

381, 20:1a) Nokchekosŏl

-In the Chou-li, the T'ien-kuan ta-tsai (天官大宰) used the 8 ping (八柄) to report to the king and control (馭羣臣) and officials. The first (of these 8 ping) was called chüeh (爵 : noble rank) by means of which he controlled (degrees of) nobility (馭其貴); the second was called "salaries", by means of which he controlled (their) wealth.

-the Ch'un-kuan Nei-shih (春官内史) was in charge of the 8 fang (八枋) (used for ping) of the king (note: fang (枋) is the same as ping (柄)) (end note) by means of which he reported to the king about government (reported on the king's government). The first was called chüeh (rank 爵), and the second was called "salary".

* -the Hsia-kuan ssu-shih (夏官司士) on the basis of virtue reported (recommended) rank (chüeh). (note: those who were virtuous he reported to the king and (the king) gave them rank (chüeh-chih)) (end note), and on the basis of merit (kung) he reported (to the king) and (the king) granted them salaries. (note: those who had merit he reported to the king and (the king) gave them salaries) (end note)

On the basis of ability he reported (to the king) who gave them affairs to handle (i nen chao shih 以能詔事) (note: those who had talent and ability he reported to the king, who gave them affairs to handle) (end note)

On the basis of long (terms of service) he determined the food (that they would receive) (tien-shih 奠食) (note: shih (食) means grain rations or allowance (饔糈)); because of the length of time that an official took charge of responsibilities (affairs), he determined this

(note: Ch'iu Chün said Sahagwŏn, IV, 1963, p.393, Ming dynasty official, in reign of Hyojong [Hsiao-tsung], reached post of munyŏn'gak t'aehaksa, experienced in bibliography and libraries): "kung (duke), "hou" (marquis), "pai" (earl), "tzu" (viscount), "nan" (baron), ku (孤), ching (卿), and ta-fu (大夫) were ranks (chüeh 爵). From the lands of the Son of Heaven (all officials?) up to the chün (君 : ruler?) who got in salary 10 times what a ching (卿) (received)--were salaries.

rank based on virtue
salary based on performance
Responsibilities based on talent & ability
food rations based on time in office

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Rank (chüeh) was used in order to grant (degrees of) nobility (kuei: chüeh i kuei-chih 貴以貴之), so that if an official did not ~~receive~~ receive

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honor + wealth

rank from the ruler, then he did not possess that by which he could be regarded with honor (he did not possess honor: ying 榮). Salaries were used to enrich (the officials), and if an official did not receive salary from the ruler, then he did not possess that whereby he could support (himself and his family). It was for this reason that rank and salary

were the means of authority (ping 柄) by which the Son of Heaven controlled them (the officials) (爵祿者天子所操之柄).

By means of respecting virtue and repaying meritorious performance he caused them to give all of their minds and all of their effort. By grinding (polishing) the world and sharpening (through grinding) what was dull, he caused them to assume responsibility for affairs and achieve merit. 砥世磨鈍而使之趨事赴取.

This authority had to come from the top; it was not something which the officials themselves could possess exclusively.

其柄必出於上,非人臣所得專也).Therefore,

in the Chou-li, the Ta-tsai (大宰) of the T'ien-kuan, the Nei-shih (內史), and the Ssu-shih (司士) of the Hsia-kuan, with regard to rank and salary, only reported to the king; they did not dare

monopolize these (sources of authority) on their own responsibility.

其於爵祿惟以詔告于王,非敢自專其柄也)(end note)

~~The~~ Pei-kung Chi (北宮錡) (of the Northern Palace) asked:

(Morohashi, II, 446. Warring states period, man of Wei (衛), asked Mencius about rank and salary. Mencius (Meng-tzu), Wan-chang-hsia (萬章)

"The Chou house distributdd (divided up) ranks and salaries (pan chüeh-lu

班爵祿. How about this?" Mencius said: "it is not possible to know of the details of this. The feudal lords all hated (this system) because (they felt) they were injured by it and so all of them got rid of the registers (records). Nevertheless I (k' 軻 : personal name of Mencius)

was able to hear about it in brief. The Son of Heaven constituted one position (i-wei 位). ~~The king was another; the~~ The kung (duke) was another; the

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the hou (marquis) was another; the pai (earl) was another; and the tzu and nan (viscount and baron) together were another (the both shared the same rank), making a total of 5 grades. The chün(君) was one; the ching(卿) was another; the ta-fu was another; the shang-shih(上士) was another; the chung-shih(中士) was another; the hsia-shih(下士) was another; making a total of 6 grades. (note: Chu Hsi said: This was the system of rank division. (tz'e pan-chüeh chih chih ye 此列職之制也. The 5 grades were common (to everyone) throughout the whole empire, and the 6 grades were applied within the kuo(kuo-chung 國中).)(end note)

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-With regard to the system of the Son of Heaven (he had a territory of) a thousand li square. The dukes and marquises both had territory of 100 li square. The earls (had territory) 70 li square, and the viscounts and barons had (territory that was) 50 li square, making a total of 4 grades. Those who could not (muster) as much as 50 li did not report to the Son of Heaven and were attached to the feudal lords (chu-hou) and were called fu-yung(附庸: dependants, dependencies). (note: From this on down (and after) is the system by which salaries were divided up (pan-lu chih chih 班祿之制也. The phrase pu-neng(不能: in pu neng wu-shih li 不能五十里) means "those who did not have enough (as much as 50 li, pu-tzu 不足). Those who held the territory of small kuo (states) less than 50 li, could (afford) to be so far from the Son of Heaven, therefore the large states generally (all) called them by the name of fu-yung(附庸: dependencies). A good example of this was Kuo I-fu(郭儀父) in the Spring and Autumn period.)(end note)

.. What a ching(卿) of the Son of Heaven received in land was seen (as the same as that of a) marquis (hou). What a ta-fu (of the Son of Heaven)/was equivalent to that of an earl. What a yüan-shih(元士) received in land was equivalent to that of viscounts and earls. (shih(視) means "comparable to" (pi 比). Mr. Hsü said(徐氏): Inside the king's capital area (wang-chi chih nei 王畿之內) they also made tu-pi (chih tu-pi 制都鄙) and granted (this) land. (shih(視) means "comparable to" (pi 比). Mr. Hsü said(徐氏): Inside the king's capital area (wang-chi chih nei 王畿之內) they also made tu-pi (chih tu-pi 制都鄙) and granted (this) land. Yüan-shih(元士) means shang-shih(上士) (end note)

元士=上士

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As for the commoners who served in office, their salary was graded on the basis of this. (note: One man and one wife cultivated 100 mou of land (一夫一婦佃田百畝), to which he applied manure. Those who applied a lot of ~~xxx~~ manure and who were strong and diligent (in their labors) were (regarded as) superior farmers (shang-neng 上農). And what they harvested could provide for 9 people. The next (best farmer) was not equal in his labor power, and for this reason they had these five grades. What commoners serving in office received in salary was not the same, and they also were divided into these 5 grades.

