

### SALARY SCHEDULE NEEDED

There is a considerable turnover of help in county offices and much of it is traceable to inter-office jealousies aroused by inequalities of pay for the same or similar work.

It is our opinion that a schedule of salaries should be set up with each position in the court house listed and the pay for each job definitely established with relation to similar work in other offices and with regard to the employees' seniority and length of service.

Along with this should be defined vacation and sick leave absences, with an enabling act passed by the legislature to establish a fair practice in this regard. Schedules should be drawn providing for graduated salary increases in accordance with the employee's tenure on the job and more liberal vacation and sick leave allowances for those with longer service records.

It is not unusual for a clerical employee of the county to be employed a few months, take a vacation of the same length as one who has been on the job for years, and a few months later, leave the position. This is unfair to steady workers, to the election officers and to the taxpayers. No one should earn a vacation in less than one year's employment.

Workers of several year's seniority resent a newcomer in another office, doing similar (or less skillful) work, receiving a higher starting salary than the old hand gets after years of service. Others are offended by incompetent political appointees receiving more of the taxpayers' money than those who hold their jobs by reason of efficiency.

—from *Oregon City Banner Courier*  
Nov. 28, 1944.

### CALIFORNIA ADJUSTS SALARY RANGES FOR 58 CLASSES

Upward salary adjustments for 58 classes in the California State service were approved by the State Personnel Board on September 30. The move virtually eliminated all pay scales below \$90 a month.

—*Civil Service Assembly News Letter*

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