Salary system in the Nokche

--- Capital officials salary schedule (Kyŏnggwannok maryŏn)

### Table: Capital officials salary schedule

<table>
<thead>
<tr>
<th>Rank</th>
<th>Monthly salary</th>
<th>Yearly salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A</td>
<td>50 kok</td>
<td>600 kok</td>
</tr>
<tr>
<td>1B</td>
<td>42</td>
<td>502</td>
</tr>
<tr>
<td>2A</td>
<td>34</td>
<td>408</td>
</tr>
<tr>
<td>2B</td>
<td>28</td>
<td>336</td>
</tr>
<tr>
<td>3A</td>
<td>24</td>
<td>288</td>
</tr>
<tr>
<td>3B</td>
<td>21</td>
<td>252</td>
</tr>
<tr>
<td>4A</td>
<td>18</td>
<td>216</td>
</tr>
<tr>
<td>4B</td>
<td>16</td>
<td>192</td>
</tr>
<tr>
<td>5A</td>
<td>14</td>
<td>168</td>
</tr>
<tr>
<td>5B</td>
<td>12 kok 5 tu(7)</td>
<td>150</td>
</tr>
<tr>
<td>6A</td>
<td>11</td>
<td>132</td>
</tr>
<tr>
<td>6B</td>
<td>10</td>
<td>120</td>
</tr>
<tr>
<td>7A</td>
<td>9</td>
<td>108</td>
</tr>
<tr>
<td>7B</td>
<td>8</td>
<td>96</td>
</tr>
<tr>
<td>8A</td>
<td>7</td>
<td>84</td>
</tr>
<tr>
<td>8B</td>
<td>6 kok 5 tu</td>
<td>78</td>
</tr>
<tr>
<td>9A</td>
<td>5 kok 5 tu</td>
<td>66</td>
</tr>
<tr>
<td>9B</td>
<td>5</td>
<td>60</td>
</tr>
</tbody>
</table>

Within these figures, in general 1/3 will be (paid) in cash; 1/3 in white rice and 1/3 will be divided half (i.e., 1/6) in hulled millet (chopssal) and half in yellow beans. If there is anything left over (kip’ömg), then divide it up to make a whole number (songsu, 成數), as in the case of a rank 1A official who receives 50 kok a month, then he would get 3 strings (kuan) and 600 mun of cash (note: 20 mun of cash is equivalent to 1 tu of rice) (end note), 16 kok of white rice, 8 kok of millet, and 8 kok of yellow beans.

A rank 9A official who gets 5 kok 5 tu per month, then would receive 380 mun of cash, 1 kok 8 tu of white rice, 9 tu of millet, and 9 tu of yellow beans. As for the rest of the ranks establish a chart (sik) on the basis of this (as an extension of this).

(note: As for the noksari and lower (clerks), do not give them there are no yellow beans (that are provided to them), but (give them) 1/3 in white rice, one third in millet, and as for cash, then in accordance with regulations give them 1/3. Copy this (system) for the provincial iye and as well.) (end note)

As for the disbursements (payments, chihap) for the expenses of the various kinds of official yamen (konghae) and the provincial selected officials and guests...
salary system -2- nokche

364, 19:1b) in all cases copy this (system). It is just that the land in the four areas of the country is not the same. If there is a place where there is a lot of **xix** millet and little rice (produced), then give one part (1/2?) in millet and 1 part (1/2) in white rice and yellow beans--- (half of this share) in white rice and half in yellow beans. If there is no land with rice plants, then just use millet and do not give white rice. In all cases consider the circumstances and establish regulations.

(note: This (system) is based on a calculation based on the **kok** valued at 10 tu. For the explanation of this see the section on the land system. A **kok** is the same as a **sôk** (***picul**). If it is done on the basis of the present **kok** that is worth 15 tu, then 600 **kok** under this (system) is worth 400 **kok** (of the present system), and 60 **kok** (of my system) is worth 40 **kok** (of the present system). Everything (listed) below is modelled after this.

If salaries are granted in silk (**myôngju**) or hemp cloth (**peï**), then the figures to the right (above) should be adjusted and **xakûkak** reductions made in white rice and cash in accordance with the land tax system standard exchange rates, silk and hemp **xem** should be substituted. Those of rank 6 and above will be given silk and **ramie** (map'o), and ranks 7 and below hemp, cotton?) will be give **myông'ô** (**xoxnìk**) and map'o ( **ramie**) . It will be all right to distribute silk/in the 10th month, and **ramie** in the 4th month. As for the salaries of the **ix iye** (runners), you should also model it after this.) (end note)

I note that "Those who are ruled by others feed others while those who **xakûkak** rule others are fed by others." (給於人者食人,治者者食於人). This is a principle that exists throughout the world (chi'ônha chi t'ongûi 天下之通義 ). For that reason, the rulers and teachers who have been established receive (the conduct scholars of government affairs) from the ministers and officials, **xick**, who they have settle the people in their abodes so that they can secure a livelihood. (故主君師承以卿士使民房居以遂其生)
Cultivators produce rice, and officials (sija: those who serve in office) receive salaries. As for those who pay out rice (as taxes), (the rate) should not be more than one part in 10 (1/10), lest it cause harm to the cultivator. And it should not be lighter than than 1 part in 10 (1/10), lest there not be enough for expenses. Only after it is done like this (only after you have exactly a 10% grain tax) will you be able to provide enough for the livelihood of the people while providing for the expenses of the state.

As for those who receive salaries, even though their posts may be low, still they need have enough (in salary) to replace (what they make) in cultivating the land, and even if their rank is high, then they will have enough to enable them to treat their close relatives (parents) with humaneness (jen). Only after ensuring (that this is so, that they have sufficient salaries) will you be able to encourage a sense of shame and achieve (good) rites and customs (mores).

In our country we have far too many superfluous (useless) officials whose salaries are extremely thin (low). Even those with high rank seem to be concerned about the difficulties of having enough to eat. How much worse is it those officials of low (rank)? As a result this gives rise to lax and careless practices (kuch'a chi sul pun'gi), and there is no way to prevent them from trying to satisfying (manage) their private interests. There is no limit in the competition among them for gaining profit. Even though this is the cause for the customs of the scholars (sap'ung) to become corrupt and sullied, when they serve in public office, they (still) have the responsibility to provide for their families. What kind of principle (system) is this?

In ancient times there were those who received 10,000 shu in salary (wan-shu, manjong: Kuchagwong ch'ulp'ansa, p. 396. 1 chong (shu?) in ancient China was equivalent to either 10 shih (sekk) or 10 sok 4 tu; 10,000 chong just means a large salary), and some who received as much as 100,000.
but these amounts were received by chief officials on the basis of

calculations of land (地: Han, III, 463; Kwagwón ch'ulp'ansa, 1963

p.3 translates this as "calculations based on their official position

(chi (地) meaning chigui, (end note), and the salaries of their

shu-liao(属僚), fu(府) and hau (署) (subordinates) were all

provided for from within (these salaries). (note: I hear that according
to Japanese law at the present time the chief officials over 100 persons

(paeg'in chi chang 百人之長) receive altogether what 100 people eat

and divide it up (and use it) to support 100 people. And that the chief

officials of 1,000 troops (ch'on'gun chi chang 千軍之長) receive

altogether (enough salary?) for what 1,000 troops eat, and they divide

it up for the support of 1,000 troops. And for this reason you have

officials? samurai? daimyo?) who receive either several tens, several

hundreds or several 10,000's worth of sôk (koku).) (end note)

In the Han dynasty, the 9 ministers (chiu-ching九卿) and the

the chiün-shou(郡守: magistrates) received 2,000 shih(sôk) (in salary).

In subsequent periods, even though this figure was raised or lowered,
yet in general terms it was not far from this (figure). In the Ming
dynasty, the salary of rank 1 officials was over 1,000 shih (sôk).

 Compared to the Han dynasty, this was half, but (the size of) the

grain measures (tu and kok斗斗) was double that of the Han dynasty.

Our country has very little land and few people and as our tax revenues

are not great (人口皇) so how could it be compared to the great amounts

that the Chinese court (has at its disposal)? But if you calculate

how big a country is and make it correspond (to the size of the country) so that each is

rewarded for his merit and each is compensated for his labor and

is also able to behave humanely toward his parents and avoid difficulties

in feeding (himself and his family), then it comes out one and the same.

At the present time (I am, we ought to) calculate what actually is

the facts with regard to the management of taxes (what we actually take in in taxes)

to ch'a kyôngse chi sil(奏書經世之實 )
the ways the ancients set salaries (cherok) to study the intent behind the salaries of the ancient system, adapt these to the situation (ch''amjak si'i) and suggest (propose, hypothetize) regulations for it. (note: I note that the way salaries were set in ancient times was by the use of land (t'ien) and salaries which they treated as a single route (road). At the present time, even though we have already granted land (zh k'apchon), and in addition we (I am?) distributing salaries. We must combine these in making calculations (of total salary income), and only after that (will the salary system) be fitting to the circumstances.)

With regard to the above, if at the present time you want to carry it out, then at the outset it might prove difficult to do (phyon nam chop che) so for the time being we (should) calculate (salaries) at a half reduction (of the figures he proposes above?) or perhaps a 1/3 or 2/3 reduction, and then allow for gradually additions to what is presently (given out as salaries?). Then you wait until the land system (chonje : that Yu proposes) has been completed and (all land) has completely been given out (before you provide full salaries as called for hiin in Yu's salary schedule).

However, before the slave law (note: that is the law that provides for hereditary (inheritance) of slave (status) is reformed, then for (officials) of rank 9 and above, in all cases reduce (their salary allotment) by 1/3. The same for the provincial officials (as well). (note: As for won (wolang) Han, III, 464; Kwahagwon ch'ulpansa, 1963. p.4 says nanggwan who work in the won) reduce (their salaries) by 10 tu. Also do the same for noksas. For soji (clerks), reduce theirs by 5 tu) (end note)

-Item (1): All salaries will be paid out (pun'gup) by the month (lit. every month). (note: At the present time in our country we pay out salaries four times a year (quarterly). The best thing to do is to pay them monthly as is done in China (Chung ch'ao-the Chinese court)
Item (2): If you have an intercalary month, you also calculate it as a (regular) month and pay (salaries). (Note: the same applies for runners (iye) and provincial (officials))(end note)

Item (3): Reduce the monthly salaries of the tomb guardians of each of the tombs (kak-nun ch'ambong) by 1 kok 5 tu. The administrative district where the tomb is located should calculate (their salaries) and pay provisions to those on duty. (Note: As for this amount, then in the case of two tomb guardians (ch'ambong), both (should receive) in one month 3 kok of rice, 6 tu of yellow beans which will serve as the provisions for the tomb guardians and for expenses for food for servants and horses used when these people go on and off duty. In addition every year in the spring give them 3 kok of rice to pay for the expenses for equipment (Kwahagwön, p.4--pich'imul. Text has p'ojin and paper (chijix) subnote: This refers to the equipment (p'ojin) of the tomb guardians used at their residences; if they are expenses used at the tomb, then the official (agency, magistrate) will pay for it.)(end subnote)(end note)

-Item (4): With regard to tangsanggwan officials and higher and officials of the censorate (taegan) and sijonggwan (侍從官) who are transferred out of their posts because of some wrongdoing or error (misdeameanor) but cannot have their salaries taken away from them, then give them half the salaries appropriate to their rank. (Note: Do it like this and abolish the ch'ea posts (posts without duties) of the military posts of the Chuungch'ubu (Chuungch'ubu kunjik)) (end note) (for ch'ea, see note in vol. 1 of the Kwahagwön series)

-Item (5): With regard to the eldest legitimate sons and grandsons (chökchang chason) of Loyal Subjects (ch'ungsin) and pure officials (ch'öngbaengni) who were also selected for office. Han Ty. p.466 says they were pure officials who the State Council or 6 ministers recommended for appointment to ranks or offices. The tangsanggwan posts 6 to be chief officials of the Ssanghun, Ssangwon, final selection of the
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hereditary salaries (serok) (note: With regard to eldest legitimate sons of Loyal Subjects of rank 8 and below and eldest legitimate sons of pure officials (ch’ôngpaengni) and below, in all cases (the granting of hereditary salaries) will be limited to the great-grandson (ch’ungsan). With regard to all eldest legitimate (heirs)(ch’okchang), they are to be called (sângjung). Since they are the ones who inherit and continue the line from their parents)(Kwahagwon, IV, p.5), if their fathers are still living, then they cannot receive (these kinds of salary), or if they have a post themselves, they also cannot receive double salaries (double dipping). Even if such a person is without sons or grandsons (male heirs), if he has a mother or wife, then also give them (these salaries). The sons and grandsons (male descendants) of former worthies will also be treated in accordance with the regulation for Loyal Subjects (ch’ungsin)(end note)

- Item (6) If there is a famine in the country, then obtain a royal edict and reduce the royal expenses and also cut down on the salaries of "the 100 officials" (the officials). (note: Reduce royal expenses by 2 parts in 10 (20%), and reduce (the salaries) of officials down to clerks and runners (iye) by 2 parts in 10 (20%). If there are serious shortages, then calculate what is appropriate and reduce (expenditures) even more; only in the case of soldiers on duty should you not reduce their salaries. (subnote: In the case of kunsang (military scholar-officials?), then reduce their tours of duty, but do not reduce their provisions(salaries). (end subnote) The same will hold for provincial (officials). In case of a famine, the each category of expenditures in the capital and provinces will also be cut in accordance with this regulation.) (end note)

--- Item (7) In the case of tingsanggwan and higher officials who reach the age of 70 and retire from office and retire to their homes (ch’isi t’oega ji), in each case take half the salary of his basic rank (and give it to him, and use it as a standard) and in accordance
with the regulations for sase (tax grants, prebends), drawn off (a parcel of?) land and exempt it from taxes (hoekchŏn myŏnse).