Mr. Hsü (徐氏) said: "The ruler of a large state (had) 32,000 mou of land, and the income from this could feed 2,880 people. A ching had 3,200 mou of land which could feed 288 people. A ta-fu had 800 mou of land which could feed 72 people. A shang-shih had 400 mou of land which could feed 36 people. A chung-shih had 200 mou of land which could feed 18 people. A hsia-shih ~~had~~ along with commoners serving in office from had 100 mou of land which could feed/9 people down to 5 people.

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The ruler of the next largest state had 24,000 mou of land which could feed 2,160 people; a ching had 2,400 mou of land which could feed 216 people.

The ruler of a small state had 16,000 mou of land which could feed 1,440 people. A ching had 1,600 mou of land which could feed 144 people.) (end note)

Chu Hsi said: With regard to the rulers (chün) and on down (lesser officials), the salaries that they received for their support were

all (from) public land (kung-t'ien) based on the chu-fa.

(君以下所食之稅皆助法之公田). They relied on the labor of the farmers who cultivated the land and the collected the tsu (租: tax, rent).

With regard to the shih (士) who had no land together with commoners who served in office, they only received salaries from the government (officials), which was like the income from the land and that was all.

-. The Wang-shih (王制) section of the Li-chi says: In the system of the king, there were altogether 5 grades of rank and salary: the duke,

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marquis, earl, viscount, and baron. And the feudal lords (chu-hou) had 5 grades: the shang-ta-fu-ching, hsia-ta-fu, shang-shih, chung-shih, and hsia-shih.

-. The land of the Son of Heaven was 1,000 li square. The land of the dukes and marquises was 100 li square; and the land of the earls was 70 li square; and that of the viscounts and barons was 50 li square. Those who did not have as much as 50 li were not joined to the Son of Heaven but were attached to the feudal lords and were called fu-yung (附庸: dependencies).

(note: Mr. Ch'en says 陳氏: "This (section) talks about the size of the land of the Son of Heaven and the feudal lords. From the word, "son of heaven" on down, in all cases they talk about t'ien (田) and they do not talk about ti (地), because ti (land) included mountains, forests,

rivers, swamps, plains and marshlands and was not all alike. If you

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limit it to ti and do not calculate the t'ien^{li} (田里: arable land) then the lands for the well fields will not be equal, and the grain produced and salaries would not be p'ing (equal, the same.)(end note)

The arable field (t'ien) of the san-kung of the Son of Heaven was comparable to (that of) the dukes and marquises. That of the ching of the Son of Heaven was comparable to that of the earls. The fields of the ta-fu of the Son of Heaven was comparable to that of the viscounts and barons. The fields of the yian-shih of the Son of Heaven was comparable to the dependences (fu-yung 附庸) (note: This talks about the fields of those people who had position in the court of the king. The sank-kung and lesser officials "ate" (shih 食) ts'ai-i (采邑: land grants) in the capital area (chi-nei 畿內). And the amount of their salaries was graded in accordance with (the income of) the outer feudal lords. This explanation is not the same as that of Mencius,)(end note)

-. They carved out agricultural fields into units of 100 mou (chih neng-t'ien pai-mou 制農田百畝). With a share of 100 mou a superior farmer (shang-neng-fu 上農夫) could feed 9 people. The next best farmer could feed 8 people; the next best could feed 7; the next could feed 6, and

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the worst farmer could feed 5 people. As for commoners who held office, their salaries were graded in accordance with this. (note: Farmers all received fields (t'ien) from the public fields (kung-t'ien), and their fertility was not the same, and for this reason the number of people they could support varied. The phrase, "common people who held office" refers to the fu, shih, hsü, and tu (府史胥徒), and their salaries were graded in accordance with superior ~~or~~ or inferior farmers. At the most they could not receive more than the food for 9 people, and at the least they could not receive less than the food for 5 people. The term fen (in the phrase pai-mou chih fen 百亩之分 : translated above as the share of a 100-mou lot) may stand for "fertilizer" (fen 粪) (end note)

- . The hsia-shih of the feudal lords (chu-hou), was comparable to a superior farmer (shang-neng-fu), and his salary was sufficient to replace the income from cultivation (of a superior farmer). A chung-shih received double ~~that~~ (the salary) of a hsia-shih; a shang-shih received double that of a chung-shih; a hsia-ta-fu received double that of a shang-shih; and a ching received 4 times that of a ta-fu. The ruler (chün) (received) 10 times

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the salary of a ching. (note: This refers to a large state. What is meant by the phrase, "is comparable to a superior farmer (shang-neng-fu) means that they received a salary that could feed 9 people.") (end note)

- . In the next largest sized country, a ching received three times (the salary) of a ta-fu. The ruler received 10 times the salary of a ching. In a small country, the ching received double the salary of a ta-fu, and the ruler received 10 times ~~that~~ the salary of a ching. (note: Mr. Fang says (方氏): Regarding the next sized country and small countries, they do not talk about how much the ta-fu and shih received. From ~~wh~~ this we can know that it was the same as in a large country.) (end note)

-(the Wang-chih?) also says: The salary of a ^{hsia} ~~that~~-shih of the feudal lords could feed 9 people. That of a chung-shih could feed 18 people. That of a shang-shih could, feed 36 people. That of a hsia-ta-fu could feed 72 people.

