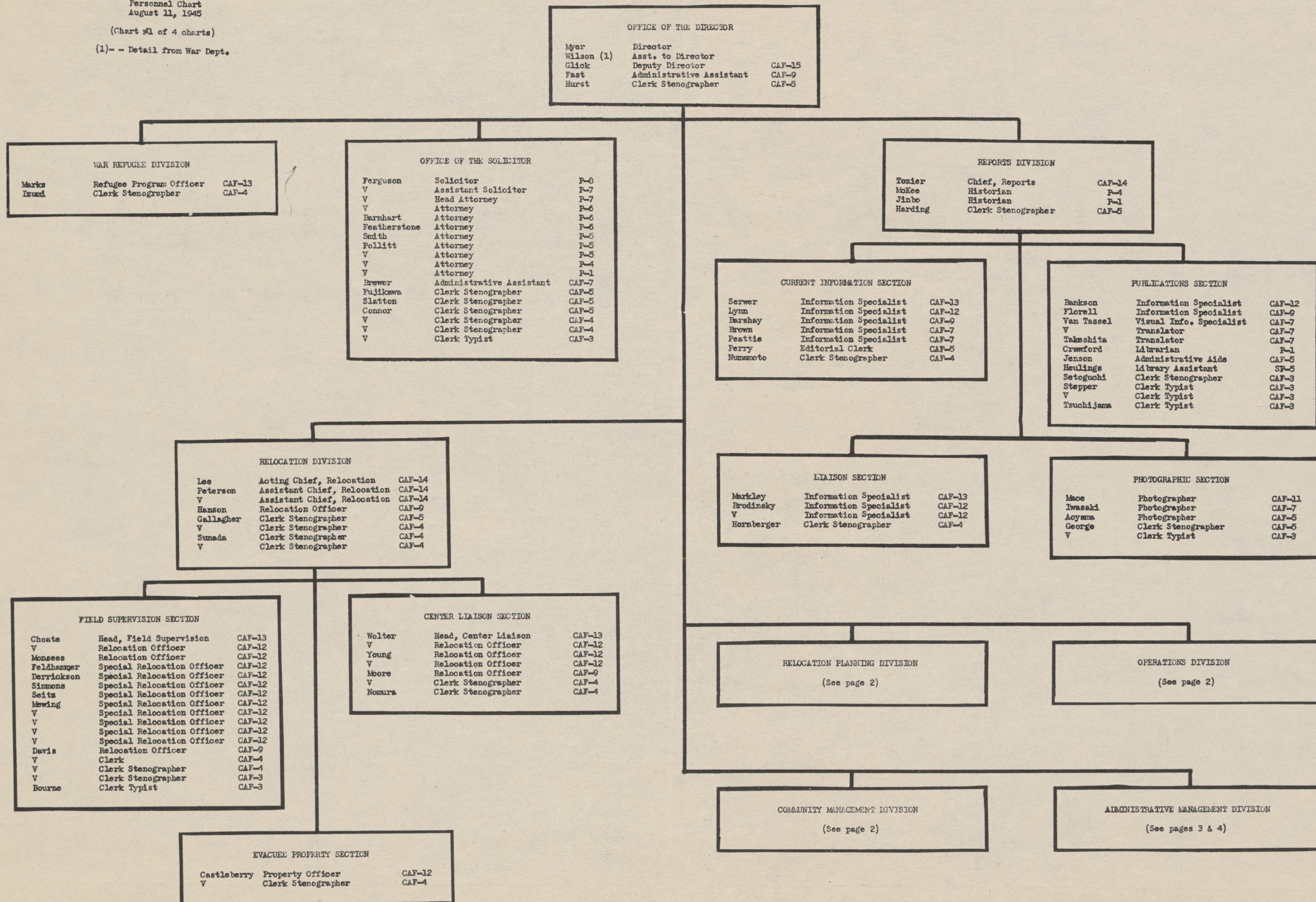




Department of the Interior
War Relocation Authority
Washington Office
Personnel Chart
August 11, 1945