(note: If half the salary of his basic rank is 200 kok, then (grant hik) 20 kyŏng of grade 1 land, or if its 9th grade land, (then grant him) 100 kyŏng.) (end note)

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**Salaries of Capital clerks and runners (京吏隷役役屬)**

<table>
<thead>
<tr>
<th>Post</th>
<th>Monthly</th>
<th>Yearly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Noksar (銕事)</td>
<td>4 kok</td>
<td>48 kok</td>
</tr>
<tr>
<td>Sŏri (書吏)</td>
<td>3 kok 5 tu</td>
<td>42 kok</td>
</tr>
<tr>
<td>Choye (使隷)</td>
<td>2 kok 5 tu</td>
<td>30 kok</td>
</tr>
<tr>
<td>Sano (司奴)</td>
<td>2 kok 5 tu</td>
<td>30 kok (lit. same as above)</td>
</tr>
</tbody>
</table>
| Sosa (小史) | 1 kok 5 tu | 16 kok | (note: The sosa are equivalent to the (children: Sahagwŏn, 1963, p.5) who are sent on immediate errands (by officials) (anjong sahwanja 興前使喚). At the present time those in the capital are called ch'ŏngjik (方直). Irrespective of whether they are the sons of clerks (sŏri 條吏) or bureau slaves (sano 司奴), they are (appointed) on a volunteer basis. In the towns of Kyŏnggi, they are called t'ong'ın (通印) and in the South they are called kongsaeng (庚生), all of whom are (appointed) from the sons of officials and clerks (kwalli chi cha). In the Yŏngbuk (南北...
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area they are called yonjigi (見通) and they are recruited from among the sons of official slaves. In general, all of these are sosa.

For details see the section on the selection and appointment of iye (cleeks and runaers)(end note)

Kyongbyong (京兵) 1 kok 5 tu (mo) 18 kok (year) (note: Also every year (provide) 8 p'il of cotton cloth (myŏnp'o), which will be paid by their support (person) (i ki po so nap 以其保定). For the kich'ong(旗線) grant an additional 2 p'il)(end note)

For horse units (madae 馬微) every month provide an additional 9 tu in yellow beans, and 6 tu of millet. (subnote: also from the 10th month to the 4th month provide an additional 60 mun of cash)(end subnote)

Even though the salaries of the capital troops (kyŏngbyŏng) compared to that of the choye seems a little small, nevertheless the capital troops have support cloth (pop'o 保布). Also they usually have many days off, and (their work) is not to be compared with the difficult labor service of the choye. Also at the present time the capital troops get 9 tu in provisions while the choye get every month 2 p'il of kap'o (布; price of cloth?) and 6 tu of provisions. On the basis of this, then, even though the capital troops get a fixed 15 tu, in fact the they get more than the choye. How much better off are they when they also qualify for rewards based on examinations of talent (skills in martial arts)? (end note)

Chang'in(昌人) 2 kok 5 tu (mo) 30 kok per year. (note: These are the artisans who usually perform service (for, at) the different government offices (kuanbu). Every month investigate to see (if their work) is refined or rough, if they are diligent or lazy. For those of superior grade increase their salaries in 2 kok; the next in order, increased their salaries by 1 kok. As for the rest, they will receive their basic salaries.

As for the lowest who cannot be entrusted (with responsibility), they should be indicted for punishment. (subnote: The punishment for those who neglect their responsibilities is beating with the bamboo, and dismissal for those
who cannot exceed their responsibilities. In the cases of (makers of) bows, arrows, armor, large knives, weavers, and jade workers, those who do particularly well will be raised by one grade (subnote: to the same salary as that for a rank 9B officials)

The original quota in the Dynastic Code (Taejon) for the chonch'ae, choye, najang, and other (runners) comes altogether to over 5,000 persons. Because people from the provinces are used to fill these positions, and rotate on and off duty in a shift triple system (sambon 三番) in performing labor service in the capital, in the case of all of them before a few years ago, they become bankrupt (p'asan 破產) and become vagrants (yui 流移).

At the present time there has been an increase in the number of shifts of duty to 12, and (these labor service personnel) are required to perform service now for (only) one month (each), but commonly what (the govt does) is to collect 2 p'il of cloth (p'o i p'il 布匹) and (use it) to recruit people to stand in their place. And these people are given the cash value of 2 p'il of cloth as monthly salary, and in addition to this for provisions, it is said.)

Item (7?): the Noksar (鎧甲) will receive 2 kyong of land (田一畝). (note: They will receive 2 kyong of land and will not furnish soldiers (puch'ul pyong 出兵) for military service). Three years after the person himself dies, the land will be returned, but if the wife is still living, then you can still give her half and not require troops to be furnished (men to be furnished for military service). If has obtained there is someone who deserves a raise in salary, grant him 4 kyong) (end note)

Do not give land grants to sori and lower clerks and runners. (note: All capital yamen clerks and runners (iye) from sori on down will not receive land grants) (end note)

---Provisions for the expenses of all bureaus and offices in the capital.
Expenses for each yamen and official office (amin konghae)

(note: That is paper, equipment (p'ojin), lamp oil, firewood and charcoal for official use. With regard to firewood, only make calculations in terms of those rooms that are in use (on duty). (end note)

For all these things calculate the amount in terms of the price of rice (chömal: or in terms of the value of rice) and establish a schedule. And every year in the first month (maengch'ŭn) pay it out to the bureau. (note: With regard to all of these give careful consideration and establish the amounts and every year the Ministry of Taxation will make disbursements (chiha) by means of kyongbi: as part of its regular expenses). The bureau concerned will naturally regard this (income) as its expenditures (yung: consumption). As for equipment (p'ojin) and the like, in accordance with what wears out (sup'ye) purchase and set aside (what you need). With regard to paper, firewood and charcoal and the like, there will be fixed amounts for all of this fixed amounts, a designated price (ch'ŏnka), and the summoning of designated middlemen (ch'ŏng ch'uiin:), as is done at the present time with the tribute middlemen (kongmul ch'uiin:).

With regard to those yamen who handle civil suits (sasong), even though they use a lot of paper each of them (has a regulation providing for) the supply of paper to it (yu kak yu ki chakch'ii: see the Kwahgwo'n, 1963 translation, p.7); they should not receive it in cloth (with which to purchase paper?), but in accordance with the law they are to receive paper. (subnote: Even though a lot of paper is used for civil cases, it should not exceed 5 kwon.) (end subnote)

Even if they use a lot, it should not exceed 5 kwon. (end subnote) The price of the paper should be done in accordance with the practice for other bureaus and there should be no additional allotments. Within the quota allotted, 1/3 of it, in accordance
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366, 19:5b) with regulations should be paid out in paper cash. If there is a famine year, then in accordance with regulations reduce the quota. (end note)

-In ancient times the konghaejŏn (公廨田: yamen land) of each bureau was responsible for paying for these kinds of expenses.

(note: Some might say: At the present time the various high level bureaus such as the yangsa (雨司: censorate), the Royal Secretariat (सिंग्जोंग्वोन), and the Office of Special Counselors (Hongmun'gwon) receive the paper that they use from the bureaus in charge of rice (in which paper is represented) paper that is paid into their bureaus (from the provinces) (建harejwŏn, 1963, p.7). If now all of this is to be allocated and fixed in terms of kami (價米: rice, the value of which will be used to buy paper), then we do not know how this will work out." To this I would reply that if the taegajŏn submits a memorial requesting paper, then there would be nothing to prevent paper from being offered to it (chimhwŏn金揮) in accordance with present regulations. Even though at the present time this (paper) is called "tribute goods" (chimbak 金板), these agencies can not open up their warehouses and be issued (paper) every single time they need it.

For this reason I have only fixed the price (of the paper) and provided that (the funds) be given to the tribute middlemen (kongmul chujin) who will be required to supply (the paper). In fact (my system) is no different (from the current system); it is only because (the present system) uselessly (徒) confuses things and leads to a lot of paper work, and that is all (that is the main reason why I want to change it). If what you use is in this place, but (what you need to do your work) is in that place then people will tend to be careless and not keep an eye on things. Buying How is this to be (compared) with an agency doing things by itself and knowing its quota? (用之在此而繫之在彼, 漫不加審, 與本司月為知義) Generally speaking, except for those items needed by the king's palace, we ought to abolish all other forms of (tribute) goods (す趸).
(Some might say): If you do it like this, then each bureau's affairs will be cleansed and its superfluous officials (chilbyeong hyöngwan) can be cut down. What could be better than this. It is (if) (the funds available for purchasing them are limited) only that/all the prices of these goods have been permanently fixed, and if you should happen to have a time of shortage (insufficiency), then what could you do about it (how could you provide funds for the purchase of needed items)? To this I would respond: A state in establishing regulations on determines things for usual (times), and that is all it does. If you should happen to have an exceptional situation with many expenses, then you would have to make separate arrangements for providing for those expenditures from regular funds (kyöngbi 经费), but it is not something about which you have to have a special regulation. What I have determined (as costs for purchasing items), basically are generous allocations, and there always ought to be a surplus left over. How would there be any fear of an insufficiency (of funds)?

In addition to the chinbae (tribute) to the royal palace (taenae 太內), all kinds of tribute to high ranking bureaus will all be abolished. With regard to high level bureaus that are in the palace if it seems that they might need tribute goods, then you ought to ask (the king?) about it.

The state council (chöngbu), Royal secretariat (chöngwon), and samsa (censorate and Hongmun'gywan) are agencies that discuss government affairs. Would it seem to be allright to provide for all other goods except those paper goods which are included in tribute paid to those agencies?

If you think of this again, then with regard to these bureaus, we also have no choice but to set fixed quotas to be given to them. The six boards are also in the realm of discussing (important) government affairs. If they ought to be given fixed allotments then how can these (Ministries) alone not be given fixed (allotments)?
The chŏngbu (S.C.) is also an agency about which there is no principle that fixed allotments should not be granted to it (for the purchase of goods?). If what the king uses also ought to be fixed (in terms of limits), then how only in the case of the chŏngbu (state council) can we not do so? If there happens to be a lot of business and we do not have enough for use, then we ought to rethink the matter and submit a memorial about it, and again make calculations of what is needed so that grants can be made, and there will be nothing that cannot be taken care of (by this means).

- Ijŏngbu (state council) - so many kok  
- Ijo (Ministry of Personnel) - so many kok  
- Ministry of Taxation - so many kok  
- Ministry of Rites - so many kok  
- Ministry of War " " "  
- Ministry of Punishments " " "  
- Ministry of Works " " "  

Below here, I ought to list the fixed quotas (budgets) for each of the bureaus.

With regard to the demands (needs) of the offices of the bureaus in the capital, at the most it would perhaps be 70-80 kok; and at the least 20 kok -- this would seem appropriate. If it is done like this, then even though the State Council is not a place that has a lot of business to conduct, still there are times when it sits together with the Six Ministries. The use of documents seems to be the greatest in the Ministries of Taxation and War, and we ought to consider the facts of the situation for both these ministries in fixing their (budgets, allotments).

With regard to the T'ae'ak and the Four Schools, we also only will fix what their official bureaus need. If it is involved (with the expenses required) to take care of the scholars, then there will be a special provision handed down on this.
(note: Compared to the provinces, even though we ought to cut down on and economize on (expenses), nevertheless, we ought to add on more for the price of fuel (wood for burning). (end note)

Regulations for Salaries for Provincial Officials (note: both official expenses (kongyong 공연) and official yamen needs (konghae sosu 공관소需) are included together.) (end note)

(note: In the case of the provincial officials, we ought to follow the regulations for the capital officials and in all cases only fix the salaries by rank (of the official), but at the present time provincial officials do not have fixed salaries. With regard to both their official and private expenses, all the goods they require are collected from the people in taxes in accordance with the type (of goods). Only with the taedongbop in recent years has (the cost of goods and expenses) been set in rice terms of rice (i mi jol chong 이미조것) for the first time, and have the miscellaneous levies on the people been eliminated. If I do not now establish regulations about this, I fear that irregularities will occur and evils will arise. Moreover all of the local districts in their affairs and constitution have slight differences from the capital officials, therefore I am following what has been determined for the present taedong system but adding a few details and calculations.

-Provincial governor's yamen (kamyong 공행)

16 kok 5 tu/mo. 198 kok/yr.

(provincial governor (kamsa 공사) 16 kok 5 tu/mo. 198 kok/yr.

(note: If it is 16 kok and 5 tu, then this makes 1 string 100 mun of cash, 5 kok 5 tu of white rice, 2 kok 7 tu of millet, and 2 kok 8 tu of yellow beans. For all officials below, make regulations as an extension of this.) (end note)

-tosa(서서) (note: if he is transferred and promoted (kaesung 와성) to ch'ammni(서서) (end note), 12 kok/mo, 144 kok/yr.