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That of a ching could feed 288 people. That of a ruler (chün) could feed 2,880 people. (note: This talks about the quotas for a large state)(end note). In the next largest country, the salary of a ching could feed 216 people. and that of a ruler (chün) could feed 2,160 people. (note: In the next largest country, the salary of a ta-fu also could feed 72 people, that of a ching ~~was three times that of a ta-fu,~~ and for this reason could feed 216 people)(end note)

In a small country (the salary of a) ching could feed 144 people, and that of the ruler (chün) could feed 1,444 people. (note: In a small country the salary of a ching was twice that of a ta-fu, and for this reason could feed 144 people)end note)

-in the next sized country, the ching was appointed by its ruler, as in the case of the ching of a small country. (note: (their grades) were dropped below those appointed by the Son of Heaven/)(end note)

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- . Ku Kung-yen (賈公彥 正) wahagwŏn, IV, 1963, p.392, of the T'ang dynasty, wrote commoner artiss on the Chou-li and I-li, the Chou-li i-so (周禮義疏) and the I-li i-so (儀禮義疏) said: In the Wang-chih ('s salary) the hsia-shih/was comparable to a superior farmer (shang-neng-fu) who could feed 9 people; this was sufficient to take the place of cultivation,

so that with regard to the commoners who served in office, in the case of the fu (府)(his salary) could feed 8 people, the salary of a shih (史) could feed 7 people; ~~is~~ that of a hsü (胥) could feed 6 people; and that of a tu (徒) could feed 5 people. (note: Ch'iu Chün (丘棼) said:

In the Chou-li, the fu, shih, hsü, and tu were commoners who served in office. The fu (府) was in charge of warehouses (storing 藏). The shih was in charge of documents. The hsü was like the tu-li (都吏) of the present time--his talents and knowledge were equivalent to ten

(1) adults (chih-ch'ang 什長), so that 1 hsü was (equivalent) to 10 tu (徒).

A tu was a runner and servant (ran errands 趨走使令). Even though the hsü was ranked below the fu and shih, since the hsü was in

(1) his talents and intelligence worth 10 ~~was~~ (shih-chang 什長) among the

clerk + runner: commoners who served in office

salary system in China -9- nokche kos'ol
slightly better than

382, 20:4b) his salary should have been ~~xxxxxxx~~ the (other) three (clerks, the fu, shih and tu), but Mr. Ku says that he received more than the tu but less than the shih. I fear that this was not necessarily the case.)(end note)

--. The Great Plan (Hung-fan ^{洪範} :of the Shu-ching) says: (凡厥正人既富, 方穀, 洪弗能使有好于而家, 時人斯其辜)

Hung fan

(p.28 128 of Clae Waltham, Shu Ching: Book of History, translates this as: (When men ~~are~~ in office have ability and administrative power, let them be made still more to cultivate their conduct;)and the propperity of the country will be rpomoted. All such right men, having a competency, will go on in goodness.

! ["If you cannot cause them to have what they love in their families, they will forthwith proceed to be guilty of crime."

(the Sahagw'ön, 1963, vol. IV, p.42 translates this as: "Only if you provide ample salaries to those people who are in office, will they do their work well. If you do not do so and you cause it so that people who have the zeal and will to perform affairs for the state do not do well, then these people will end up in crime.)

v (Han, III, 553 translates this as: Only if these correct men have been made wealthy will they be ^{good} Kok(穀), so that if you cannot see to it that can live well in their homes, these people will turn to crime in the future.)

(note: Mr. Ts'ai ^蔡 said: "The phrase cheng-jen(正人) means "people who are in office (tsai kuan chih jen 在官之人). "fu"(富) means "to give them salaries" (lu-chih 祿之). "ku"(穀) means shan(善 :be good, do well). It means, "Only after those people in office are provided with salaries which they can look up (forward) to, will it be possible to hold them responsible for doing good (performing well). If their salaries are not continued, clothes and food not given to them, so that are not able to live in harmony at home, then these people will in the future fall into crime and perversity. (在官之人有祿可仰然後可責其為

於罪戾也
是人將陷

善, 廩祿不繼, 衣食不給, 不能使其和好于而家則) (end note

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--. Mencius said to Duke Wen of Hsi (Hsi Wen-kung 滕文公); "Hereditary salaries (shih-lu 世祿) were originally used in the state of Hsi."

(note: Chu Hsi said: "What is meant by hereditary salaries is that they gave them land (shou chih t'u-t'ien 授之土田) and let them consume (eat) the income from the public fields (kung-t'ien).)(end note)

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--. Hsüan-ti (宣帝) of the Han dynasty (73-48 X BC) issued an edict to the empire which said: "If the officials are not honest and fair, then the way of government will go into decline. At the present time all the small (petty) officials are diligent in the performance of affairs, but they get very little in salary, so that if you want them not to oppress the common people, it will be difficult to do so. Raise the salaries of those clerks who get 100 piculs (shih) or less by 5 parts in 10 (50%)."

(note: If one consumed 1 picul, then it would be increased by 5 tu.)(end note)

--. I note that Chang Ch'ang (張敞 :Han, III, 554. In the reign of Hsüan-ti he was the Ching-chao-yin (京兆尹) famous for catching thieves and robbers) and Su Wang-chih (蕭望之 :Han, III, 554. was T'ai-tzu t'ai-fu 太子太傅 in the reign of Hsüan-ti) reported to the ruler of the time,

saying: "Only if the granaries are full can (people be expected) to know rites and proper behavior (倉康實而知禮節), and only if

there is enough food and clothing, (can the people be expected) to know honor and shame (衣食足而知榮辱). At the present time

the salaries of all the clerks are insufficient, and they are always worried about providing for their parents, wives and children. Even

though they might want to cleanse themselves and be honest, the situation does not enable (them to do so)."

Hsia Sung (夏竦) of the Sung dynasty (Han, III, 554, an official of the reign of Jen-tsung of the Sung, 1023-64, AD, who reached the post of Shu-mi-shih (樞密使) and was referred to as "the corrupt man"

(kang-jen 奸人) of the time) also said: "Those who run a country are all afraid of the covetousness (greed) of the clerks and do not know how to eliminate the way of covetousness. Everybody wants the clerks to

Han Hsüan-ti

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be pure, but they do not know the basis (root) for achieving purity. In my opinion the way to make the covetous pure is to be found in providing them with generous salaries, and equalizing (chün均; making fair) their emoluments, and that is all there is to it. If there is not enough food and clothing at home, then even ~~though~~ a strict father and compassionate mother would not be able to control their sons. How much less would a ruler be able to maintain surveillance over his officials? If a man is cold and starving so that it cuts to the bone, then even though he were a Ch'ao-fu (巢父), a Hsü Yu (許由), ad Po-i (伯夷) or a Shu Ch'i (叔齊), he would not be able to maintain proper behavior. How much less would common people be able to maintain purity?"

383 refused to accept the empire from Yao + returned to his mountain

!!

巢父, 許由, 伯夷, 叔齊

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The words of these two officials were also an expression of a profound opinion, ~~but~~ and what Hsüan-ti said about the way of government going into decline if the clerks were not honest and fair, can also be said to show that he knew what the essentials (of the problem) were.

✓ -Kuang-wu ti (of the later Han dynasty) decreed a raise in salary for the hundred officials. Those receiving 1,000 shih (piculs) or more were reduced to the old system of the Western Capital, while those receiving 600 shih or less were given a raise to the old ranks.

