

## A PAY POLICY

The following discussion is based upon an article by Carl L. Richey, formerly a staff member of the Tennessee Valley Authority and now on the staff of the California State Personnel Board. The discussion is very timely and merits serious consideration.

Mr. Richey stresses the well known fact that the actual amount of compensation paid is generally a major determinant of whether or not a governmental unit attracts high-grade applicants and retains them in the service after employment. Therefore, it is time that greater attention be given to rates of pay prevailing in the sources of recruitment for the public service. It is time that more consideration be given to the salaries paid by competitors for the services of trained employees. It is time that programs be inaugurated which translate such facts into action that removes inequities from public pay schedules.

He suggests that we "start talking about the periodic gathering of pay data so that we will have a knowledge of concrete facts relating to our competitors for the services of employees. In advising on civil service laws or model city charters, let us see to it that they contain a provision that the civil service agency shall make wage and salary surveys not less often than

once each year. Finally, let us set the stage so that frequent surveys may be made in a rapidly moving labor market and yet at all times assure a reasonable knowledge of comparative pay rates."

It was stated some years ago that "Just because others take advantage of the social or economic helplessness of a group of workers, or give in to the demands of a well organized body of workers, the public body working out a new compensation policy may not wish to do so." This is cited because it illustrates two tendencies which sometimes characterize personnel technicians. The first is what might be called (for lack of a better term) a complex in favor of social beneficence, and the second a prejudice against collective bargaining relationships.

With reference to the first, no suggestion is being made that government "take advantage" of people. Governmental employees have no right to expect privileges which are not enjoyed by workers in private enterprise who are rendering the same kind or level of services. Instead of seconding pleas for an ephemeral "living wage"—a term which lacks definite meaning—wouldn't it be better to have a few cold, hard facts?

With reference to the second point,

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### YOU AND YOUR JOB IN 1946

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ing of additional members. Individually this task is small, collectively the results are great.

In 1946 you and your job will be influenced considerably by and through the efforts of the Oregon State Employees Association. It is a critical year. The time to act is now. You as a member have been carrying someone else's share of the burden. Get another employee to share the load.

### BUILDING NAME CHANGED

The building in which the headquarters office of the Oregon State Employees Association is located changed hands recently and the new owners changed the name of the building. The building is now known as the Pacific Building.

The address on stationery will be changed when present supplies are exhausted.