If the tosa is ordered not to take his family with them, then his salary will be 6 kok/month, and in the capital grant the salary of a rank 7A official to his family.) (end note)
- the five Kun'gwan (軍官): 3 kok a month for each of them; all together this comes to 180 kok a year. For the two border areas (yanggye), add 5 pyŏngyŏng (兵營: military commander's garrisons), which will be the same. (end note)

- Simyak (宿衛), 3 kok/mo., 36 kok/yr
- Kŏnmyul (慎律) x 3 kok/month, 36 kok/yr
- Kwansu (官需), official expenses, 150 kok (note: this includes salt, kimchi, fish, meat, fruit, and the cost of miscellaneous products used in the yamen) (end note)

- Pure honey (清蜜) 40 tu. The equivalent price in rice (kam 㤅米) is 80 kok.

- Pure oil (真油) 50 tu. Equivalent price in rice is 50 kok.
- Perilla oil (thilkırım 滑油) 30 tu, equivalent price in rice is 21 kok

- 99 kok as the rice price for paper, equipment, medicine and all miscellaneous goods used in the yamen. (note: Included in this will be carts, horses, carriages, fur (hairy goods—textiles?) and other items. But in the state codes, the governors of the provinces all ride horses, but at the present time their practice of riding carriages and palanquins (kagyo 驅轎) began since the Ming dynasty. Since I have provided for things like this, it means we ought to follow the old law codes.) (end note)

Combined (expenses) come to 2,245 kok (note: In present units, this comes to 1,496 sŏk 10 tu) (end note)

- Provincial Military Commander's Yamen (Pyŏngyŏng 甕營)

- Pyŏngsa (兵使): 16 kok 5 tu/month; 196 kok/year
- Hanh (桓) (12 kok a month; 144 kok/year. (note: If he is ordered not to take his family with him, then his salary will be 6 kok/month, and in the capital give his family the salary of a rank 7A officials) (end note)

- 5 kun'gwan (軍官): 3 kok/month for each of them; a total of 180 kok a year for all 5
Salary System

(note: In addition to the kun'gwan who serve in the offices of the governor, provincial army and navy commanders there are also kung'wan who wait for incidents to occur, and these are double the number of those on duty in the yamen, but they have no salaries. It is just that on the first of the month they are tested in archery, and when there is some military matter (that requires their presence), they await orders. For details see the section on the military (pyöŋje) system. For the Uhu there are also 2 kun'gwan who are designated to await for some incident to occur, as in the above example. For the likes of the Northern prov. army commander's yamen (Hamg'yŏngdo) and the T'ongjesa's yamen (T'onyo'ng, add two additional men who will wait for an incident to occur. (emergency))

- Simyak. 3 kok/mo. 36 kok/yr.
- Kwansu (for the official's expenses), 420 kok
- Pure honey 42 tu; rice equivalent 80 kok (kami)
- Pure oil, 50 tu; rice equivalent 50 kok
- Perilla oil (pobyu), 30 tu; rice equivalent 21 kok
- Chickens, rice equivalent 120 kok
- Rice equivalent (kami) for paper, equipment (p'okhunjin), medicines and all miscellaneous items used in the yamen, 520 kok
- GRAND TOTAL: 1,769 kok (note: equivalent to the present day 1,179 sŏk 5 tu)

-T'ongyŏng (p'yŏngyŏng with a T'ongjesa in it)
- T'ongjesa (統制使). 6 kok 5 tu/mo. (198 kok/year
- Uhu, 12 kok/mo. (144 kok/year 子

-Note: If they are ordered not to take their families, then the salary is 6 kok/mo, and the salary of a rank 7A official will be given to their families in the capital)

- 10 kun'gwan, 3 kok a month for each; altogether 360 kok/year
- The officials' expenses (kwansu) 450 kok
- Pure honey, 40 tu; rice equivalent 80 kok
- Pure oil 50 tu, rice equivalent 50 kok
368, 19:9b) 

- perilla oil, 30 tu, rice equivalent 21 kok
- chickens, rice equivalent 120 kok
- paper, equipment, medicines, and other miscellaneous goods used in the yamen, 600 kok

-GRAND TOTAL: 2,032 kok (or in present day units, 1,348 sŏk 10 tu)

- Suyŏng Provincial Navy Commander's Yamen
- Susa (water), 15 kok/mo, 180 kok/year
- Uhu, 10 kok 5 tu/mo, 126 kok/year.

(note: If they are ordered not to take their families along, the salary will be 6 kok/month, and their families will be paid the salary of a rank 8A official in the capital)(end note)

- 5 kun'gwan, 3 kok/mo each; total of 180 kok/year
- expenses for the official(s) (kwansu), 390 kok
- pure honey, 40 tu; rice equivalent 80 kok
- pure oil 50 tu; rice equivalent 50 kok
- perilla oil 30 tu, rice equivalent 21 kok
- chickens, rice equivalent 90 kok
- paper, equipment, medicines, and other miscellany of the yamen, 450 kok

-GRAND TOTAL: 1,567 kok (or in present day units, 1,044 sŏk 10 tu)(end note)

regulations pertaining to the

- Item (1): For the details of the/purchasing of and payment for
officials expenses (kwansu), oil, honey, chickens and etc., see underneath
each Up (adm. town)

- Item (2) The provincial governor/will establish a separate yamen warehouse
(yŏnggo 廚庫) and yamen kitchen (yŏngju 廚廚), and the governor
and Tosa will both be paid for and provided for out of the yamen. Do
not give this responsibility to the administrative town (pon'up 县治) in
which the yamen is located). Regarding the side dishes (饅頭) and lamp oil
and such items for the kun'gwan, these will also be distributed and paid
to them from this (warehouse). With regard to the side dishes, lamp oil etc. for
the Simyak and Komyul, they also will be calculated and disbursed every month from the kwansu (officials' expenses fund) (note: If there are Simyak and Komyul who want to receive a full salary, then eliminate what is paid to them from the officials' expenses (kwansu), and increase their monthly salary by 5 kok, and there will be no provision of side dishes and lamp oil to them). (end note)

It will be the same as this for all yong (yamen).

-Item (3) The number of kun'gwans in the governor's and prov. army commander's yamen in the two borders areas (yangyewon) is double (the usual figure), so additional provisions should be made for the salaries of these personnel. (note: the kun'gwan of 9 yongsan of these governor's and commander's yamen is 3 /kok a month per person; provide for it in accordance with the actual numbers.) (end note) In addition you will have to add provisions for 60 kok of rice equivalent to provide for the side dishes of the officers (changsa) in order to replenish the official's expense fund (kwansu). In border area garrison towns (chin) and normal adm. district towns (up) that have kun'gwans, copy this. (note: As for the like of the extreme northwest frontier, Tpngnae, Cheju and other places where there are pref. and districts that have kun'gwans, in addition to their monthly salaries, add on provision for side dishes in 20-30 kok of rice equivalent in order to supplement the official's expense fund (kwansu). The regulation for the kun'gwan of the chu and pu (pref. and districts) will be 2 kok 4 tu a month (in salary?). ) (end note)

-Item (4): Regard the flag and standard bearers (kip'aegwan) of the provincial army and navy commanders' yamen, on the first day of four months that begin the four seasons, give them 3 kok of salary. (note: Regarding the kip'aegwan of the yamen gates, for their salaries double what they get at each of the up and chin (regular district towns and garrison towns). This is because they have to rotate on tours of duty (at different places?).) As for kip'aegwan will be 4 for a prov. army commander's yamen, 5 for a navy commander's yamen, and add 2 for the T'ongyong...
369, 19:11a) --. Item (5) We will abolish the 중군 (soldiers?) who are presently located in the provincial governor's yamen. For the explanation of this see the section on the military system (pyŏngje). (note: As for those 평안 provinces where there are no places for a provincial army commander (pyŏngsa), then in accordance with present regulations, you can have a chunggun, and their monthly salary will be 6 kok; also add on rice equivalents for the expenses for their side dishes) (end note)

- Taebu (大府): the puyun (府尹) will get 16 kok a month
- Tohobu (都護府)
  - Pusa (府使), 13 kok 5 tu/month, 162 kok/year
  - T'ongp'an (通判), 8 kok/month, 96 kok/year
- Hyanggwan (卿官). equivalent to the hyangso (郞佐) of today.

For salary, see below. (salary) for the pu, kun, and hyŏn will be the same as this)

- officials' expense funds (kwansu), 400 kok (note: This is for the cost of salt, kimch'i, fish, meat, fruit, and miscellaneous goods used in the yamen)

19:11b) - pure honey, 40 tu; rice equivalent 80 kok
- pure oil 50 tu; rice equivalent 50 kok
- perilla oil, 30 tu; rice equivalent, 21 kok
- chickens, rice equivalent 90 kok (note) As for chickens, (the price) of one head is 1 tu of rice. The value for pheasants (雉色) is 2 tu per head--make this the regulation. (He doesn't acknowledge price fluctuation?)
- 220 kok of rice equivalent for the purchase of paper, equipment, and misc. items used by the official for public business. (note: All these miscellaneous items refer to implements and all kinds of goods that are used in the official's yamen (office). With regard to those items that are to be purchased on the market, calculate the price and buy them. As for those items that are to be made or fabricated by artisans, calculate
the cost (of manufacture) and give it (to the artisan?).

There will absolutely be no reduction of prices for these goods on the grounds that (someone) says that are purchases for the official, or goods to be made for the official.

Once we have established xun 米 rice funds for the purchase of goods (kami), all of the yamens will provide (for purchase) from their yamen reserves (set aside for this purpose). And not the slightest hair of anything (鑑) will be fixed (allocated) for the official (to be provided by the villages), and none of the officials will simply collect as a levy the slightest hair of goods from the people. Moreover, the prov. governor's at the present time in the various yamens (yamen), the yamen clerks (yōngmín 秦民) and personal ink (yamen) have monthly (payments) that are issued to them from the yamen (yamen treasury) for pens and ink, but the magistrates (of lesser districts) all require their clerks to provide for these themselves, and they do no more than squeeze the people in order to provide for it, and that is all. (From now on) each official (magistrate) will also issue monthly disbursements from his yamen (for these costs) down to each of the military garrisons (chin) and post stations. (note: that is, the ch'abalbando 疆場道). As for the pen and ink for the schools' clerks, calculate how much paper work is done at each place and then provide for it out of public funds (subnote: pay for it either once every two or three months) Also expenses for runners for pillows and cushions? will all be provide from public funds.)(end note)

-GRAND TOTAL (for the Tohoku): 1,119 kok (or in present terms, 745 sok) (note: In addition to this you have expenses for entertaining guests and expenses for the governor and army commanders making the rounds. Set quotes in accordance with the (size of the?) administrative town. For regulations see below. Te pu, kun, and hyŏn will copy this.)(end note)
salary system

(office expenses)

369, 19:12a) - Pu

- Pusa, 12 kok/mo, 144 kok/year
- t'an'gwansan, 7 kok/mo, 84 kok/year
- officials' expenses (kwansu), 350 kok
- pure honey, 40 tu, equivalent rice price 80 kok
- pure oil, 45 tu; equivalent in rice 45 kok
- perilla oil, 25 kok, equivalent in rice 17 kok 5 tu
- pheasants and chicken, rice equivalent, 75 kok

19:12b) - plain

- paper, equipment, and other miscellany, rice equivalent, 180 kok

GRAND TOTAL: 977 kok 5 tu (note: equivalent to the present 654 sok 5 tu)

370, 19:13a)

- kun

- kunsu, 10 kok 5 tu/month, 126 kok/year
- sŏng, 6 kok a month; 72 kok/year
- officials' expenses (kunsu), 300 kok
- pure honey, 35 tu, rice equivalent, 70 kok
- pure oil, 40 tu; rice equivalent 40 kok
- perilla oil, 20 tu, rice equivalent 14 kok
- pheasants and chicken, rice equivalent 60 kok
- paper, equipment, and other miscellany for official use, rice equivalent 140 kok

GRAND TOTAL: 822 kok (note: equivalent to 548 sok of present units)

19:13b)

- hyŏnllyong

- sŏng, 5 kok/mo, 60 kok/year
- officials' expenses (kumsu), 250 kok
- honey, 25 tu; rice eq., 50 kok
- pure oil, 30 tu; rice eq. 30 kok
- perilla oil, 15 tu, rice eq. 10 kok 5 tu
- pheasants and chicken, rice eq. 45 kok

GRAND TOTAL: 659 kok 5 tu (at present 439 sok 10 tu)
370, 19:13b) --Item (1) With regard to the provision of rice for envoys and guests (sagaen), if it's a major route (taeso), 150 kok. The next (in importance of size) will be 130 kok. And then reduce (these allocations) by 15 kok (per unit) until you reach a limit of 30 kok, and then stop. (note: In the case of extremely small places like Chindo, and various towns in the southern seas and in the straits, then provide 15 kok)(end note)

For places like P'yŏngyang, Kaesŏng, Ch'ŏnju and other places where a lot of envoys and guests reside and stay, then in addition to the basic quotas also provide 50 kok. As for places near the capital like Yong'in and P'aju, where various roads come together, then provide an additional 50 kok. (note: The closer you get to the capital the more roads come together (crossroads?), such as in Yangju, P'och'ŏn, Changsa, Sŏngn'am, Ch'uksan and other places. We also ought to list these in rank order and provide anywhere from 30-40 kok down to 10-20 kok.