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- Ch'iu Chün (丘遲) said: Hsüan-ti and Kuang-wu-ti raised the salaries of the x (regular) officials (kuan), but with regard to the petty officials, they were even more generous. It can be said that they did a good job of applying the intention of the ancients (i.e. the Book of History) that "if generous salaries were given to officials, they would do a good job." (i fu, fang ku 既富方穀).

✓ - T'ai-tsu (太祖) of the Sung dynasty decreed: "There are so many useless petty officials that it is difficult to seek a way to control them. If their salaries are too low, we cannot hold them responsible for honesty and the number of useless officials doubles (makes heavy) our expenses. The best thing to do is to reduce the number of (regular) officials and increase

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salaries. With regard to the prefectures and districtes, we ought to use population as the standard for degrees (of salary) and reduce the number (of petty officials). In addition to the old salaries, we should give them an increase of 5,000 (what?).

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--. The salary system of the Han dynasty. (note: Yen Shih-ku (顏師古) (man of T'ang dynasty, good at hsün-ku-hsüeh? 訓詁學 : reached post of Hung-wen-kuan hsüeh-shih)(Han, III, 557) said: Under the Han dynasty system, the appellation for the san-kung was wan-shih (10,000 piculs), and their monthly salary was 350 kok. Of these, the rank ch'ien-shih (中二千石: 2,000 picul officials?) received a monthly salary of 180 kok. From these ~~ranked down~~ (officials) the rest descended on down to the pi-erh-pai-shih (比二千石) who received a monthly salary of 27 kok.) (end note)

--. The Han dynasty system of salary ranks, from chung-~~erh~~-ch'ien-shih (中二千石) to pai-shih (百石): 14 grades in all:

-chung-erh-ch'ien-shih	中二千石		180 kok a month in salary; 2,160 kok/yr
-sh-ch'ien-shih	二千石	120	1,440
-pi erh-ch'ien-shih	比二千石	100	1,200
-ch'ien-shih	千石	90	1,080
-pi-ch'ien-shih	比千石	80	960
-liu-pai-shih	六百石	70	840
-pi-liu-pai-shih	比六百石	60	720
-ssu-pai-shih	四百石	50	600
-pi-ssu-pai-shih	比四百石	45	540
-san-pai-shih	三百石	40	480
-pi-san-pai-shih	比三百石	37	424
-erh-pai-shih	二百石	30	360
-pi-erh-pai-shih	比二百石	27	324
-pai-shih	百石	16	192

Handwritten note: Han dyn. Salary ranks

20:6b)

--. The (officials) from rank 400 shih down to 200 shih were chief clerks (ch'ang-li 長吏). (note: li (吏) means li (理 :to manage); they were in charge of managing the hsien)(end note)

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From the 100-shih (pai-shih) on down, there were the ranks of ~~ku~~-shih (斗食) ^{tou} and tso-shih (佐史); these were the petty clerks (hsiao-li) (小吏) (note: Yen Shih-ku (顏師古) says: In the Han dynasty system of official ranks, the ~~ku~~xtu-shih received ~~ku~~ a monthly salary of 10 kok; the tso-shih ^{tou-} received 8 kok. According to one explanation, the ~~ku~~-shih did not receive as much as 100 shih (piculs) a year, and calculating it by the day, he consumed ^{tu(tou)} 1 ~~ku~~ 3 sūng, and for this reason was called ~~ku~~-shih), (end note) -In Ch'eng-ti's reign in the 2nd year of the sui-hua year period (維和: 7 B.C.) officials of rank pi-erh-ch'ien-shih (比二千石) and higher who were old in years and retired from ~~their~~ service were given 1/3 of their old salaries until the ends of their lives. (note: Tu Yu (杜佑) says: "In former Han times they also had grades for salaries in cash; it is only that it is not included in the basic history (of the dynasty). Therefore in the time of Yüan-ti (48-32 B.C.), Kung Yu (貢禹) submitted a memorial which said: "I became a Kan-i-ta-fu (諫議大夫) of rank 800 shih, with a monthly salary of 9,200 cash, thus receiving the salary of a great official (ta-kuan). ^I He was also appointed to be ~~kuang~~ kuang-lu ta-fu (光祿大夫) with a rank of 2,000 shih and a monthly salary of 2,000 in cash. The emperor's grant (to me) is too large, and my family gets wealthier by the day.) (end note)

retirement pay

- The salary system of the Later Han dynasty: (note: In the Later Han dynasty the ta-chiang-chün (大將軍) and san-kung received 350 kok (hu 10 pecks or ^{tou}) sometimes 5). By the 26th year of the chien-wu period (建武: 50 AD), they increased the salaries of the hundred officials. The 1,000 shih and higher (rank officials) were reduced to (the salaries) of the old system under the Western Capital (Former Han?), while those of 600 shih rank or lower had an increase to the old ranks. In receiving their salaries they all received half in cash and half in grain. In the yen-p'ing period (106-107 AD), this was established as a permanent system) (endnote)

Later Han
kok (hu) =
10 tou

half-cash
half-grain

384, 20:7a)	-chung-erh-ch'ien-shih	中二千石	72 hu(kok) of rice 9,000 cash/month 864 hu of rice/18,000 cash/year
	-chih-erh-ch'ien-shih	真二千石	36 hu of rice, 6,500 cash/month 432 hu of rice and 78,000 cash/year
	-pi-erh-ch'ien-shih	比二千石	34 hu of rice, 5,000 cash/month 408 hu of rice, 60,000 cash/year
	-ch'ien-shih	千石	30 hu of rice, 4,000 cash/month 360 hu, 48,000 cash/year
20:7b)	-liu-pai-shih	六百石	21 hu of rice, 3,500 cash/month 252 hu of rice, 42,000 cash/year
	-ssu-pai-shih	四百石	15 hu of rice, 2,500 cash/month 180 hu of rice; 30,000 cash/ year
	-san-pai-shih	三百石	12 hu of rice, 2,000 cash/month 144 hu of rice, 24,000 cash/year
	-erh-pai-shih	二百石	9 hu of rice, 1,000 cash/month 108 hu fo rice, 12,000 cash/year
	-i-pai-shih	一百石	4 hu 8 tou of rice, 800 cash/month 6 tou of 57 hu in rice, 9,600 cash/year

-In general, those of rank chung-er-ch'ien-shih(中二千石) 's
~~were~~ ch'eng(丞); the pi-ch'ien-shih(比二千石) ~~and~~
 shih(真二千石) ~~were~~ ~~and~~ were 六百石

~~The chih-erh-ch'ien-shih's ch'eng-ch'ang-shih()
 was a liu-pai-shih~~

The pi-erh-ch'ien-shih's ch'eng was a pi-liu-pai-shih 比六百石

-The ch'eng-wei(丞尉) of those who were ling-hsiang ch'ien-shih
 令相千石) were all ssu-pai-shih(四百石).