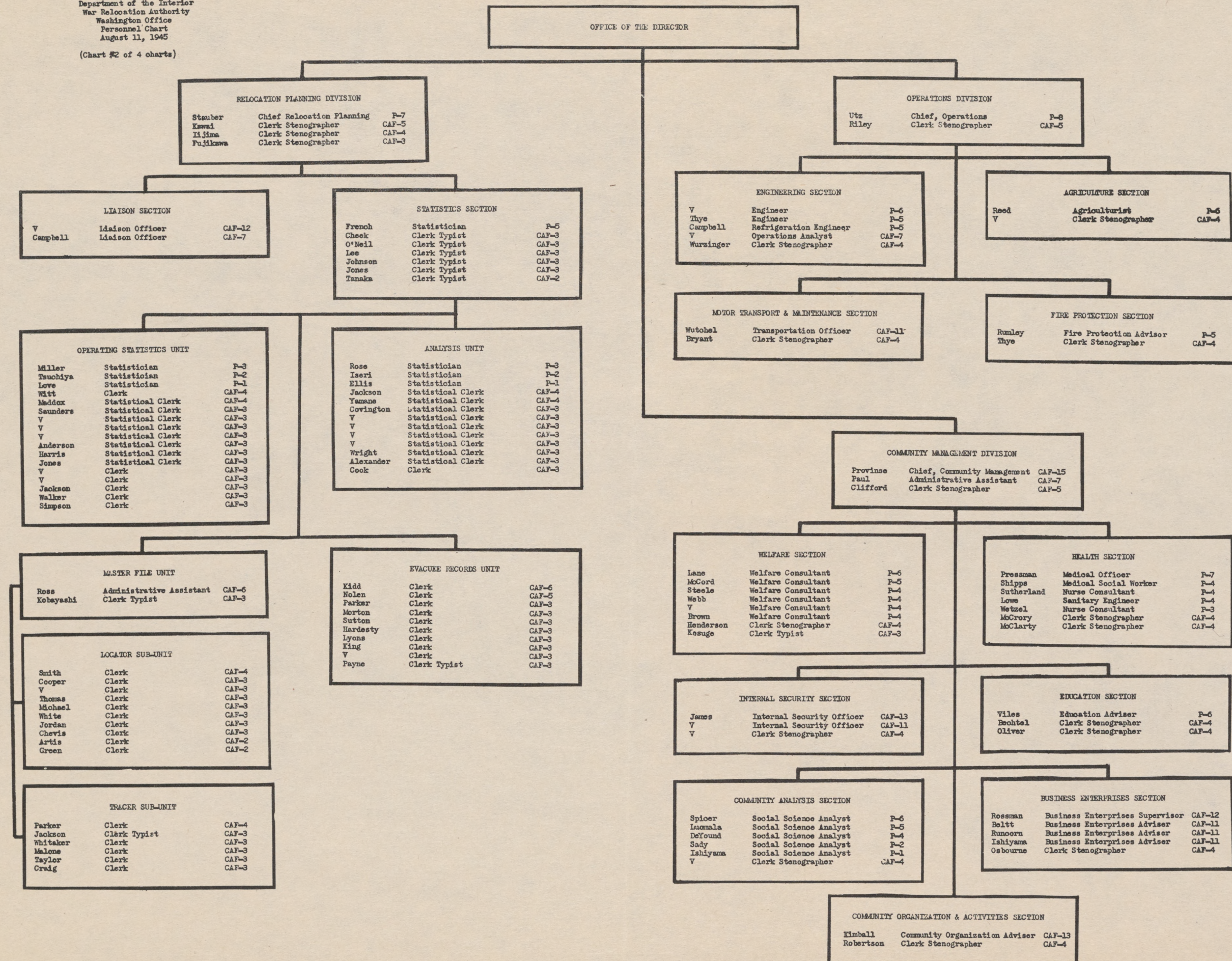
(Chart #1 of 4 charts)

(1) - Detail from War Dept.

