

women live longer than men and that in order to provide the same benefit at the same age, women must contribute more because, on the average, they will receive their allowance longer than men retiring at the same age.

9. Q. On the "normal salary" of \$200 per month or less what proportion of the contributions will be made by members and what proportion by the employer?

A. For service rendered as members (service after July 1, 1946) the contributions made by the members and the employer are designed to produce equal amounts. That is, for every dollar deducted from their compensation for the Retirement Fund, the employer puts in enough to purchase a current service pension equal to the annuity provided by the member's accumulated contribution.

10. Q. May an employee make additional contributions on his salary in excess of \$200 per month to increase his annuity?

A. Yes, the employee's option to contribute only on the first \$200 per month, "normal salary," may be varied from time to time and the member may contribute on his full salary during such times as convenient to him and at other times he may elect to contribute only on his "normal salary," the first \$200 per month. However, there is no half-way point.

11. Q. If an employee's rate is over 5% may he change to his higher rate or vice versa as he wishes?

A. No. The employee has the option to contribute 5% only of his total salary or of his first \$200 per month. The option to reduce his percentage rate to 5% is irrevocable. A member may start contributions at fixed rate and later reduce to 5%. Once having reduced can never be increased.

12. Q. Does a member's rate change from year to year?

A. No. Rates apply at the age, nearest birthday, when the employee becomes a member of the System.

13. Q. What is done about the service rendered before the Retirement System takes effect next July 1?

A. This is called "prior service" and is taken care of altogether by contributions from the employer without any cost to members of the System.

14. Q. What State employees are entitled to credit for prior service?

A. Any state employee who is a member of the System.

15. Q. Will I be notified of my prior service credit?

A. Yes. A certificate will be issued each member and for cause may be modified upon the motion of the member or the Board.

More questions and answers on the Retirement System will appear in the next issue.

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#### CHANGE YOUR ADDRESS?

If so, send your new one right in to Forrest Stewart, Executive Secretary, Oregon State Employees Association, 141 Pacific Building, Salem, Oregon. We want to keep the "Oregon State Employee" going direct to you, and we know you want to receive it regularly. Whenever you change your address, write us your new one. A penny post card telling us where you have moved to, and what your old address was, will do.

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Wage increases of five per cent for policemen, firemen and laborers, amounting to \$191,075 annually, have been approved by the Dallas, Texas city council. The increase is in addition to a wartime bonus previously given to employees to compensate for higher living costs.