The ch'eng-wei of the liu-pai-shih were all san-pai-shih

-The ch'eng-wei of the ch'ang-hsiang ssu-pai-shih(長相四百石)
 and the san-pai-shih were all erh-pai-shih(二百石)

* The ~~rank~~ rank of the ch'eng of the families of princesses (kung-chu(公主))
 of the feudal lords were all pi-san-pai-shih. 比三百石

384, 20:7b) The wei of the border garrisons (諸邊陣戍) and the ^尉wei of the ^尉tombs (officials)(諸邊) were all 200 shih. Those in the regular ranks

20:8a) (ch'ang-li-che 常例者) were not given rank.

- The salary system of the Chin dynasty.

-the first p'in-chih (品秩) had (a salary of) 1,800 hu (斛)

(note: that was equivalent to 5 hu of food per day. The hu was equal to the shih)(end note)

-the second rank had a salary of 440 hu (note: or 4 hu per day)

-the third rank had a salary of 1,080 hu (note: or 3 hu per day) (of salary)

-from here on down the grades were gradually lowered

-the salary system of the Later Chou (note: In the Later Chou, because the number of officials in the Han and Wei dynasties were too numerous, they reformed the names and quotas of the hundred officials. They used the system of the 9 ming ranks in order to rank internal (capital) and outer (provincial) officials. Inner ranks (nei-ming 內命) meant the officials of the king's court. Wai-ming (outer ranks 外命) meant the chu-hou (feudal lords) and their officials. Also they reformed the system of the irregular officials (liu-wai p'in 流外品) into 9 grades. In general all of this was set by Su Ch'o (蘇綽)(end note)

-9th ming rank (w san-kung 三公) 10,000 shih

-8th ming rank (san-ku 三孤) 8,000 shih

-7th ming rank (liu-ching 六卿) 6,000 shih

-6th ming rank (shang-ta-fu 上大夫) 4,000 shih

-5th ming rank (chung-ta-fu 中大夫) 2,000 shih

-4th ming rank (hsia-ta-fu 下大夫) 1,000 shih

-3rd ming rank (shang-shih 上士) 500 shih

-2nd ming rank (chung-shih 中士) 250 shih

-1st ming rank (hsia-shih 下士) 125 shih

-(Among) the officials of the king's court there were the san-kung of rank 9; the san-ku of rank 8; the 6 ching of rank 7, the shang-ta-fu of rank 6; the

Chin dynasty salaries

Later Chou

尉 wei of the tombs

斛

內命 外命

流外品

蘇綽

三公

三孤

六卿

上大夫

中大夫

下大夫

上士

中士

下士

384, 20:8b)

chung-ta-fu of rank 5; the hsia-ta-fu of rank 4; the shang-shih of rank 3, and a chung-shih of rank 2, and the hsia-shih of rank 1.

-regarding the feudal lords and their officials, the various kung (dukes) were rank 9, the marquises were rank 8, the earls were rank 7, the counts were rank 6, the barons were rank 5. The ku and ching of the dukes

were rank 4, the ku and ching of the marquises and the ~~xxx~~ ta-fu of

385, 20:9a)

the dukes were rank 3. The ku and ching of the counts and barons and the ta-fu of the marquises and earls, and the shang-shih of the dukes were rank 2. The chung-shih of the dukes and the shang-shih of the marquises and earls were rank 1.

-the 9th salary grade (ch'iu chih 九秩) was 120 shih (piculs); the 8th and 7th were 100 shih; the 6th and 5th were 80 shih; the 4th and 3rd were 60 shih; the 2nd and 1st were 40 shih.

-In distributing salaries, they saw whether the crop year was superior or inferior. If one mou of land produced as much as 4 fu (釜) : equal to 6 tou 4 s'ung, Matthews), it was regarded as a superior ~~xxxx~~ crop year and in a superior crop year they distributed the exact amount. If 3 fu, then it was regarded as a middling year, and they distributed half; if 2 fu then it was regarded as an inferior year, and they distributed 1 part (1/10?). And when there was a complete crop disaster, they did not distribute any salaries.

--. The T'ang dynasty salary system.

(note: In the beginning of the T'ang dynasty the salaries they distributed were a great reduction from the Sui dynasty system.

Rank 1 (p'in) got 700 shih, 1B got 600 shih; rank 2 got 500 shih, down to rank 7 which got 80 shih, and 7b, which got 70 shih, rank 8 which got 60 shih; 8b which got 50 shih, rank 9 which got 40 shih, 9bb which got 30 shih.

Also there were office land grants (yuzik yu-chih fen-t'ien 有職分田).

Rank 1 got 12 ch'ing (頃), down to rank 9 which got 1 ch'ing 50 mou

Also they used the common people's households to be hsü-shih (胥士) and fang-ho (防閑)

T'ang

!!

✓

385, 20:9a) From them they collected taxes (k'o 課), and calculated the number of officials and gave (what they collected?) to them. In the ying-hui? (永徽: Kao-tsung, 650-656), they granted them (salaries) only in cash. and misc. expenses, and
 20:9b) A rank 1 official got both a monthly ~~ration~~ ration of food/and 12,000 cash. Rank 2 got 9,000 cash, down to rank 9 which got 1,500.

There were also fang-he (防閑: petty officials, retainers?). A rank 1 official had 96 men; a rank 2 had 72 down to rank 9 who had 2 men. In the k'ai-yüan period (713-42, Hsüan-tsung), for the first time they established a system for the salaries of the hundred officials, and the fang-he (防閑) and miscellaneous expenses (tsa-yung 雜用) were altogether regarded as salary, and they granted a rank 1 official 700 shih of rice, a rank 1b got 600 shih. As for cash, they all got 31,000 and etc. in descending grades.) (end note)

*rice + cash
salaries*

-rank 1a	700 shih of rice,	31,000 cash	
-1b	600 shih of rice	31,000	
-2a	500	24,000	
-2b	460	24,000	
-3a	400	17,000	
-4a	300	11,567	
20:10a	-5a	260	11,567
		160	
	-5b	200	9,200
	-6a	100	5,300
	-6b	90	5,300
	-7a	80	4,100
	-7b	70	4,100
	-8a	67	2,475
	-8b	62	2,475
	-9a	57	1,917
20:10b	-9b	52	1,917

385, 20;10b)

Duty officials who reached the age of 70, were grade 5 or higher and retired from service were each granted half salary.