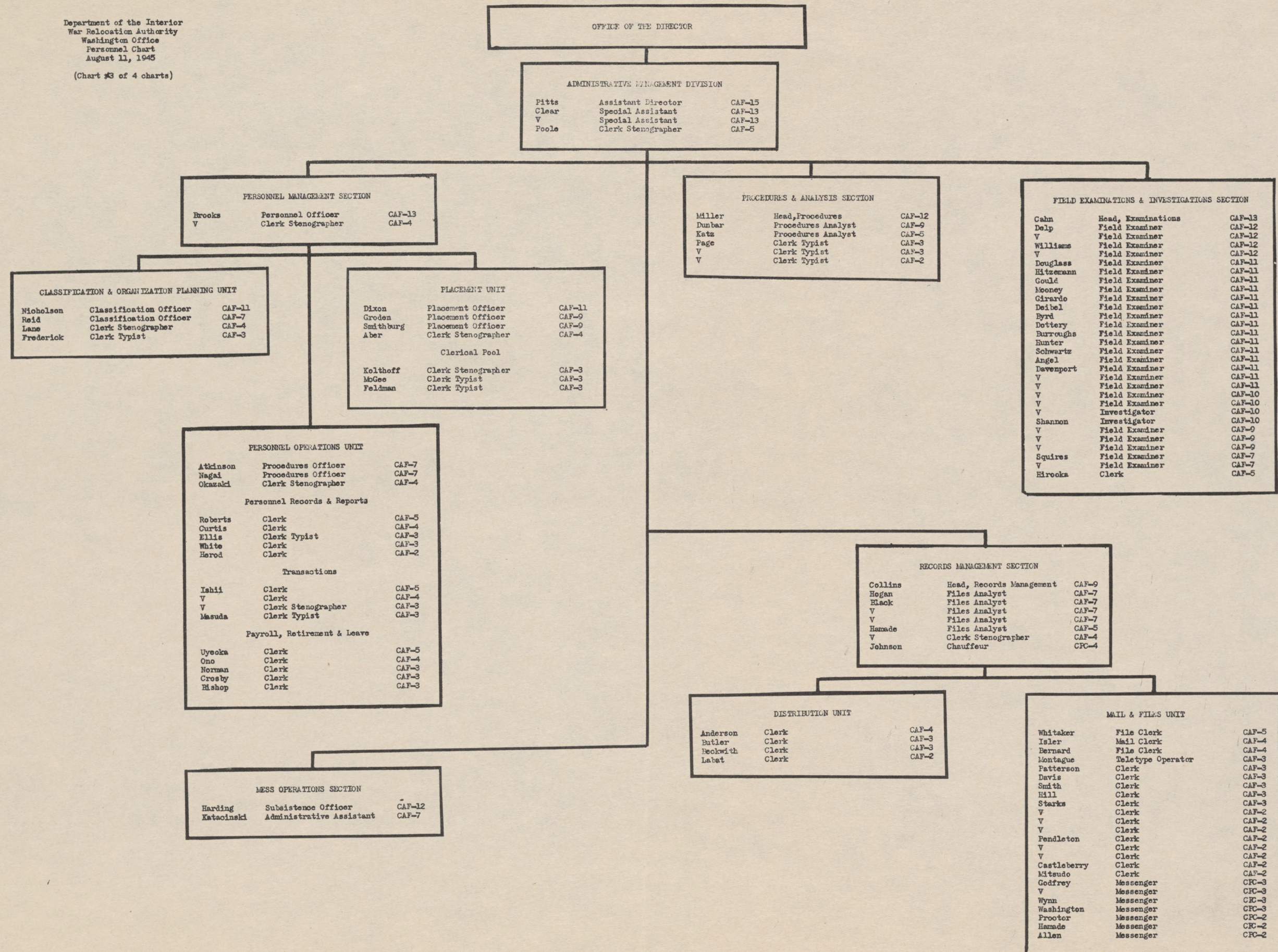


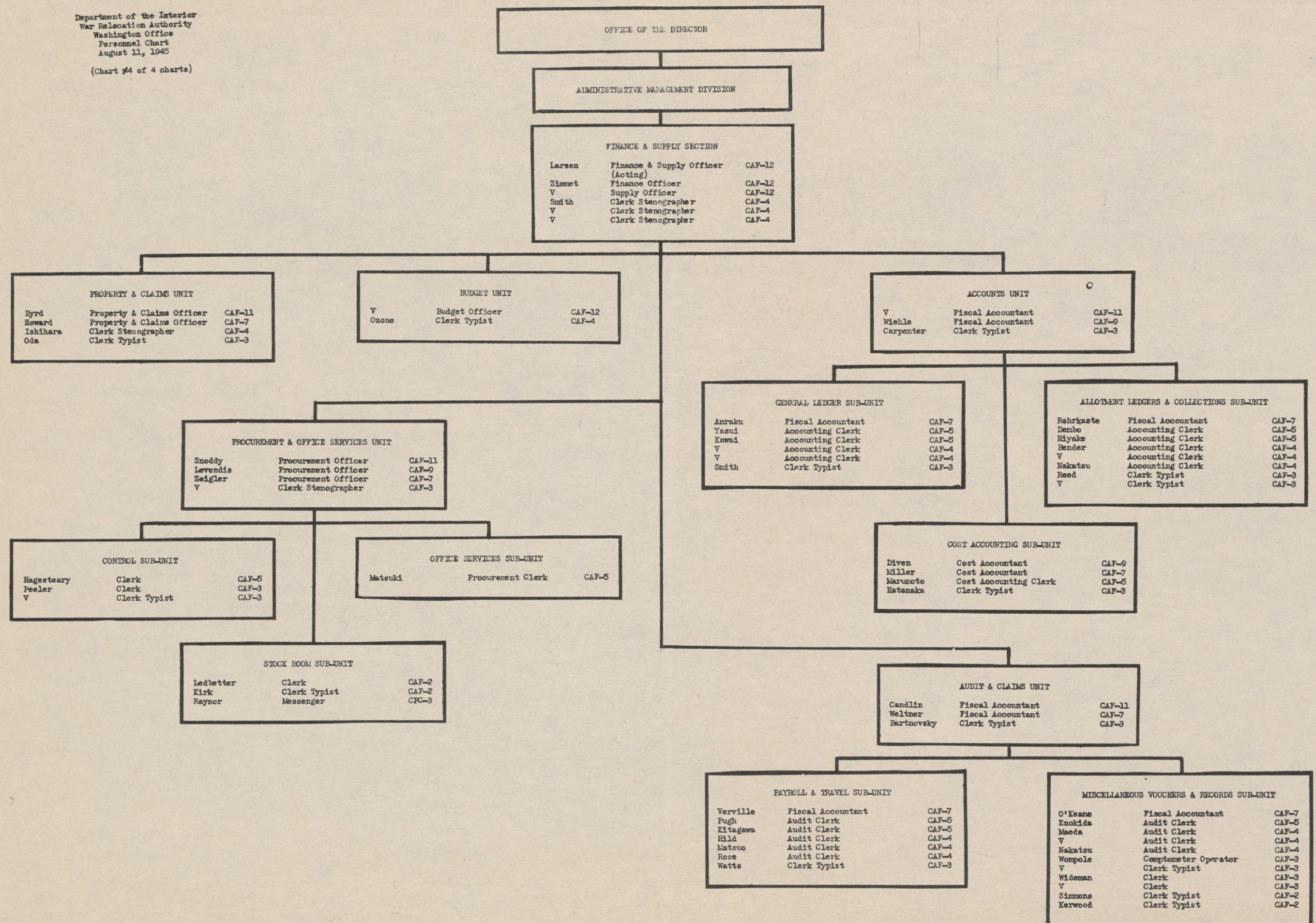
Department of the Interior
War Relocation Authority
Washington Office
Personnel Chart
August 11, 1945

(Chart #2 of 4 charts)



