

## State Increases Pay

Several thousand state employees received a salary increase averaging \$10.00 per month effective June 1st.

Budget Director, George Aiken in announcing the raise stated it would help to absorb increased living costs but "the increase does not bring the salaries and wages paid to state employees to a parity with those prevailing in Washington or California, nor does it equal the scales prevailing in many of Oregon's counties or cities in same categories because funds are not available in existing budgets. The increase will result in deficits for several of the institutions, but the overall total appropriations for salaries and wages for all departments and institutions will not be exceeded."

Commenting on the salary and wage study now being made Mr. Aiken said, "that the study is proceeding on the theory that wages should be equitable and in keeping with prevailing standards in business and industry in our state. As these studies reveal the general wage level, I am confident we have reason to believe that the people of Oregon, and their representatives, with the facts before them, will provide the funds necessary for the maintenance of their institutions on a high level and pay their employees accordingly."

State employees in general were ap-

preciative of this gesture on the part of the administration. The Oregon State Employees Association, through its officers, sent an appropriate resolution to the Governor, the Board of Control and the Budget Director commending them for their interest and action in this matter.

## Sacramento Conference

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for the merit system it was brought out that in most jurisdictions the average citizen was aware of the Merit System, but not interested. The public is generally apathetic and each jurisdiction should cultivate public relations and publicize activities.

*The pay level in Public Service:* Three methods of determining pay level were mentioned. (1) Setting rates comparable with other public agencies and industry. San Francisco City accepts craft union rates. (2) Setting rates in accordance with cost of living. (3) Rates established by law: This method is used by Federal Government. One panel member stated that Civil Service tries to obtain above average employee, therefore should pay above average wage.

At 3:30 P.M. Tuesday Mr. Stewart and myself called at the offices of the California State Employees Associa-

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