840's

(note: Wu-tsung in the hui-ch'ang period and after (841-847) again set salaries for the hundred officials exclusively in cash payments.

The T'ai-shih, T'ai-fu, and T'ai-pao got 2 million cash. The ~~XXXXX~~ T'ai-wei (太尉), Ssu-tu (司徒), and Ssu-kung (司空) got 1.6 million. The shih-chung (侍中) got 1.5 million. The Chung-shu ling Men-hsia chung-shu, shih-lang (中書令), and the left and right p'u-she (僕射) got 1.4 million. The Shang-shu (尚書) and yü-shih ta-fu (御史大夫) got 1 million. The Chieh-tu-shih (節度使) got 300,000. The Tu-fang-yü-shih (都防禦使) got 150,000. The Kuan-ch'a-shih (觀察使) got 100,000. The san-chi (散騎), ch'ang-shih (常侍), kan-i-ta-fu (諫議大夫), chi-shih-chung (給事中), chung-shu-she-jen (中書舍人) and the ching of the ssu and chien (諸寺監御), and the shang-chou tz'u-shih (上州刺史) got 80,000. Down to the ~~XXXXXXXXXX~~ shu, suan, and liü hsüeh po-shih (書算律學博士) and the wu-kuan chi-?-?-cheng (五官掾正) who got 4,000; the lu-shih (錄事), i-fu (醫博士), ~~XXXXX~~ chu-chiao (助教), nei-chih (內直), and tien-i (典設), who got 3,000.) (end note)

--. The Sung dynasty salary system. From the tsai-hsiang (PM) on down to the

yo-hsü?-miao-ling (岳瀆廟令) in all there were 41 grades. The tsai-hsiang (宰相) and shu-mi-shih (樞密使) got ~~30 million~~ 300千 (ch'ien) cash a month.

(note: for their spring and winter clothing each of them got 20 p'il of

ling (綾 :damask) and 30 p'i of ch'ian (絹 :thin, cheap silk, a kind of pongee), and for winter they got 100 liang (兩) of cotton (mien? 綿) (end note)

-the Shu-mi-shih (樞密使), Tai-shih (帶使), Hsian-shih-chung (相侍中) and the Chieh-tu-shih (節度使), T'ung-chung-shu men-hsia p'ing-chang-shih (同中書門下平章事) and above, and the tai-hsüan-hui-shih (帶宣徽使) got ~~400.4 million~~ 400千 cash.

Sung unit of currency was the 千 = a string of a thousand cash or a 千

400千

385:20:10a) the 參知政事, 樞密副使, 樞密院事, 宣徽使, and 三司使
386:20:10a) got 2 million. (note for spring + winter clothing, each received 10 匹 of 綾 and in the spring 10 匹 of 絹, and winter 20 匹 + 50 兩 of 綿) (end note)

The 資政殿, 觀文殿, 大學士, 三師, and 三公 got 1,020,000 (each). (note: each got 10 匹 of 綾 + 20 匹 of 絹)

From here on down to the 岳瀆廟令 which received 10,000, and the 保章正 which got 2,000 (note: spring + winter clothing, each got 3 匹 of 絹)

Rank, not posts, basis of Sung salaries

-Those who received salaries did not get them on the basis of their being officials, but on the basis of rank (tzu 資). Therefore you had people with the same office but ~~xx~~ (receiving) different salaries.

One-third of the salaries were paid in cash and the other 2/3 in other goods. Also they gave them millet and rice. From the tsai-hsiang (PM) ~~xxxx~~ down to the nei-kao (內高品) there were 18 grades ~~xxxxrank~~ (of rice grants), and they were paid from 100 piculs (shih) down to 1 shih of rice, wheat mixed together. In addition they had cash payments for officeholders (chih-ch'ien 職錢). From the Yü-shih ta-fu who received ~~xx~~ 60 ch'ien (4) cash a year down to the lü-hsüeh-cheng (律學正) who received ~~16,000x~~ 16 ch'ien and they had grades of hsing, shou, x and shih-chih (行守, 試職):

Han, III, 569 glosses this with hsing-tien, shou-chih, shih-fu-chih 行殿守職, 試補職

-In the yüan-feng year period (Shen-tsung, 1078-86) they changed the system. The san-shih and san-hsiao (三師, 新小) received 400 ch'ien per month; the tsai-hsiang got 300 ch'ien; the chih-shu-mi-yüan, men-hsia-chung-shu shih-lang, and the left and right ch'eng got 200 ch'ien, and from them on down it was regarded as a fixed system. But in the chien-yen?

(建炎: year period; 1127-1131, of Kao-tsung, first ruler of southern Sung) and after they again changed the old system.

1078-86

20:11b)

1127-31

386, 20:11b)

In the Sung age the bureaucratic system fell apart (mullan 紊亂), and the salary system had many names and many ranks. For that reason even though had had a system as such, it was not uniform (hua-i, hoeg'il 劃一).

That is the reason why in those times those people who became officials' never talked about (the principle of basing salaries) on (funds) to take the place (of what could be produced from) cultivation. (有為官不及代耕之). A man like Ts'ai Ching (蔡京) :Hanhandaesajön. 9997 p.988. Northern Sung, 1046-1125, politician. From Fukien. A politician without scruples. Was a follower of the "new laws" (hsin-fa 新法) of Wang An-shih and threw out the people from the chiu-fa-tang (old-law faction), monopolized political powers and was criticized for it) when he seized power, in addition to his salary as p'u-she (僕射) he also asked for the salary of a Ssu-kung (司空), and also got an increase in his office cash allotment food rations (chih-ch'ien 職錢) and ~~was provided with food rations~~ and he provided ~~food rations~~ cash (excess cash) to his subordinates (kyömjongdüng 備從等). It was this way with everyone who held power, and compared to former periods, salaries were doubled in amounts.

Ming

-Salary system of the Great Ming dynasty.

-rank 1a	87 shih of rice/month;	1,044 shih of rice/year
-1b	74 shih/month	880 shih/year
2x-2a	61 shih/month	732 shih/yr
2-2b	48 shih/mo	576 shih/yr
-3a	30 shih/mo	420 shih/yr
-3b	26	312
-4a	24	288
-4b	20	252
-5a	16	192
-5b	14	168
-6a	8	96

20:12a

386, 20:12a)	-7a	7 shih 5 tou/mo.	90 shih/yr
	-7b	7 shih/mo	84
20:12b)	-8a	6 shih 5 tou/mo.	78
	-8b	6	72
	-9a	5 shih 5 tou/mo	66
	-9b	5	60

Those ~~xxxx~~ not in the regular ranks (we ju liu) received 3 shih a month and 36 shih a year.