In general in calculating routes, I have already divided them into large, middle, and small routes. Also I am dividing them in accordance with the number of post-stations within their boundaries. Calculate this and making ranks.) (end note)

As for places with mountains and walls, such as Changsŏng, Tanyang, and Chasan where there are also a lot of envoys who make patrols and reside, then calculate what is appropriate and provide an additional 30 kok, or 10-20 kok. (note: At times when people come out of the post station, the cost of miscellaneous goods and the swaemakak: horse loads, transport by horse of baggage, mabari) will also be included in this (in these quotas).

In addition to this if an envoy or guest on official business has to stay unusually long, calculate how large or small (the district is), how long and how close, the outside of the original fixed amount (budget),
- Item (2) Rice provisions (chigongmi 支公米) to the governor and prov. army commander is separate from provisions of rice for guests or envoys.

For each of them, the governor and the prov. army commander, provide 10 kok per round (trip). (note: since they make one round in spring and fall, then (that they visit) provide 20 kok for each of them). For adm. towns/that are large in size and next (in size) after the (governor's and army commander's) town, provide an additional 5 kok. (note: In place where the population of the kun is particularly numerous and where the pu is a large next sized-town, add 5 kok, so that for one patrol (round), each will receive 15 kok.) (end note) that they visit.

For a large district town (taedisp), provide an additional 10 kok and deduct it from the regular budget (chongsik hoesang 定式合倉). If the officials do not go out on the rounds, then do not issue them funds.

(note: According to the present day regulations of the taedong system (raeop sanok 大同掌固), all provincial governors are granted 5 sok of expense rice (chigongmi 支公米), and this is regarded as a generous allotment. But when the governor and prov. army commander reside in a place and conduct investigations of matters, and the town is a large one, they have a lot of business to cover and they must stay there several days, and that is the reason (for the generous allotment). If in addition to their two rounds a year, they should have to pass by a town on some business, this should be included in the budget for paying expenses for envoys and guests.

The provincial naval commanders only have to make the rounds of districts in the sea, but the cost of salt and fish for districts at sea (on the coast) is lighter and different than mountain districts. With regard to the rice costs for official expenses and funds for envoys and guests, these basically should be cut down and an limit set for all of them, but it is not necessary to draw up a separate list for them.) (end note)

Note: With regard to what is called: not making disbursements for (governors and prov. army commanders) if they do not go out on the rounds means that this is not to be deducted from the state's accounts. At the
In the present time, the governor of Hose (Ch'ungch'ong) does not make the rounds, so that no deductions are made from the (budget account) of his home district town, but the governor just sits there and collects the rice for his private use. Nothing could be less reasonable than this. (end note)

Item (3) Separate reductions from the budget (hoegam) are to be made for the expenses of Chinese imperial envoys and (Korean) envoys going to Peking along the Western route. (note: This only refers to the chief envoy. People carrying memorials (communications) and travelling along are not included regulation in this.) With regard to envoys from neighboring countries (Japan?) and their envoys who are carrying (imperial) orders, also make special deductions (hoegam) for them. (note: In places like Paju and others, make special deductions for the provisions for envoys going to Peking and those people who stay to take care of them.) (end note)

Item (4) For the equipment expenses of post station towns on the direct Western route, provide an additional 20 kok of rice equivalent (kami: to pay for other costs), and disburse it. (note: it goes without saying that in the case of Pu and Hyŏn all of them will have an additional item allotment over and above the basic quota) (end note)

Item (5) According to the present taedong law, there is a regulation which provides that a pheasant/shall be supplied from every 8 kyŏl of land but (according to my new regulations) all products will be included in the official's budget (kwanji) and there will be no special levies on the people, and this is to be made regular law. In this case, also, in accordance with regulations funds will be paid out equivalent to the cost (of the pheasants and chickens) (chŏlka chŏngji).

(Note: Under the present regulations of the taedong (system) there is a requirement for the payment of a pheasant and chicken for (every) 8 kyŏl (of land). Not only is this paid to the official, but when it is paid the clerks engage in corruption and (extort) various kinds of (surcharges).)
salary system, office expenses, -26- nokche

370, 19:14b) it is basically not a correct law. The best thing to do would be to be included in the official's
\underline{\text{have everything passed (paid) in and payment would be determined (set) in the rice equivalent. (11) kwanji chǒlmi i chŏng ch'i vi sŏn}}

However, if the magistrates desire to send their clerks every day to the market place to make purchases (of chickens and pheasants), then definitely this will lead to the evil of forced purchases ( çıkarı), and it will also lead to concern of shortages in funds. What you have to do is summon and fix (settle on) those people who live in the lower part of the adm. town, estimate the price (of the birds) and give it to them. Everything ought to be in accordance with fixed regulations and you should let them keep the surplus for their profit. Purchases should be made in accordance with need (things to be used), as in the case of the regulations governing the capital bureaus and the tribute middlemen (kongmil chulìn). [Only after things are done like this will both public (official) and private interests be both put at ease (served).] In places where pheasants and chickens are rare, then in accordance with the circumstances make purchases for use (afterwards) of other goods (as substitutes).

371, 19:15a) As for the quotas for oil and honey, all of these will be modeled after this (provision on pheasants and chickens)

In general, with regard to oil and honey for official use, there is also nothing to prevent your having the servants and runners purchase these items for use when it is convenient, however the price of these goods also has been established at a generous figure and the magistrates ought to ensure that this intent is carried out and see to it that no harm is done to either official or private (interests). If it happens that payment is made at a cheap price and purchase is forced (from the merchants), the clerks and runners will extort (things) and the harm will extend to the people. Anything like this ought to be profoundly punished.

- Some might say: The quota for pheasants and chickens is large, and even
salary system, office expenses -27- nokche

371, 19:15a) and even though a private is provided (for the purchase of them), it would seem difficult for a single person to be able to manage this (provide these).

And if the clerks look for bribes, so what difference would there be (between this purchase system) and (the present system) of levying these items on the people of the villages or the administrative town?

To this I would reply that if you only purchase items just at the time when the need arises to use them, it may also be difficult to manage it. But (if you deal with?) those who make (selling birds?) their permanent occupation and allow them enough to make a profit, then in the spring they will receive rice and will be able to make preparations in advance (chuson 伽). And (these merchants to whom the funds have been given in advance to purchase items) will either use it to take care of their families, or will buy (the items) from the market, or will seek out salesmen (sellers) who will gather round, or will go and buy things where the prices are cheap (höl 左边), or will (engage in a futures market) will before the deadline give out rice and when the deadline comes receive chickens. If they use various methods to provide (for the purchase of chickens), then naturally it will be sufficient for them to manage it. and then in invatubemoxe aixux with: most agents to get some money and in the orthodox people as with mexux mexux: people to entertain payments.

The low level clerks extorting payments and bribes is indeed not like this. (under the present system), the village people each comes on his own to make payment, and for that reason the clerks are able to obstruct them, threaten them and receive bribes, but if the people of the adm. town were made exclusively responsible (without the clerks), then the situation would be such that naturally (the clerks) would not be able (to act) like this. (end note)

-Item (6): Expenses for the official, oil, honey, pheasants, chickens and other goods that are used for both official and private (reasons) are all to be included in this (set of regulations). We ought to
salary system, office expenses -28- nokche

371, 19:15a) to calculate what is fitting and act in accordance with what is convenient and calculate what is to be paid out every month. And in addition to official expenses, those items that are presented to (kong  santa mem) the top official and his assistant, approximately 3/5 will be paid to the top official and 2/5 to the assistant official. (note: the same will apply to the governor's yamen (yông amun). (note: As for those things that are paid and provided to (chigong  shon) to the hyanggwan(  郎宮), these will also be official expenditures (kongyong  公用). And this will also be the case for the kun'gwan(  軍官) who (guard) the gates of the governor's (and prov. army commander's) yamen)(end note)

19:15b) Once the quotas for officials' expenses (kwansu  岡) have been determined, then we will abolish all the kwantunjŏn(  管屯田: colony lands used for officials or magistrates). Only in the case of vegetable land (soch'aejŏn  蔬菜田) for the pu,  a kun, and  k hyŏn, will we set quotas in accordance with the circumstances. (note: 1 kyŏng 50 mu(  半) for a hyŏn; 2 kyŏng for a kun; 2 kyŏng 50 mu for a pu; 3 kyŏng for a Tohobu or Taebu  太祖) (end note) And it will be attached to the district town lands (upchŏn  城邑) and it will be exempted from taxes and military service (requirements). Copy this regulation for the governor's yamen, garrison towns, schools, and post-stations. (note:  the governor's, prov. army and navy commander's yamen will be (treated) the same as a Taebu (on this matter). The Ch'ŏmsajin  崇信) will be the same as a hyŏn (regarding vegetable land). The Manhojin(  萬戶鎮) will have 1 kyŏng (of vegetable land). The schools in the hyŏn will have 1 kyŏng 50 mu. The kun schools will have 2 kyŏng 50 mu. The pu  school will have 3 kyŏng 50 mu. The Tohobu and Taebu schools will have 4 kyŏng 50 mu. The 50 mu will be used to provide for the instructors (kyogwan  教官) and the students. In the case of post-stations, then provide 50 mu for every ch'albangdo(  郵路道)
Some might ask why I am providing 50 mu for the kyogwan (educational officials) and the ch'alpang (post-station officials), but 1 kyong for the Manho. I reply to this that it is because they have kun'gwan (military officers) and (are dealing with military affairs.)(end note)

Item (7) As for the raising of fishing weirs ( bjang 낚시 ) and the raising of mae ( 몹 :fish), we ought to abolish all of these. (note: all the fishing weirs ( 낚시 ) along the seacoast will be given to the people for them to engage in as their occupation and in accordance with law we will collect official taxes from it, and that is all. We will not have the people's labor required for use on fishing weirs managed by officials. For salt flats, copy this regulation. But for catching fish in rivers or small streams, then do not bother discussing it (applying this section to them). Nevertheless, it will be not be allowed to use the labor of the people to do it (on rivers) as is done at the present time when labor service is required of the people for raising horses, fish, or wooden beehives ( 강농 ). All of this ought to be abolished, and violators should be punished severity. (chongjung nonjoe 重重論罪.) (end note)

Item (8) If there is a famine, then the salaries for regular officials, clerks, and runners, and payments for officials' expenses, guests and envoys will all be reduced by 2/10. (note: make a general calculation of the amounts of taxes, and if there is a loss of 6/10 or less, then it is The chu and hyön will declare it for all its villages, to be designated a famine. This will apply to all villages in the chu and kun, or the governor, prov. army or navy commander will declare it for the whole province, or then court will declare it for the whole country. If the loss is very great, then in accordance with the circumstances reduce (payments) even more) (end note)

Item (9) With regard to the disbursements for expenses of the correction of documents (used) in assessing the crop year and crop damage conditions every year, for every 100 kyong of land (note just calculate this on the basis
salary system; office expenses -30- nokche

of the land that that year is damaged or newly cultivated) (end note)
make into a standard (levy) and deduct it (kanha :from the tax
revenues, to pay for paper expenses?). (yes--) (note: Deduct it from
the regular budget (cha kyŏngbi hoegam 自經費會減). You may not
require the people to pay it (directly).

With regard to the document clerks (munso saengni 文書色吏 ), then
you should select one or two men from among the official's clerks.

Some might say that at the present time (we carry out) investigations
of crop damage? (taphŏm) in every myŏn and that this is extremely
numerous there is a lot of work involved with this (the
work involved with this is extremely numerous) and it is difficult to make
preparations (in advance, to handle it) with the officials and clerks
within the quotas.²² " With this (system of mine), I am not aware that
the present conduct of yearly investigations of crop conditions (taphŏm)
is the worst of evil practice, for if you use a correct law, then
the task of making yearly (assessments) of crop conditions and crop
damage (yŏnbun chaesang ), will basically be simplified, and
all of it will be the work of the officials; the clerks will not be
able to interfere in it. As for the so-called saengni (色吏), they will do
no more than take charge of receiving completed (filled in?) documents,
and that is all. Also there is no reason why one official should be sufficient
to handle it. Also the documentation that will be required will be nothing
like what is done at the present time where 3 copies of the complete
land registers (chŏn' an ) are copied and made into a book.²²
(chindŭng chŏnan sŏngch' aek 藥騰田案三件成冊, whereas
what will be required under my system) is only to record worn out,
damaged land or newly cultivated land (chin chae sin' gi chŏn
and that is all. Also it will be possible for the
present (number of) officials to complete the written work in a few days.) (end note)
Item (10): If you have repair work and other matters to perform on the walls and moats of official buildings (konghae 공廨), the magistrate will calculate the expenses needed (yong'ip 농이고) and report it to the governor. The governor will make a special accounting deduction (hoegam 費弯) for the expenses of construction and labor. (note: expenses All (of the cost) will be deducted (hoegam) from regular funds (kyŏngbi 경費). If large repairs are needed, then a request (konbaegi 建白: proposal) should be made to the court for the granting of special disbursements for expenses (chibige 費給). (Large-scale repairs) will not be included in this regulation. Each garrison town (chin) will also copy this (regulation). (en

-note: As for the various kinds of rice payments for the above officials' expenses (kwansu) and other items, they might seem to be exceedingly generous (too high), and people might not understand how it can be done. (how the costs could be met). I have made a thorough investigation of these expenses and established (quotas), yet people still are afraid that it is too narrow (we don't have enough funds to pay them?).