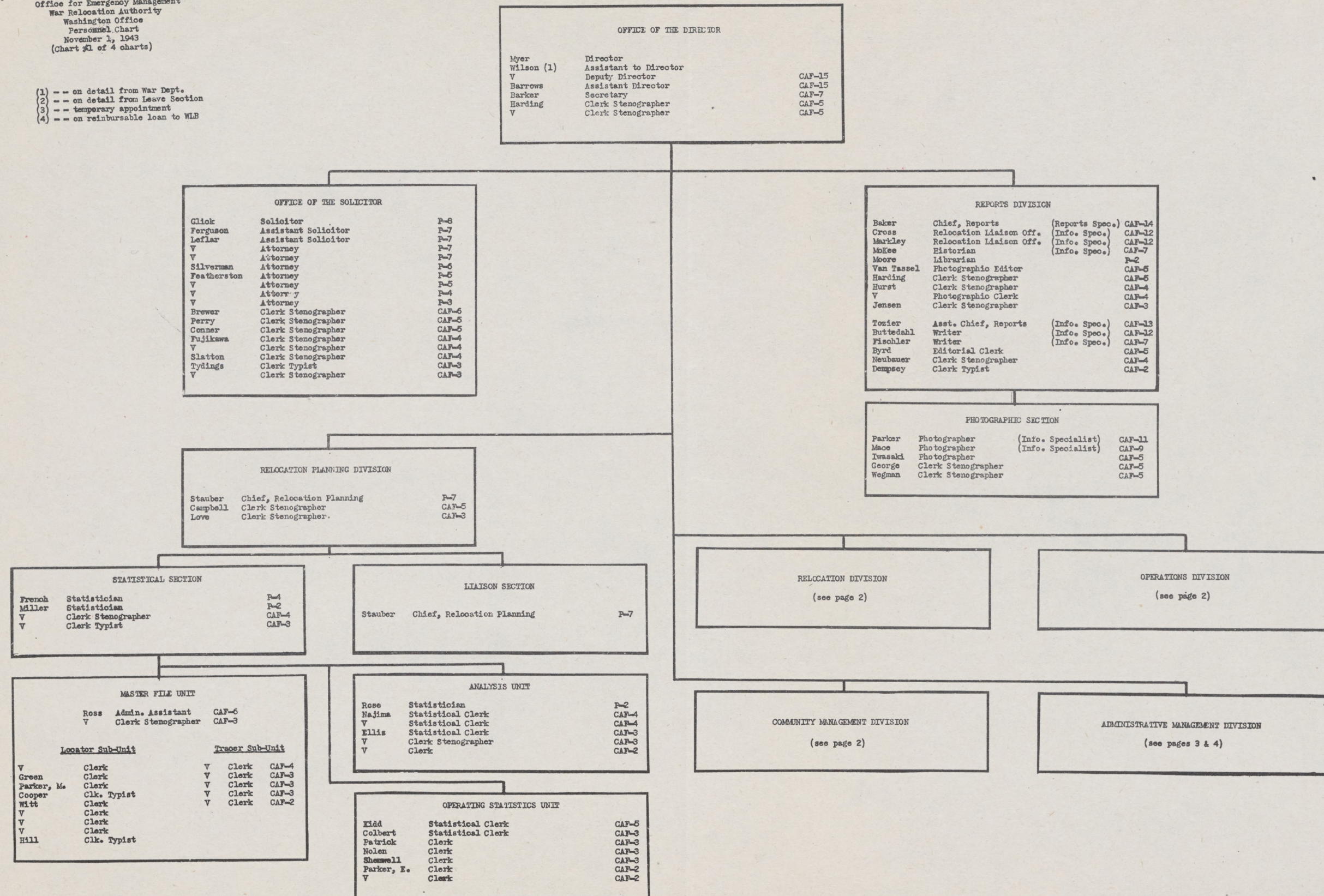
Department of the Interior
War Relocation Authority
Washington Office
Personnel Chart
August 11, 1945
(Chart #3 of 4 charts)