-yearly payments of salary rice for the tsung-fan() (note: at first the salaries for the tsung-fan (~~xxxx~~ imperial relatives) was 50,000 shih for a ch'in-wang (親王 :prince), and later on they copied the T'ang and Sung systems and set it ~~xx~~ at 10,000 shih)(end note)

	-ch'in-wang	親王	10,000 shih
	-chün-wang	郡王	2,000
	-chün-kuo chiang-chün	鎮國將軍	1,000
	-fu-kuo chiang-chün	輔國 " "	800
387, 20:13a)	-feng-kuo chiang-chün	奉國 " "	600
	-chen-kuo chung-wei	鎮國中尉	400
	-fu-kuo chung-wei	輔 " "	300
	-feng-kuo chung-wei	奉 " "	200
	-kung-chu	(公主) and fu-ma (駙馬)	2,000
	-chün-chu	(郡主) and i-pin (儀賓)	800
	-hsien-chu	(縣主) and i-pin	600
	-chün-chün	(郡君) and i-pin	400
	-hsien-chün	(縣君) and i-pin	300
	-hsiang-chün	(鄉君) and i-pin	200

-With regard to salaries for merit subjects, at the beginning of the dynasty all the Merit Subjects (kung-ch'en) were granted office land (kuan-t'ien 官田) to ~~provide their regular salaries generation after generation~~ *take the place of* (i tai ch'ang-lu 以代常祿)

387, 20:13b) Later on it was ordered that the imperial land grants (ssu-t'ien 賜田) be returned to their original (owners? huan chi pen-? (ch'ae, saek) 還其本色). And in the ying-lo period of (Ch'engx-tsu's reign 1403-1425) for the first time it was ordered that both rice and cash (米鈔) would be given to the civil and military officials. The duke of the state of wei (wei-kuo-kung 魏國公) was paid 5,000 shih a year, and from him on down to the marquises and earls, all received 1,000 shih. Perhaps earls received 800 shih.

Salaries were paid half in rice and half in cash, together. In the hsüan-te period (宣德 :1426-1436, Hsüan-tsung) it was ordered that as part of the basic salary they would be given a silk commutation (equivalent 以絹折). Every p'i (p'il) of silk was valued at 2 shih (piculs) of rice.

In the hung-hsi (洪熙 :Jen-tsung, 1425-26) period, for the first time it was allowed that officials who had parents but who were not able to leave their posts to take care of them ~~xxx~~ would be permitted to divide their salary with their place of original registration (old home town) for the support (of their relatives, parents).

Clerks

--. Monthly Salaries of Clerks

-the tu-ch'a-yüan tu-li (都察院都吏) and the p'u-cheng-ssu (布政司)'s t'ung-li (通吏) (note: both to get 2 shih 5 tou)(end note)

-all the following clerks to get 2 shih of rice. And below these,

they ~~were~~ got 1 shih.: 五府之提控, 五府之糧吏, 六部之
都察院, 各布政司, 各司之令史, 胥吏, 書吏, 司吏, 典史.

387, 20:14a)

- . The salary system of Koryŏ

(note: I note that in the Koryŏ dynasty 1 sŏk consisted of 15 tu, which was different from China, where 1 shih consisted of 10 tou. In this (the Yi) dynasty (kukcho) we have followed this to the present time and have not changed it.

Chŏng In-ji (鄭麟趾) : compiler of the Koryŏsa) said: "The salary system of the Koryŏ dynasty was finally completed in the reign of Munjong (1047-1083). They used the yearly ~~xxx~~ income in rice, millet and wheat collected in the Left Granary (chwach'ang), which came to a total of 139,700 or more sŏk and gave it out (in salaries) in accordance with the grade (kwa 科 : of the official). Internally (n the capital), it was granted to queens, members of the royal family, the hundred officials (the regular bureaucrats), and in the provinces to the three capitals, chu, pu, kun, and hyŏn (officials) all the way down to the miscellaneous posts (cha;chik), clerks (sŏri 書吏), and artisans. In general, everyone who had a post or labor service was provided with a salary. (pan yu chikyŏkcha kye yurok 凡有職役者皆存福 (en note)

400 石
↓
10 石

- the Chungso sangsoryong (and?) Munha sijung (中書尚書令) got 400 sŏk of rice/yr
- the Chungso munha sirang (侍郎) got 366 sŏk 10 tu of rice (a yr.)
- the Chejon t'aehaksa ch'amji-jongsa (諸殿大學士) got 353 sŏk 5 tu/yr
- the chwau poksa (左僕射) got 333 sŏk 5 tu (a yr)
- the yukpu sangso and chwau sangsi and ōsa-daebu (御史大夫) and Hallim haksa (翰林學士) and sungji (承旨) got 300 sŏk (a yr)
- the Sangso (尚書), chwau sangsi (常侍) got 280 sŏk (a yr)
- the P'alliye-binwi (判禮賓衛尉), the T'aebu (太府), Sajae (司宰), and t'aeboksa (太僕事) got 246 sŏk 10 tu (a year)
- the yukkyong (六卿), pisŏ (秘書), chŏngjunggam (殿中監) and kukcha chaeju (國子祭酒) got 230 sŏk 5 tu (a year)
- the sach'on (司天), ~~太監~~ T'aewi (太監), p'ansa (判事), Chejo sirang (諸曹侍郎) and küpsa (給事) got 200 sŏk
- the Chungso sain (中書舍人), the ōsa chungxsung (御史) got 188 180 sŏk (a yr.)

20:14b)

387, 20:14b) -. the Sach'on'gam(司天監) and the Chwau kan'üi(左右諫議) got 173 sŏk (a year)

-the Injinsa(引進使) and Sigan'üi(試諫議) got 160 sŏk (a year)

-the Chegam sogyŏng(諸監少卿) and Kukcha saöp(國子司業) got 153 sŏk 5 tu

-the Pisŏ(秘書), Chŏnjung(殿中), changjak(將作) and sogam(少監) got 140 sŏk (a year)

-the Chesogam(諸少監) and chejo nangjung(諸書郎中) got 120 sŏk (a yr)