In general, at the present time the system of our country is such that the insufficient salaries of the 100 officials in the capital is extremely thin (poor), while the provincial officials have no fixed salaries at all. And accordingly, the make all kinds of irregular levies (on the people) in order to satisfy both official and private needs. For this reason the high ministers (chaejip 寧輔) in the capital do not have enough (funds) to provide for themselves while the officials in the provinces are required to send gifts of food (饗餳) to the nobles at court and also even their friends, and this practice has turned into a regulation (regular or required regulation). Once somebody becomes a district magistrate (upch'ae 郡宰), then the people will definitely demand this of them (hold them responsible for this). People become used to (used to) these kinds of things in terms of what they see and hear,
and it seems that there is no way one can act completely without 人事 (gift giving, etiquette) and everybody acts like the capital officials, and that's why things are this way. But this all comes within the province of private affairs. In general it is an ancient principle that bribes (包苞: literally "bags") should not be brought into the gates of a ta-fu (taebu).

In the previous (Koryo) dynasty, they used to say: "Yangban serving at court cannot receive bribes from people, and when it comes to tea, medicine, paper, and ink, they may also may not accept them." This saying seems to be close (in spirit) to the intent of the ancients. (meaning of the ancient aphorism). Generally speaking, if those who make the laws take with them even one speck of private thoughts, then mistakes will be made in the correct handling of all affairs. In general, the two terms, "public" and "private" (kongsa:公私) somewhat distinguishes (separates) between Heaven's principles (chollide天理) and the desires of man (inyok:人欲) and when you are managing a state's affairs and establishing institutions, you cannot permit the slightest degree of private interest (to work its way into the system).

In olden times (early Yi dynasty), there was a provincial official (pu wi chinbong-ja: 不為進奉者) and prime minister Hwang Hii (黃喜). Han, III, 498, his ho was 促(pan‘ch’on) and his (cha was kubu) was CSC under Sejong, died in the 2nd year of Munjong and was granted the IV posth. title of Ikson(翼成). (Kwahagwón, 1963, p.407) submitted a memorial requested indictment and investigation (punishment) (ch’ugo:推考) of the man. Nowadays everyone regards this kind of action as beautiful and thinks that thus the purpose behind it is for the provinces to show respect for the court. In addition, everyone says: Anybody who becomes a magistrate is obliged to assist the needs of his friends; for he is not the same as other officials. This is also one of the current opinions around.
For the provinces to show respect to the court is something that is connected with the laws and rites (etiquette) are, and that is all. If people send private gifts, then this is not what is called showing respect to the court. Moreover, the things that are sent as gifts are all taken from the people. The court officials were established basically for the purpose of benefitting the people (™).

If you eliminate the provincial xian districts, then what other people does the court have (to work for, benefit)? That it allows the magistrates to oppress the people (li-min, imin) for their own private benefit? Since the degree (degree to which?) an official helps out his friends also depends on how great the official is or how much his salary is, then how is it that when you have a capital official, even though he may be a prime minister, he does not act this way, but if a man becomes a magistrate, then even though he is a minor official, there is a principle that he must take care of his friends (ujung). The magistrate is the official who helps the people, but what kind of principle is there which says that he can take from the people to help out his private friends? It is only that both capital and provincial officials all ought to have standard salaries, and if the salaries are not thing (too low), then naturally (officials) ought to be able to help others (kdp in) in accordance with their shares (subun). Seeing how large or small the salary is, one may judge how wide or narrow (the aid that the official is able to give), and this will create warm (good) habits. (end note)

With regard to the above listed provincial officials, all will be provided rank salaries (p'umnok), but with regard to those things involving public expenses (kongyong) and xian payments for the needs of envoys and guests, then a separate quota will be determined for these things. And if payment is made for these in accordance with regulations, then there will be no need to list the cost of all items such as oil, honey, pheasants, chickens and the like. And the top official (magistrate) and his...
salary system: office expenses 34- nokche

assistant (sangbugwan) will each on their own can make provision
for expenses as they see fit in accordance with what they receive
(i ki pong sufi choyong, and there will not be (any longer)
the evil situation whereby official and private expenditures in an
official yamen are mixed up together (mu tongil kwanch'ong kongsa yong hon'ip
chi p'ye 無同一官方私利用混入之弊). This (system) would seem
to be convenient and appropriate even for those matters in which the chief
and assistant officials have to share (responsibility for) payment (punji chi
sa 分支之事). The only problem is that if you have no official
yamen (office), then what is to be furnished to envoys and guests may be
difficult to provide right away even if you have enough rice (on hand
to provide the funds).

(note: At the present time the affixixx offices of officials (kwanch'ong)
already are provided with standard (amounts) of all kinds of goods,
and both official and private (materials) are entered (included) together
so that they naturally are able to move things around (from public or private
use or vice versa) and spend them. (ch'ui yong chi 用之). If
there is no official office (kwanch'ong) with these items (on hand), then when
envoys and guests arrive, it would seem that you would have a bad problem
in not being able to provide (things) for them. However, since there will
be a basic quota of rice that is provided, this also can be stored in advance
and perhaps transferred (ch'ui 推移) (for use). Moreover, after the
commercial shops have flourished (p'oja ki hingga 百貨通行之後, and all kinds
of goods have are circulating (in the market), then even though you may
have some urgent need for (some items), indeed you can be without
concern (that these goods can be obtained by buying them on the market,
in the shops).

adm. town

Also in each village the business (that has to be done) may be large (numerous)
and the number of people that come and go large, so that even though this
(problem) is not related to (the problem of) private (needs, expenses), yet
salary system, office expenses

372, 19:17b) it also would not be possible to include (such expenses) in the chung accounts (budget (iphoebo). Even if such matters like these are numerous, nevertheless, since (an office or yamen) will be provided with a basic allotment of rice for public use (expenses), whether then even though there is no official office (kwanch'ŏng), it will still be possible to make compensation for expenditures in accordance with what is appropriate (suitable) is something which requires further thought.) (end note)

Moreover, if things are done like this, then such goods that are supplied for the daily use of the officials such as fish and salt can also be obtained (daily) by purchase in the market. The affairs of a district town (kun'up) are different from those of the officials who serve in the capital. If officials engage in the exchange (of goods: kyoyŏk) with the common people, then it definitely will produce a bad situation for the people (min'ye). What must be done (to avoid this), (the government, we) must determine what goods (are to be purchased) and what the purchase price shall be (sangjŏng) as the bureaus in the capital do with regard to the prices of various goods. Only after it is done like that can we be free of concern (about the possible bad effects on the people by letting officials dicker directly with them over the price of goods to be purchased.)

(note: In the capital, the hundred bureaus of the court are all located there. Even in the case of the house of a high minister, it is (regarded) the same as a private house (household), and even though it trades on a daily basis in the market place (il kyoyŏk) without any problems (without them using their influence to gain force cheap prices on merchants?). But if it is the district towns (kun'up) (you are talking about), then (the officials there) have the lives of the people completely under their grasp. Even in the case of a low-ranking hyŏn (district), the situation there is in fact like that of a state (kukka) (the place is run like an independent sovereign nation). If the
(officials) were to trade directly with the people in the market, then it goes without saying that it would cause the officials and clerks to pursue their own private interests, but that in every case it would produce an evil situation for the people (min'ye). The situation would be that way without fail. What is necessary is that the court set standard regulations for the goods (that are to be purchased) and how much the price is to be for those goods as in the manner that prices are set for the various kinds of goods (purchased) by the various bureaus in the capital, and only after it is done like this will we have none of these evils.) (end note)

If the matters is done like this, then we can handle things in accordance with present practice. If it is to be done in accordance with regulations in the capital, and if it is convenient and there are no concerns (involved), then at a different date the state can also make changes and determine (a schedule of goods and prices). (note: If it is done like this, then what we ought to do is to take the rice equivalent (kami) set aside for the purchase of oil, honey, pheasants and chickens for the use of the officials, and divide it up for additional allocations for the salaries of the chief officials (magistrate) and his assistant, the salaries of the hyanggwan (御長), the rice to be paid for the provisions for envoys and guests, and the cost of various goods used by the official as part of his duties, and miscellaneous expenses.) (end note)

Let (the provisions for these misc. expenses) for the various yǒngmun (總門: governors, army and navy commanders' yamen) be done the same as this.

--- Hyangch'ŏng (御長). (note: there will be one chwasu (座首). As for the pyŏlgam (別監), there will be 4 men in Taebu (大府) and Tohobu (附府), 3 men in pu (府), 2 men in kun (郡) and 1 man in a hyŏn (縣).) (end note)

-the Chwasu will be paid 4 kok 5 tu 4 times a year (on 1st day of 1st month of each of the four seasons)(samaengsak 田舎翁)
The pyǒlgam will receive 3 kok four times a year

(note: These amounts will be given out to their families. (houses).

At times when the hyangso is conducting its business and rice is to be paid out, then make a special disbursement to the ch'ǒng.)

Every year (pay out) to the Tabu and Tohobu, 45 kok of rice, 15 kok of yellow beans. Pay to the Pu, 36 kok of rice and 12 kok of yellow beans. Pay to the kun 27 kok of rice and 9 kok of yellow beans, and pay to the hyǒn 18 kok of rice and 6 kok of yellow beans. And divided these into two payments in spring and fall. Pay directly to the Hyangsoch'ǒng to be used as regular expenses for the it. (note: When the hyangso is conducting its official business, the rice that is disbursed to it will be stored in the ch'ǒng for its regular expenses (kyǒngyǒng). Other goods such as food and lamp oil will be paid to it by the magistrate's yamen. When there is an intercalary month, then add on an additional month's allotment of rice and beans.)

With regard to the rice equivalents (kami) for paper and equipment, then every year pay to the Taebu and Tohobu 20 kok, to the Pu, 16 kok, to the kun 12 kok, and to the hyǒn 8 kok.

If you calculate the above amounts together (the grand total), for a Taebu and Tohobu it comes to 146 kok. For a Pu it comes to 118 kok, for a kun it comes to 90 kok, and for a hyǒn 62 kok.

(note: In the case of a yǒngmun (governor or prov. army or navy commander's yamen), then the cost of equipment and paper for the Kun'gwanch'ǒng will be included in the grand total (quota), but in the case of each of the dminist rative towns, if you already have Hyangsoch'ǒng and in addition have Changgwanch'ǒng in several places, and the items for payment of expenses is very large, then make special provision for each of these.)

- Changgwanch'ǒng (the salary of the ) will be 3 kok of rice 4 times a year.
salary system, -38- nokche

373, 19:19a) -(the salary of the) Ch'ogwan(張官) will be 1 kok 5 tu of rice 4 times/yr.
-(the salary of the ) Kip'aegwan(旗牌官) will be 1 kok 5 tu of rice 4 times/year.

(note: These will be distributed to their homes. At times when the official changgwan have business in the magistrate's yamen are engaged in training and their expenses are to be paid, then make separate payments to the (Changgwanch'ong).)(end note)

-Every year every person will (be paid) 3 kok of rice, 1 kok 5 tu of yellow beans as a standard (allotment) and it will be paid to the Changgwanch'ong, and it will be regarded as expenses for the performance of duties for the official house (yamen) and for training. (note: Food and will also be included within this. If there is certain business for them to perform like examinations (tests) or inspections, then calculate the number of people (performing these duties) and make payment. Calculate and fix limits on how much is to be paid to the kun and hyŏn. In talking about expenses, then mix it altogether to be considered as the regular expenses (kyŏngyong) of the (Changwan)ch'ŏngz).)(end note)

-As for the rice equivalent for the (purchase of) paper, and other (kkalgae --p'o'jin :matting, cushions) equipment, every year (pay to) the Taebu and Tohobu 10 kok, to the pu pay 8 kok, to the kun pay 6 kok, to the hyŏn pay 4 kok. (note: With regard to what is required by the Changgwanch'ong, they are to be transferred around among the changgwan (who rotate on and off duty), and they will be transferred every year.) (end note)

(note: Some might say that the post of P'ach'ong is an important one yet the salary is only 3 kok, which seems to be rather light. To this I would reply that when the changgwan are not performing military duties, they usually stay at their homes and are not to be compared with those who stay (permanently) at their jobs. Nevertheless, by providing them with 3 kok in salary, I am giving them superior (incomes) and treating them as important (people).)(end note)
- (the salary for the) kun'gi kangwan (armorers) will be 1 kok 5 tu 4 times a year. When he is on duty and residing in the officials' (office), then he will be paid his side-dish (food, expenses) out of the officials' expense account (kwansu).

- The salary for the ch'ol'lyegwan (curators) will be 1 kok 5 tu four times a year. (note: For his duties and selection and other matters, see the section on the kun and hyŏn (local districts). (end note)

-item: rank: The hyangkwa hyangjong (御正) for each hyang will be given a salary of 2 kok 5 tu four times a year. (note: the rice equivalent for reports and paper will be 5 tu, which will be included within this ) (end note)

- (Expenses) for schools in Taebu (大浦) / (Taebuhak, 대부학) (note: The term "hak" is the same as the hyanggyo of present times.) (end note)

and schools in the Tohobu:

-Kyodo (敤道) a rank 5 official. His salary will be 14 kok/ mo, or 168 kok/year. The expenses for salt, kimch'i, side dishes etc., will be included in his basic salary. It will be the same for the garrison towns (chin) and post-stations (yŏk) discussed below) (end note)

- rice equivalents for the expenses for paper and matting (cushions) and misc. goods will be 16 kok

-GRAND TOTAL: 184 kok (which is equivalent to the present day 122 sŏk 10 tu) (end note)

-schools in the Pu.