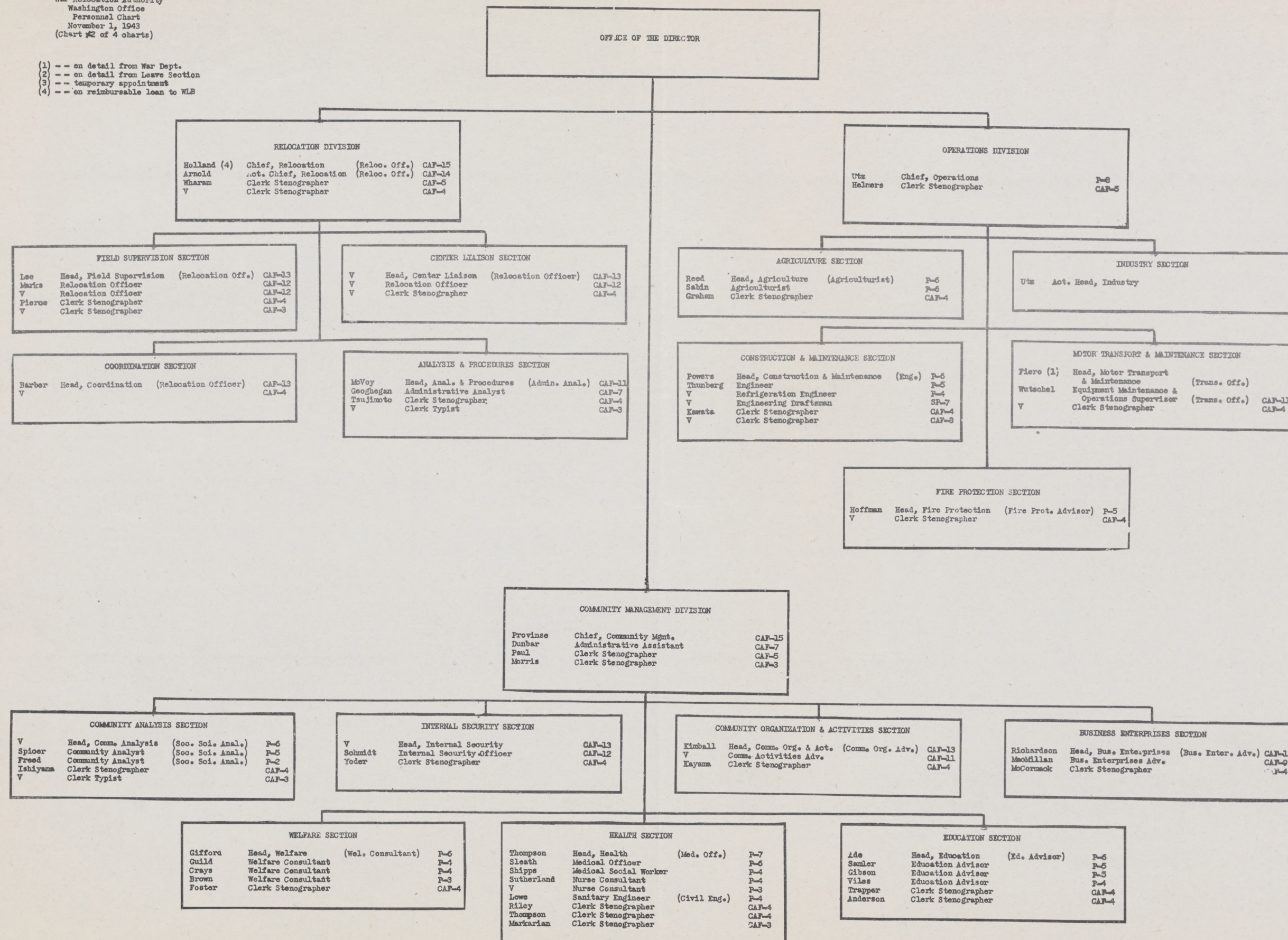


Office for Emergency Management
War Relocation Authority
Washington Office
Personnel Chart
November 1, 1943
(Chart #1 of 4 charts)

- (1) -- on detail from War Dept.
(2) -- on detail from Leave Section
(3) -- temporary appointment
(4) -- on reimbursable loan to WLB