388, 20:15a) -the Chesogam ōsa(諸少監 御史) and chaptan(雜端) got 100 sŏk

-the Si ōsa(侍御史) got 93 sŏk 5 tu

-the chewŏn oerang(諸負外郎) got 86 sŏk 10 tu

-the T'aeüi sogam(太醫少監) got 86 sŏk 4 tu

-the kigŏrang(起居郎) and kigŏ sain(起居舍人) got 83 sŏk 5 tu

-the T'aesaryŏng(太史令) got 80 sŏk

-the wŏnoerang(員外郎) and yukkuk pong'ŏ(六局奉御) got 73 sŏk 5 tu

-the chŏnjung naegŭpsa(殿中內給事) got 66 sŏk 5 tu

-the hapmun chŏhu(合門祗候) got 63 sŏk 5 tu

-the cherŭng(諸陵) and t'aerimnyŏng(太廟令) got 60 sŏk

20:15b) -the changjaksŭng(將作丞) and the Naegosa(內庫使) got 53 sŏk 5 tu

-the munha noksa(門下錄事) and Chungso chuso(中書注書)

and yukkuk chikchang(六局直長) got 46 sŏk 10 tu

-the Naejŏn sŭngban(內殿崇班) got 46 sŏk

-the Sach'ŏnsŭng(司天丞) got 40 sŏk 5 tu

-the Sangso tosa(尚書都事) and ch'ilsa chubu(七寺主簿) got

40 sŏk 5 tu

-the Aekchŏng naesi(掖庭內侍) got 33 sŏk 5 tu

-the Kukcha paksa(國子博士) got 30 sŏk

-From this (post) on down the grades were gradually reduced (in salary)

down to the hakchŏng(學正), hangnok(學錄), wangbu noksa(王府錄事),

t'aeüi chogyo(太醫助教) and oegwanmok(~~provincial officials~~)

~~salaries) who got the lowest salary~~ a salary of 10 sŏ,

the lowest grade (最下料)

388, 20:15b)

-Salaries of Provincial Officials

20:16a)

- Yusu(留守) got 270 sŏk

-P'an'gwan(判官) got 130 sŏk

-Sarok(司錄) got 70 sŏk

-Changsŏgi(掌書記) got 60 sŏk

-Pŏpcho(法曹) got 30 sŏk

-puyusu(副留守), the 8 moksa(八牧使), and the Tadohobusa(大都護府使) got 200 sŏk

-the 8 mok Tadohobusa(八牧大都護副使) got 120 sŏk

-the cheju pang'osa(諸州防禦使) got 100 sŏk

-the cheju pusa and kunsu(諸州府使郡守) got 86 sŏk 10 tu

-the hyŏllyŏng(縣令) got 26 sŏk 10 tu

20:16b)

-the hyŏnwi(縣尉) got 20 sŏk

-the chejinjang(諸鎮將) got 40 sŏk

-the pujang(副將) got 26 sŏk 10 tu.

✓ -Yi dynasty salary system (kukcho nokche 國朝祿制)

(note: In spring, summer, ~~winx~~ fall and winter, there wre four grades.

Rice, millet, wheat and yellow beans are combined in these figures)(end note)

-rank 1a. got 98 sŏk a year (of grain), 6 p'il of silk(紬), 15 p'il of cotton cloth (chŏngp'o 正布) and 10 chang(丈) of paper money (chŏhwa 楮貨)

(note 1 chang was equivalent to 1 sŏng of rice)(end note)

-rank 1b got 83 sŏk of grain, 5 p'il of silk, 15 p'il of cotton, 10 chang of money

-2a got 70 sŏk of rice, 5 p'il of silk, 14 p'il of cotton, 8 chang of paper money

389, 20:17a)

-2b got 70 sŏk of rice, 5 p'il of silk, 14 p'il of cotton, 8 chang of money

-3a got 67 sŏk of grain, 4 p'il of silk, 13 p'il of cotton, 8 chang of money

~~rank~~ -rank 3 (somp'um 三 正) got 64 sŏk, 4 p'il of silk, 13 p'il of cotton, 8 chang of money

-3b got 60 pŏk of grain, 3 p'il of silk, 13 p'il of cotton, 6 chang of money

-4a got 54 sŏk of grain, 2 p'il of silk, 12 p'il of cotton, 6 chang of money

-4b got 51 sŏk of grain, 2 p'il of silk, 11 p'il of cotton, and 6 chang of money

20:17b

↑ 堂上官
↓ 堂下官

- 389, 20:17b) -5a got 45 sŏk of grain, 1 p'il of silk, 10 p'il of cotton, 4 chang of paper money
- 5b got 43 sŏk of grain, 1 p'il of silk, 10 p'il of cotton, 4 chang of paper money
- 6a got 38 sŏk of grain 1 p'il of silk, 10 p'il of cotton, 4 chang of paper money
- 6b got 36 sŏk of grain, 1 p'il of silk, 9 p'il of cotton, 4 chang of paper money
- 389, 20:18a) -7a got 31 sŏk of grain, 7 p'il of cotton, 2 chang of paper money
- 7b got 26 sŏk of grain, 6 p'il of cotton, 2 change of paper money
- 8a got 22 sŏk of grain, 4 p'il of cotton, & 1 chang of paper money
- 8b got 19 sŏk of grain, 4 p'il of cotton, 1 chang of paper money
- 9a got 13 sŏk of grain, 3 p'il of cotton, 1 change of paper money
- 9b got 12 sŏk of grain, 2 p'il of cotton, and 1 chang of paper money

98斤 / 6匹 / 15匹 / 1斗
 ↓ 0 2 1
 12

60斤

-After the imjing Japanese invasions (imjin waeran), there was a further reduction from these girues ~~xx~~ and at the present time the yearly salary of a rank 1 official is scarcely 60 or more sŏk. And ~~xxxxxxxxxxxx~~ all ranks receive no grants of silk, cotton or paper money. (note: In addition there is no fixed salary schedule for provincial officials in the dynasty's system, so that each of the district magistrates ~~xxxxxxxxxxx~~ is different, and the place from which it comes is also not the same in each case. All of them exact additional irregular levies (kye kwae kagŏm 皆科外加銀). The provincial army and navy commanders down to the garrison commanders (chinjang 鎮將) ~~xx~~ --all of them do not have salaries. Commonly what they do is release their on-duty soldiers and collect cloth equivalents from them (pang ki pŏn'gun su kap'o 放其番軍收價布以食) ^{cloth tax payments in lieu of service} in order to feed themselves. With regard to the clerks in the capital, in the Ministry of War, the clerks and runners (sŏri, saryŏng 書吏使令) all receive a monthly salary of 3 p'il of cloth equivalent (kap'o 價布). As for the rest of them in the various capital bureaus, some may receive a cloth equivalent (kap'o) or receive a monthly ration of 6 tu of rice. ~~xxxxxx~~ If they were being punished or on duty at the granaries or yamen, they were not given anything. There were no grain rations (salaries) for any of the clerks in the magistrate's districts. As for male and female slaves, both in the capital and provinces, none of them had grain rations (salaries). (end note)

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