-Kyosu (谨修, rank 6A official), 1 kok a month; 132 kok/year.

-rice equivalents for the cost of paper, matting and seats etc., 12 kok

-GRAND TOTAL: 144 kok (equivalent to 96 sŏk in today's units) (end note)

-schools in the hyŏn

-kyosu (rank 6B, 10 kok/mo., 120 kok/ year)

-rice equivalents for paper, mats and cushions etc., 10 kok

-GRAND TOTAL: 130 kok (equivalent to 86 sŏk 10 tu in today's units)
salary system -40- nokche

-Ch'umsajin(夏使僧直)
-Ch'umsajin(夏使僧直)(rank 4B, 16 kok/month. 192 kok/year.

(note: The expenses for salt, kimch'i, side dishes will all be included in this. If you want to pay for side dishes to be paid for out of official funds, then it will be OK in the case of the Ch'umsajin and the Kun'gwan to calculate the value in rice (of this) and deduct it from his salary, and they purchase these items to supply (to them))

-Kun'gwan(軍官), 2 men. 3 kok for each a month; grand total of 72 kok a year.

In addition to the 2 kun'gwan who are on duty in the ch'ong (yamen), there will also be 6 kun'gwan will await some incident to occur (before being summoned to duty). In tangsang ch'umsajin(堂上使僧直) there will be 3 kun'gwan, and 8 (kun'gwan) who are (on reserve) awaiting an incident to occur. In the case of Manhojin(萬戶鎭), there will be three men (on reserve) awaiting an incident to occur (before serving on duty) (end note)

-Kip'aegwan(稱牌官), 2 men. 1 kok 5 tu for each man, paid 4 times a year. Grand total of 12 kok a year.

There will be 3 of this kip'aegwan in Sugunjin(水軍鎭:navy garrisons) and 2 of them in Manho(萬戶).)(end note)

-rice equivalents for the expenses of paper and cushions will be 12 kok

-GRAND TOTAL: 296 kok (note: equivalent to 197 sök 5 tu in present day units)(end note)

(note: Some might ask, if the Kun'gwan's salary is to be 3 kok a month, then why is the Kip'aegwan's salary as small as this? To this I would reply that the Kun'gwan both chiefs and followers (rank and file--changjong are on official duty (in the yamen, at all times), while the Kip'aegwan are normally at home, and only come to serve on duty when there is something for them to do. Furthermore the kun'gwan of each of the garrisons do not have to be selected from people who live far away; you can choose people who live near by to do it.)
- Manhojin(万户镇)
  - Manho(万户), rank 5B. 12 kok 5 tu/month. 150 kok/year.
  - Kun'gwon(军官), 1 man. 3 kok/month. 36 kok/yr.
  - Kip'aegwan, 1 man, 1 kok 5 tu 4 times a year; 6 kok/year

- rice equivalent (kami) for paper, pillows etc., 15 kok

- GRAND TOTAL: 207 kok (equivalent to 138 sŏk in present day units) (end note)

- item: in Pusan, Manp'o(满坡) and other tangeung ch'ëmsajin, every month add 3 kok, and also every year add 10 kok of rice equivalent (for the purchase of) paper, pillows and other goods.

- Ch'albangdo(察班道)
  - Ch'alpang (rank 6B. 10 kok/month. 120 kok/year.
  - rice equivalent for paper, pillows etc., 18 kok

- GRAND TOTAL 138 kok (92 sŏk in present day units)

- Ch'amha ch'albangdo(察班道)
  - Ch'albang (rank 7A. 9 kok/month, 108 kok/year)

- rice equivalent for paper, pillows etc., 14 kok

- GRAND TOTAL, 122 kok (81 sŏk 5 tu in present day units)

- Ch'och'ang(漕粮): grain transport granaries
  - P'angwan(粮仓), 7 kok/month; 84 kok/year

- rice equivalent Okami) for paper, pillows etc., 10 kok (8 kok where there is not much business)

- GRAND TOTAL 94 kok (62 sŏk 10 tu in present day units)

- With regard to the above listed officials, if there is an intercalary month then provide an additional month's salary, the same to apply to clerks and runners (iye). (note: for those who are paid quarterly, also calculate the amount for an additional month's salary) (end note). In the case of yông(勇) and chin(臣), then every month the magistrate of the home district town (controlling these?) will personally go and distribute salaries to the clerks, runners, and soldiers, and he will also conduct and inspection and distribute salaries to the soldiers.
(note: Regarding the salaries for the officials and lower (clerks) of the yông and chin, calculate the amounts in advance and on the 1st day of collect and store them in the warehouses of the yông and chin, and every month (the magistrate will) personally go and distribute (the salaries). (end note)

- In the case of the schools (hakkyo), then (expenses) will be received from the home adm. district. That will also be the case for the officials of the post-stations and granaries.

199:22b) - Regarding the firewood and charcoal used by schools, garrisons and post-stations, then divide up and grant 1/6 of what is taken in (received) by the home adm. district (pon'up). (note: Not only the expenses of the teachers (kyogwan), but also those of the dormitory students (chesaeng) Calculate all of it and will all also be included in this. Give it out in accordance with the regulations for the salaries of officials, and decide how much is needed for 12 months' worth of payments. Write down the day and month payment is made, and make sure it is signed and sealed by the kyogwan (educational official) as is done in the regulations for officials.)(end note)

In garrisons, then have the on duty soldiers cut off (their) and take it. In the post-stations, then have the post-station personnel down (the firewood) cut and take it. (note: In the case of far off post stations, collect the value (of the wood) and give it to the base post-station to hire labor. At far-off post-stations, the price of firewood, charcoal and ice will be combined and every household will pay no more than 10 mun of cash. (note: this is equivalent to 5 sŏng of white rice) (end note) In the case of granaries (ch'ang), then only when the p'ang'gwan is on duty in the granary will the grain-transport workers (ch'osol) gather firewood to heat the rooms.

-Salary schedule for Provincial Clerks and Runners (oebang iye-rek maryŏn)
-sŏri(青吏), 2 kok/month, 24 kok/year.
374, 19:22b) (note: If 2 kok, then this makes 140 mun of cash, 7 tu of white rice, 6 tu of millet. Below, everything will be based on this (on these ratios).) (end note)

-choye(差譯), 1 kok 2 tu/month, 14 kok 4 tu/year

-kwanno(寢安), same as above

375, 19:23a

-sosa(小吏), 6 tu/month, 7 kok 2 tu/year.

-All iye (clerks and runners) in the provinces will receive 50 mu of land and will receive salaries as listed to the right (above), but divide them into two shifts, upper and lower. (note: The lower shift people (habonja 下書) will definitely not be used by officials for running personal errands. They will only be used for entertaining guests, working at ritual sacrifices and in military affairs. Regarding duties outside the usual regulations, then both the upper and lower shifts will be combined in order to perform service. If someone is sick or absent with cause, then someone in the same room (pang 廊) take over and look after his responsibilities. And if a man is not permanently transferred, then do not cut off his salary. The same will apply to the chu, hyon, yong, chin, hakkyo (schools), post-stations. If there happens to be an officials who privately cuts down on the number of men on shifts of duty and takes away part of the rice and cash (for his own private use), then indict him in accordance with the statutes for embezzlement.) (end note)

-Fixed quota of salary land (nokchon) for the salaries of the clerks and runners in the chu, hyon schools, garrisons and post-stations of each province.

(headnote: combine the two quotas for the two shifts together):

-Kamyong (prov. governor's yamen)

-sori, 30 men

-choye, (slaves included), 140 men

-sosa, 28 men

-COMBINED TOTAL: 198 men

(headnote: I note that even though I have considered and decided on salary land (nokchon) for the clerks and runners of the chu and hyon, it
would seem (more) appropriate if in regard to the various yŏngmun\(^{375, 19:23b}\) to the various yŏngmun\(^{375, 19:23b}\):yaman) the regulations for the capital were followed in all ways so that (the clerks and runners) received full salaries and did not receive land (grants). This requires further investigation of contemporary circumstances.) (end headnote)

-every year (pay out in salaries?) 2,937 kok 6 tu of rice (note: equivalent to 1,958 sŏk and 6 tu of present units) (end note), and

-99 kyŏng\(^{375, 19:23b}\) of land. (note: Also add on 19 kyŏng. All the yije\(\)n (clerk and runner land) will be exempted from firewood and brush levies, able-bodied icemen levies (pingjŏng\(^{375, 19:23b}\) ), and miscellaneous labor service required of land-grant farmers (kyŏngbu ch'apyŏk 須夫雜役)

(note: With regard to the above, for every 10 men add on an additional 1 kyŏng (of land to be granted) to accommodate (the expenses) of clerks without office (salli 散吏), orphans, widows, widowers, widows, and households without sons. For those things below all will copy this) (end note)

-P'yŏngyŏng(provincial army commander's yaman)

-sŏri, 26 men

-choye (slaves included) 140 men

-sŏsa, \(\) 26 men

-combined total: 196 194 men

-every year (grant) 3,424 kok 4 tu of rice (note: equivalent to 1,918 sŏk 3 tu in present units), and 107 kyŏng of land (note: also add on 19 kyŏng extra) (end note)

-T'ongyŏng

-sŏri, 30 men

-choye (slaves included), 150 men

-sŏsa, 34 men

-combined total: 214 men

-every year (grant) 3,424 kok 4 tu of rice (equivalent to 2,282 sŏk 14 tu in present day units), and 107 kyŏng of land (also an additional 21 kyŏng)
375, 19:24a) Suyŏng (provincial naval commander's yamen)

- sŏri, 28 men

19:24b) Choye, (slaves included) 130 men

- sosa, 24 men

- combined total, 426 men

- every year grants 2,716 kok 8 tu of rice (equivalent to 1,811 sok 3 tu of present day units), and 91 kyŏng of land (also add on 18 kyŏng)

Tadohobu

- sŏri, 32 men

- choye (slaves included), 140 men

- sosa, 24 men

- combined total 96 men

376, 19:25a) Every year grants 2,956 kok 8 tu (1,971 sok 3 tu of present day units) and 98 kyŏng of land (also add on 19 kyŏng)

Pu

- sŏri, 30 men

- choye (slaves included), 128 men

- sosa, 24 men

- combined total, 178 men

- every year grants 2,707 kok 6 tu of rice (1,805 sok 1 tu of present day units), and 89 kyŏng of land (also add on 17 kyŏng)

Kun

19:25b) Sŏri, 28 men

- choye (slaves included), 116 men

- sosa, 16 men

- combined total: 160 men

- every year grants 2,457 kok 6 tu (1,638 sok 6 tu of present day units) and 80 kyŏng of land (also add on 16 kyŏng)

Hyŏn

- sŏri, 26 men

- choye (slaves included), 104 men
salary system -46-

376, 19:25b)
  -sosa, 14 men

19:26a)
  -combined total, 144 men
  -every year grants 2,218 kok 4 tu (1,478 sŏk 14 tu of present day units)
  and 72 kyŏng of land (also add on 14 kyŏng)

-Schools in the Taedohobu
  -sŏri, 2 men
  -choye, slaves included, 58 men
  -sosa, 42 men
  -combined total, 102 men
  -every year grants 1,185 kok 6 tu of rice, (equivalent to 790 sŏk
  6 tu of present day units), and 51 kyŏng of land (also add on 10 kyŏng)

19:26b)
-Pu schools
  -sŏri, 2 men
  -choye (slaves included), 50 men
  -sosa, 34 men
  -combined total: 86 men
  -every year grants 1,010 kok 8 tu (673 sŏk 13 tu of present day units),
  and 43 kyŏng of land (also add on 8 kyŏng)

-kun schools
  -sŏri, 2 men
  -choye (slaves included) 42 men
  -sosa, 26 men
  -combined total: 70 men
  -every year grants 838 kok (558 sŏk 10 tu of present day units), and
  35 kyŏng of land (also add on 7 kyŏng)

377, 19:27a)
-hyŏn schools
  -sŏri, 2 men
  -choye (slaves included) 36 men
  -sosa, 18 men
  -combined total: 56 men
salary system

377, 19:27a) every year grants 694 kok 4 tu (462 sŏk 14 tu of present day units)
and 28 kyŏng of land (also add on 5 kyŏng)

-Ch'omsajin
-sŏri, 10 men
-choye, (slaves included), 38 men
-sosa, 4 men

combined total, 52 men

every year grants 816 kok (equivalent to 544 sŏk of present day units)
and 26 kyŏng of land (also add on 5 kyŏng)

-Manhojin
-sŏri, 8 men

19:27b) every year grants 681 kok 6 tu (454 sŏk 6 tu of present day units), and 22 kyŏng of land, also add on 4 kyŏng

-Ch'albangdo
-sŏri, 6 men
-choye (slaves included), 28 men
-sosa, 4 men

combined total, 38 men

every year grants 576 kok (384 sŏkl of present day units), and 19 kyŏng of land (add on 3 kyŏng extra)

-Ch'anha ch'albangdo
-sŏri, 4 men
-choye (slaves included), 26 men
-sosa, 4 men

combined total, 34 men

every year grants 501 kok 2 tu (334 sŏk 2 tu of present day units), and 17 kyŏng of land (also add on 3 kyŏng extra)
Some might say: The clerks and runners in the provinces (oebang, wai-sang) have been divided into three shifts and each of them is to receive one kyŏng of land. What about just giving daily rations to those on duty shifts? (note: Daily rations for o sŏri would be 3 sŏng, for one choye-no (runner-slave or runner and slave?), 2 sŏng, for one sosa, 1 1/2 sŏng)(end note)

To this I would reply that there is not just one reason why this cannot be carried out. In general, if someone performs labor service for an official, then he ought to be made fully responsible for his tasks (tangsajŏnki in) and be provided with what he needs to take the place (of the income earned) from cultivation, but if you make him engage in agriculture in order to eat (feed himself), then both (his official work and his private needs for income) public and private (interests) will be obstructed (by this). Clerks (should be) chosen carefully and provided with a generous salary, but if you make their salary too small and have too many superfluous people, then there will be no overcoming the trouble you will get from the evil of corrupt clerks. Moreover, if you do things like this (require the clerks to take care of themselves), then in a radius of a dozen li from the administrative town, all the land will be the land of the clerks and runners, and the general common people will not be able to live near the adm. town (up) (note: And if it is a town in which the governor's or provincial military commander's yamen is located, then it would be a radius of several dozen li (in which the land would be taken up by clerks)) (end note). This is the reason why at the present time, in the area within the administrative town districts of the chu and hyŏn (pref. and districts) there isn't a place that is not spoilt (spoiled, useless), where the walled district town is lonely and desolate (sukche), and where goods do not circulate in the market place. Since the situation is like this, I have determined on two shifts (for the clerks and runners) and have decided that they will receive half a land grants and half-salary. This will be convenient (for the conduct) of business and it will be possible to
eliminate the evils (involved). Nevertheless this is not as good as
granting them a full salary and not having them receive land grants,
as is done in the case of (the clerks and runners) in the capital.