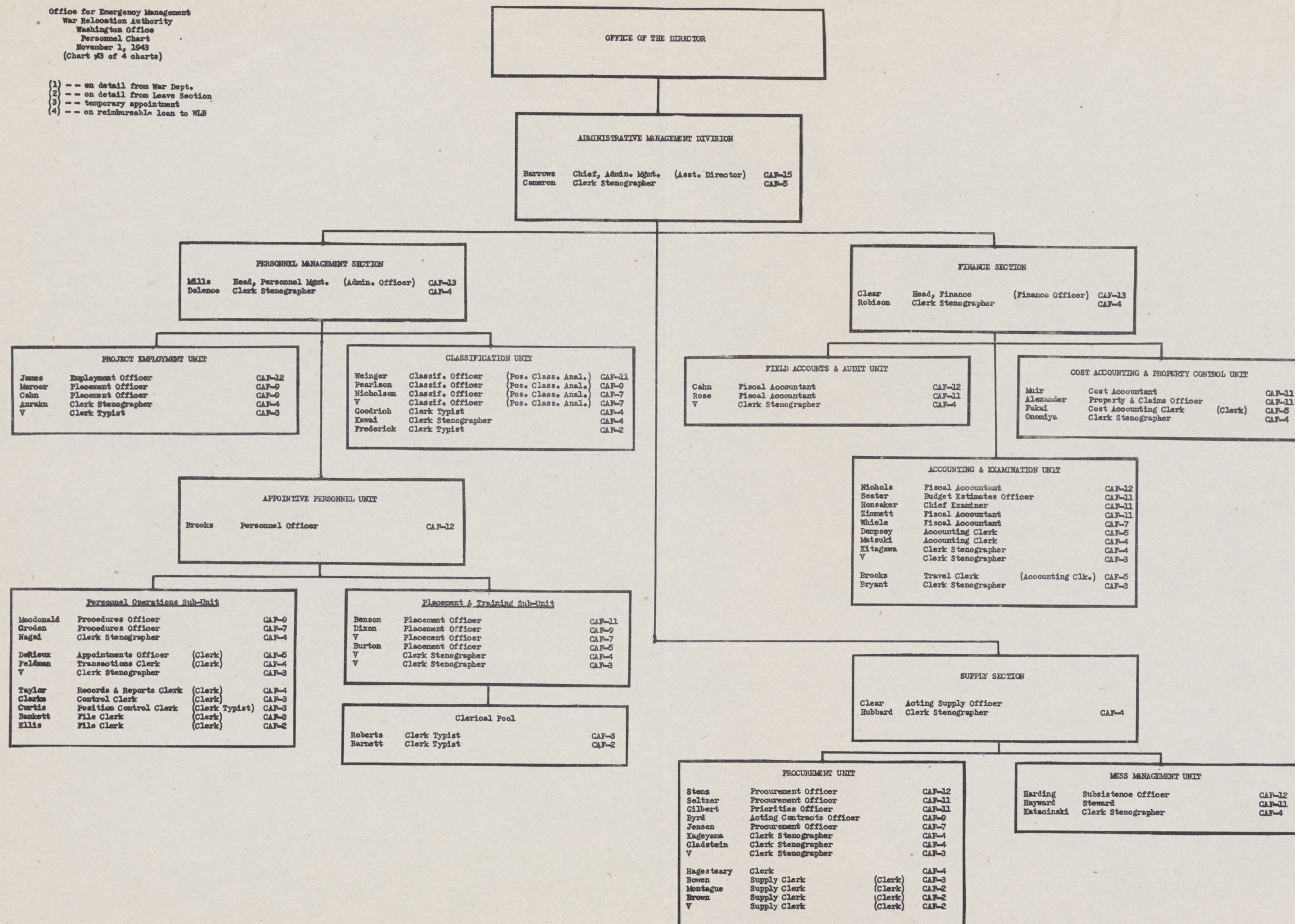


- (1) -- on detail from War Dept.
(2) -- on detail from Leave Section
(3) -- temporary appointment
(4) -- on reimbursable loan to WLB



Office for Emergency Management
War Relocation Authority
Washington Office
Personnel Chart
November 1, 1943
(Chart #3 of 4 charts)

- (1) -- on detail from War Dept.
(2) -- on detail from Leave Section
(3) -- temporary appointment
(4) -- on reimbursable loan to WLB



Office for Emergency Management
War Relocation Authority
Washington Office
Personnel Chart
November 1, 1943
(Chart #4 of 4 charts)

- (1) -- on detail from War Dept.
(2) -- on detail from Leave Section
(3) -- temporary appointment
(4) -- on reimbursable loan to WLB