It is only that at the present time the number of common people (living)
inside (the limits) of the district towns is very small and all the land
is used for their livelihood, so I have tried to adjust (my system) to the
present situation, and that is all. When a chün-tzu (princely man) comes
along later on, he will be able to rethink this and follow the best method.

19:29a (headnote: There were also many former Confucian scholars who said that
you should give land to the fu, shih, hsü, and tu (clerks and runners
府使胥徒), and the so-called kuan-tien (官田 ) in the Chou-kuan (周官 )
is just this. There are those who believe that if in addition to
granting salaries to them to take the place of profits (earned from
agriculture), you also grant them land, the purpose of it would be to
make them responsible for honest and good behavior. If you look at it
this way, then it would also seem to be all right to grant them land.)(end note)

(note: To grant full salaries without giving land is definitely
(most) appropriate. It is only that among these there are those who
should be handled with minute thought (consideration) (after careful thought).

The prefectures and districts (chu-hyön) actually rule over the
the most important / affairs concerning the land and population (of the district), and for
that reason each of the officials (kwalli: xingiixxx officials xand clerks)
has their pangsaek (官色: office to which they are attached) and every
day they await orders (are on call). They are not like the various
bureaus in the capital each of which has charge over one task (only) and
the clerks of whom have many days where they have nothing to do ( ).

If you made them serve long tours of duty without any days off, then
the people would not be able to bear it. Moreover, if you don't have two
shifts, then at time when there are guests or envoys, or military matters etc.,
you will not have anyone around to provide service, and there definitely
salary system -49-  nokche

would be concern that affairs would not get done. This is different
from the situation with the bureaus at the capital. If there is no
way to avoid dividing (the clerks and runners) into shifts, then
there will be too many people and one also ought to give some thought to
the expenses of 

Moreover if a clerk is sick for a long time and is
under medical treatment, or if there is a death in his family and the
wants man to observe mourning (for 3 years, subject to resigning
from his post), then it would be most difficult to take care of affairs.
It is not like the bureaus in the capital where they are piled up (there are so many of them) that if a man wants to reenter service (after taking leave for some reason), it is easy for him to find a vacancy (mi kyŏl). One must definitely calculate beyond the fixed quotas of salaries (to make provision for these things), and as is done at the present time with regard to the regulations for salaries for military posts, you can create one or two extra empty salary positions in order to handle these kinds of problems. Only after that is done can you avoid harm to both public business and private (interests, income)

With regard to the salaries in the capital (for clerks and runners?) that I have set, such as 35 tu or 25 tu, these also seem to be somewhat
less than what existed in ancient times, but I look at what
farmers (nongbu) earn currently in order to set (these salaries),
and that is all I did.

At the present time in an average year (pyŏngse), a superior
farmer can produce from 1 kyŏng of land 130 or 140 kok of unhulled grain
(p'igok). An inferior farmer will harvest 60-70 kok.

But this is not done with just one man's labor power. His wife and sons
together work on the land throughout the whole year as a result of which
they produce these odd kok of grain. Also, it does not stop just
with his wife and sons. It might take him a few more able-bodied males
(to be hired?) to produce this amount of crop. This, then, is what

CURRENT PRODUCTION
ESTIMATES

Be set salaries of on the basis of current present income 25-35 if per...
salary system  -50-  nokche

378, 19:29b) only a single man would harvest, and expenses for paying taxes, feeding his ox, seed for planting, and cloth tax payments (pop'o 目布). If you also calculate the labor power of his wife and sons, then (the salary I am providing, what the clerk gets in salary) is far superior to the farmer. (end note)

the clerk is to get more in salary than the individual farmer earns in income

378, 19:30a) Some might say that even though official slaves (kwanme 官奴) ought to be given rations, they have more than enough to smear their own mouths, but isn't it going too far to enable them to provide for their old people and young children, too? To this I would reply that in ancient times, in an official's office (kwan-fu 官府) you had the fu, shih, hsii and tu personnel (府史胥徒: clerks and runners), and a quota (of xinren) was set for each of them. Each of them had a salary, and in each case it was in accordance with the talent and ability of the person, and they did their work and they ate their salaries (wi ki sa shik ki p'um and that was all there was to it. At the present time in our country, none of the clerks and runners (吏胥) have salaries, and in addition we have male and female slaves who are forced to perform labor service, and for that reason people have become accustomed to thinking that the rations provided for the slaves are sufficient to take care of their elderly and children (chih 繚), so that they fear that they are getting far too much. In particular they do not know that the responsibilities of the slaves of ancient times, and (if the salary provisions) are not done like this (as good as I have provided), it will not be enough for them to support their families so they will be able to do their jobs regularly.

(note: Some might say also that in ancient times they also had slave runners (noyei牧轮) who performed labor service for officials, so what is this you (Yu Hyŏng-wŏn) are saying now about the responsibilities of...
the slaves of today being the same as those of the tu (徒) of ancient times? To this I would reply that in ancient times only those implicated in serious crimes were reduced to slavery. The five categories of runners (inferior servants) (wu-li 五難) in the Chou-li are the tsui-li (罪難: criminals reduced to slave service?) who were those who had committed crimes, after which they were required to perform service; the men (吏) were those who were prisoners or war (軍) who were chastised for not behaving themselves (t'o pu to i po 試不肖而僥), adjudged criminals and required to perform labor service. These were all people who were being punished for the crimes they had committed. And it is for this reason that in former ages that they had a grand law for single, double and triple exemptions (ilmyŏn, chaemyŏn, sammyŏn wi lyang chi pŏp) of people from slave status) to become commoners. Even though a man might spend his whole life as a slave, still they did not have any regulations for the hereditary transmission (of slave status). And when it came to their labor service, then they also found it necessary to give them free clothing and food, and it was still that way down to the T'ang dynasty. Generally speaking, if a man has been involved in crime, then they reduced the death penalty and made him base and made his life difficult, and that was all there was to it. This treatment was especially related to the affairs of punishment; it cannot become a part of the standard quotas by which the number of clerks and runners are determined for government offices. But at the present time the laws of our country are different from this. Our so-called slaves (nobi) do not necessarily have to be personally implicated in crime. They are just slaves who have inherited their status (只是世傳為奴), but the government offices regard them as people who are regularly designated for errand service (saehwan 使喚), and since we already have regularly designated saehwan (使喚: runners), then we also have no choice but to
set standard quotas for them for each bureau. How are these responsibilities not those of people who are slaves in name but runners (tui) in fact? And since their responsibilities are like this (like those of runners), then we have no choice but to grant them the salaries (equivalent) to what was given the tu (runners) in ancient times. 

To have a law providing for the inheritance of slavery is fundamentally not the government of a true king (wangjong), but at the present time it is difficult to suddenly say it should be changed (reformed, eliminated), so I have no choice but to follow the present (practice) and assign (these slaves) to government offices in standard quotas. Nevertheless, only after providing them with salaries like this (as I have done), will both public and private interests be satisfied. Not only will the slaves be exempted from suffering bitter grievance, but the government offices will also be able to select men (from among them) and put them to work (as runners). In addition there will be no such matters as people absconding (taking flight) (to evade labor service), forcible seizing of people (to perform service), requiring labor service from neighbors or relatives (of those who have fled the village), and harming the people and causing the country to be ill. (subnote: With regard to those people who do become slaves because of crimes they personally have committed, it would seem to be appropriate to reduce their salaries, but this would only be fitting after all criminal servants are combined and assigned to government offices as was done in accordance with the regulations over which the Ssu-li had charge in ancient times. If they are divided up and assigned to the government bureaus as is done at the present time, then there would be fixed quotas of slaves for each place and fixed amounts of salary and land. These would have to be given to places where the slaves were and taken away from places where they were not, which would lead to increasing or decreasing the budget, and this would lead to evils (from disputes) between the bureau (office) concerned and the Ministry of Taxation.)
For the explanation of why government offices cannot use women for labor service, see the section on clerks and runners (iye). If they are to be employed, then the salaries and land granted to them ought to be equal (tung 三分之一) to the men. If you are talking about their strength, then the salaries and land grants of women might ought probably to be less than the men, but it is only that throughout the world women do not have personal labor service requirements (sinyon 女役), they just follow the men, and that is all. It is only that at the present time the official women slaves (kwanbi 闇奴) already have personal labor service, and the bitterness (of their labor) is no different from that of the men. Furthermore we also follow along and take their offspring (to be slaves). Thus the slave laws should basically be reformed, but if we cannot reform them, then we cannot make them do important and heavy work (cannot treat them 重 with importance) yet on the contrary do injury to their offspring. How much worse is it in the case of the land for servants and runners of government offices, all of which has quotas set aside and allocated, but there either may be a lot of male slaves or few female slaves or vice versa, so that you cannot always (make the quotas) fitting. It should make no difference whether a slave is male or female, but all of them should be given a designated 50 mu of land.)(end note)

All clerk and runner land (iye jorn 稟農) is to be permanently allocated (hoekchong 留耕), and there should be no increases or decreases (in the amount) and no transfers or changes, as in the case of the regulations pertaining to post-station land. (note: when allocating land, you should use good land adjacent to the district town so as to prevent clerks in official service being mixed together with private (commoners).

I already have provided fixed quotas of rice for salaries of functionaries attached to officials (clerks and runners), and if we allocate land also like this, then even though the government functionaries might suffer shortages at times, they should be able to stand on their own feet and avoid
Starvation and bitterness. Even though it might be too much (there might be too many of them?), they naturally ought to receive "people's land" (minjŏn), and when they are transferred to other service, there will be nothing (no wealth) that can be privately hidden (they won't be able to hide themselves) and lay around doing doing2(?) (end note) (mu sa̱m p'yŏn'il chi sa)

Item. When clerks and runners (iye) all reach the age of 60, they will be exempted from labor service and will give back their land (grants).

(note: Those who have sons and grandsons will transfer their land (to them) for the support of their sons and grandsons. Those without sons and grandsons or those who do not want to be exempted from duty will be allowed (to keep their land) until the age of 70 when they will be exempted from service and given a kubunjŏn(부분전) of 20 mu(k亩).)

In case the person dies and his only son is left young and weak, or if a man is sick, exempted from service and without anything to support him, then you also can give 20 mu of kubun land. If the person dies and he leaves a sick son who is young and weak, then he may be given all of his father's land (면) until the time that he grows up to be an adult.

(kajŏn 허야)

When somebody receives an additional grants, whether it is 20 or 50 mu of land, none of them will be required to make the cloth tax payments (물포어치가). If you have excess able-bodied males (여주기) to cultivate these fields, then they, too, will not be required to pay support cloth (taxes). In accordance with the regulation for clerks and runners out of office (산이에 접근, use them to provide for (fill the positions of) clerks and runners who are sick or (are not on the job) for some reason (accident) (subnote: This kind of substitute service should not exceed one or two days a year) (end subnote). If it is not like this (if you don't use them as substitutes?), then have them pay the support tax.
salary system

379, 19:31a) and give it to the Iyech'ŏng (吏鋤方: clerk and runner office) in order to pay for the official expenses of that ch'ŏng (office) (subnote: Those who do pay the cloth tax (poka) will also receive a land allotment in accordance with their due.) (end subnote) (end note)

(note: Some might say that if we are to grant kubunjon (分田) to the aged, infirm, widowers, and widows of soldiers (kunsal 군士), then those who receive these substitute land grants should only receive 80 mu (mou), but in the case of the official's subordinates (kwansok 官屬), then we should in addition establish a separate additional land grant (kajon 加田) in order to provide for them (their dependents). How about this?

To this I would reply that soldiers have no fixed quotas, but subordinates of officials (kwansok) do have fixed quotas. Soldiers have support personnel (pobu 保夫), but subordinates of officials (in kwansok 殿屬) each has to personally perform labor service, and that is the reason (why I have done things this way) and common people (both) some might also say that if soldiers/(kunmin) receive kubun grants, it would be like helping them to pay the support tax equivalents (poka 保價), and this would not be right. How about this.

To this I would respond that performing service for an official is work that is different from that of the common people, and that is why (I have handled it like this) (end note)

---. All the salaries for the above provincial officials, hyanggwan (御官), changgwan (常官), clerks and runners (吏鋤) and general official expenses will be paid out of the regular budget of the home place (district) (ponch'o kyŏngbi chigup 本府經費支給). (Note: all provincial budgeted funds (kyŏngbi) are all (provided for) out of taxes held in reserve (yuse 稅).

(note: Some might say that the salaries of the provincial officials and clerks are so large that the land tax (chŏnse) will probably not be able to cover it (chidang 支當). Among these, (the salaries and expenses of) the changgwanch'ŏng (常官庁) could be paid for out of interest on grain loans (i hwansang mokog ch'wi yong 依還上穀貸取用)
To this I would respond that if you do not have superfluous (useless) officials, then there naturally will be no fear that the land tax would not be enough (to provide for expenses). Grain tax loans (hwansang) are fundamentally something that we ought not to have. Furthermore, mogok is for the purpose of making up for grain that is lost (through wastage, rotting or rats), although it might be all right to use if for military needs. But if it is used "lightly" (without restraint, at random), then this definitely will cause the evil practice of dunning the people for payment and oppressing the people, and it will be worse than (what prevails) at the present time. Generally speaking, we will cut back the number of superfluous officials, eliminate miscellaneous types of labor service, have people pay the types of regular taxes that they ought to pay, and spend (the revenues) on the kinds of things that they ought to be spent on, and that is all there is to it. If you think that having the people pay the land tax is difficult, then doesn't the grain loan wastage surcharge (hwansang mogok) also come from the people (is it that the wastage surcharge alone is not paid by the people while the land tax is? (obviously not)) If it is done like this (as you recommend), then the people will suffer harm, and the penury of the poor people will increase.) (end note)

With regard to all the above yearly expenditures for the capital, if you calculate and estimate the various expenditures, then it approximately comes to (a total of) 478,000 or more kok (note: This is equivalent in present units to 312,000 or more sok. (my calculations, 10 tu per kok, gives 4,780,000 tu, divided by 15 tu per sok, gives 318,666 sok)

The yearly combined expenses for the Taejong (king’s palace), queen's palace, crown prince's palace, royal expenses (osul festoon) and the salaries for the various marquises' palaces (hugung) for former kings is no more than 10,000 kok.

The total cost of all goods for all the capital bureaus is no more than 100,000 kok.
(subnote: In recent years the prime minister Kim Yuk (金域) together with the chwarang (佐郎), Yi Sŏng-jaing (李星敬) took the list of all tribute items that were due (to be paid to) all the various bureaus at the time (by which tribute would be purchased and based on the taedong (大同 ; system?) for the capital and the regulations that had already been put into practice in Hoesŏ (湖西 ; Ch'ungch'ŏng province). If you calculate the prices (of the tribute goods that had to be purchased on the market for the capital bureaus) and combine with it the cost of labor, it came to 92,000 or more sŏk. Calculated in terms of a kok worth 10 tu, this makes 138,000 kok, but things relating to royal provisions and royal clothes, were already included in the above. If you deduct the amounts for royal requirements which was over 9,000 kok, then it comes to 129,000 kok. However, the amount of various goods used at present by the various capital bureaus has become extremely large, and we are at the point (chang ao) where we ought to cut it down.

If we do so, then at the most it would not be more than 100,000 kok.) (end subnote)

If you estimate the total amount that has to be paid out for the salaries of the 100 officials (in the capital), it comes to a total of 81,040 kok. (subnote): From rank 1 to rank 9, there are (would be under Yu's scheme) a total of 565 civil and military officials) (end subnote). In addition to this you have the royal relatives (chongch'ŏn 朝親), the royal sons-in-law (mibin 儀賓), merit subjects (kongsin 功臣), and transferred officials (out of office?) who are to receive half salary, and the chinsa degree holders, and the various guards (chewisa 高儒) and the students of the various schools (chehaksaengdo 諸儒生徒) who are due to receive salaries, and the total of all of these (salaries) would be no more than over 400,000 kok. (subnote: In average times the salaries for the hundred officials (at the capital?) would be over 80,000 sŏk, and calculated in terms of the kok worth 10 tu, this would come to 120,000 kok.

If you exclude superfluous bureaus and superfluous officials who should be eliminated, it would be close to 2/3 (reduction?). Also in olden (past) times...
the (number of) people with official posts but no functions) compared to the regular officials were four or five times (more numerous), so that with this (taken into account), then once the bureaucratic system has been rectified (superfluous posts eliminated), then naturally we can eliminate 8 or 9 (posts) out of 10. For this reason, even though salaries are increased (under Yu's scheme) and is more than 4 times greater than under the old system, still if you calculate the total amount, it still would not exceed the old (budget, costs). (end subnote)

As for what the offices of the capital bureaus need for expenses, at the most it would not be more than 1,000 kok, and if you estimate the cost for the salaries of the clerks and runners (isŏ pogye, 專屬錄事), 475 sŏri (書吏), and 3,005 choye with slaves included (包括眷屬等), and 985 sosan (小史) (end subnote) In addition to this, there are servants and runners etc. (chongyegu, 興給包) in the service of the royal relatives (chongch'in), royal sons-in-law (mibin), and merit subjects, and subh officials (pyŏlch'abi) and types as the specially commissioned/various types of artisans. Their salaries could be somewhat over 22,000 kok. And the salaries of the capital soldiers (kyŏngbyŏng, 京兵) would be slightly over 50,000 kok. (subnote: calculate the capital soldiers at 2,000 men).

The cost of local items sent every year to China (sep'ye pangmulka) would be no more than 10,000 kok. Payments for entertaining Chinese imperial envoys while in the capital and the various expenses for the capital workers and horses (attending them? kyŏngbuma, 京夫馬) would be included in (this figure). Even though these costs are difficult to estimate because of the varying frequency (of such visits) (sosu pu il, 素議) if you deduct (these costs for workers and horses) on a yearly basis it would not be more than slightly more than 4,000 kok. (headnote: The yearly tribute (sep'ye pangmulka) is something that began after the invasions, but it seems that it does not come to 10,000 kok. Later on I will ask someone in order to make this definite.) (end headnote) In addition to this if
you calculate the miscellaneous expenses for one year, at the most it would not be more than slightly more than 30,000 kok. Altogether the cost would be 478,000 or more kok.

With regard to the above total figures, cash, cloth, and yellow beans are altogether included in it. Below (the calculations) for the provinces will copy this (model). (end note)

As for the provinces, I am estimating the figures (budget) for the chu, hyŏn, chin, and yŏk (prefectures, districts, garrisons, and post-stations) for each of the provinces, and calculating the regular budget for one year (ilse kyŏngbi - 岁經費) (note: (the costs for) schools are included together with (the figures) for each of the chu and hyŏn (districts and prefectures) (end note)

- Provincial governors, 5,286 kok (equivalent to 3,524 sŏk in present units)
  - there are 8 governors, (making a total of) 42,288 kok.
  - provincial army commander's yamen (pyŏngyŏng), 4,758 kok (a person) (note: equivalent to 3,172 sŏk in present units)
  - there are 8 of them making a total of 30,864 kok.
  - provincial naval commanders' yamen (suyŏng), 4,758 kok (a person) (note: equivalent to 2,896 sŏk in present units)
  - there are 6 of them, making a total of 26,064 kok.
  - Taebu and Tohobu. 6,571 kok (or 4,380 sŏk 10 tu in present units)
  - there are 33 of them making a total of 216,843 kok
  - Fu 5,716 kok (a person) (note: equivalent to 3,810 sŏk 10 tu in present units)
  - there are 22 of them, making a total of 125,752 kok.
  - kun 4,844 kok (note: or 3,229 sŏk 5 tu in present units)
  - there are 60 of them, making a total of 290,640 kok
  - hyŏn 4,024 kok (a person) (note: equivalent to 2,682 sŏk 10 tu in present units)
  - there are 30 of them, making a total of 120,720 kok.

(note: Included in this figure are the salaries for kun'gwan (軍官),
salary system

380, 19:33a) hyangso(郞官), changgwan(長官), kip'aegwan(使牌官), kun'gi kamgwan(兵器監官), ch'olmyegwan(典禮官), iye(吏科), and kyogwan(教官) and naesoesa saeng in the schools (學内外生), and clerks and runners attached to the schools (hak iye, 勞役), (headnote: I am only not calculating (the cost for) schools in the yông (governor's or provincial schools))(end headnote) It is only that the salaries for each of hyangjông(郞正) are listed separately below. As for the disbursements for the changgwanch'ông(牌官方) and the salaries of the changgwan, in rough terms (approximately), in adm. # towns where there are 1,000 troops, then one may bring in 130 or more kok, so that it will be 150 kok in the case of a hyön, and 300 kok in the case of a kun, 450 kok in the case of a pu, 600 kok for a Tohobu or Taebu, so that you can make calculations on the basis of this.)(end note)

-ch'ômsa(使使) 1,111 kok (per man), (note or 740 sŏk 10 tu in present day units)

19:33b)
- there are 20 of them, making a total of 22,220 kok 14,813 ḷ
- Manhojin. 888 kok (per man), (or 592 sŏk in present day units)

- there are 45 of them, making a total of 39,960 kok 26,640 ḷ

-ch'algangdo. 713 kok (per man), (in present units, 475 sŏk 5 tu)

- there are 20 of them, making a total of 14,260 kok 9,506 ḷ

-ch'amha ch'algangdo. 622 kok (per man), (or 414 sŏk 10 tu of present units)

- there are 20 of them, making a total of 12,440 kok 8,293 ḷ

(note: with regard to the above garrisons, the kun'gwan, kip'aegwan, garrison and post-station clerks and runners are all included in this figures)(end note)

-ch'ang:granary) 94 kok (per man), (or 62 sŏk 10 tu of present units)

-12 of them, making a total of 1,128 kok 752 ḷ

19:34a) -(note: with regard to the granary clerks and runners, because the grain transport workers (chosol) do not have regular salaries, only when they are on duty will they be given rations. You cannot make fixed quotas. They ought to be included below among various misc. expenses)(end note)
salary system

-- hyangjöng (양종) 's salary. 10 kok per man. (note: or 6 sok 10 tu in present units).

7,000 of them, making a total of 70,000 kok.

combined total of 1,020,300 or more kok. (note: or 680,200 or more sok in present day units) (end note)

-note: With regard to the above listed yŏng (governor's, military commander's yamen), prefectures and districts, garrison commanders, and post-station chiefs (ch'albang), etc., for the present I am temporarily suggesting this (figure) for the purpose of calculation. After (posts) are eliminated or combined and reform and rectification is carried out, it might be more or less. Nevertheless, in general terms, (the end result) should not be far from this.

In addition to these regular figures, we must also calculate various miscellaneous expenditures in the 8 provinces, which at the most will not go beyond slightly over 380,000 kok.

(note: In general terms you have rice for soldiers provisions in each of the administrative towns, like the total number of soldiers which is 620,000 men, so that each man will be given 5 sung (수) of rice (per day?) as a regulation (식) to be paid out twice a year. What will be spent on this will come to 62,000 kok. Among these there are sailors (sugun) and men actually on duty shifts (sangbŏnja) who ought not to be extended to (included in) this figure, so we should continue to calculate this at 62,000 kok.

Regarding expenditures for envoys and guests for each adm. town, and the expenses for governors and provincial army commanders making the rounds (on tour of inspection), the rice for this ought to be no more than 23,000 or more kok. As for the cost of hiring men and horses for transport, this should be no more than 25,000 or more kok.

Regarding the requirements in ritual objects and silk for rites at each shrine to earth and soil (sajik) and ancestors (sockchŏm), this should not be more than 10,000 kok or more.
Regarding the cost for repair and making of various kinds of weapons, banners etc., this should not be more than slightly over 50,000 kok.

Regarding payments for guests at each of the post-stations for their requirements, this should not be more than slightly over 6,000 kok.

The provisions for cavalry (p'abal magun) and the border yǒng (army commander's yamen) and large garrisons which have larger quotas of functionaries. Their salaries should be no more than slightly over 20,000 kok.

Costs for the repair of warships and grain transport ships, calculated in terms of yearly payments, should be no more than slightly over 10,000 kok.

Various types of tribute (chinsang) presented to each of the governor's yamens once a year—the cost of obtaining them (price for purchasing) and the cost of horse transport combined should not be more than slightly over 5,000 kok a year.

The costs for providing for Chinese imperial envoys and Korean envoys on the way to Peking on one route, and the expenses in hiring men and horses (to transport them) combined, even though it may vary from year to year, calculated on the basis of yearly costs should not be more than 25,000 kok.

The cost of additional military provisions (kunhyang) along the northwest frontier should not be more than 40,000 kok.

Grand total comes to 276,000 kok or more. In addition to this, various kinds of miscellaneous expenses at the most will be no more than slightly over 100,000 kok.) (end note)