

Headquarters Digest

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The initial cost to the state to put the plan into operation will be about \$770,000.00 on a biennial basis.

Following is a composite of the tabulation of salary rates paid in selected types of positions in private industry in Oregon. The survey was conducted and the tabulations made by the Civil Service Commission.

In the complete tabulation each classification is broken down into six parts showing salaries paid in the various sec-

tions of the state. These tabulations were on returns from questionnaires covering approximately 100,000 employees.

Because of the lack of space we are showing here only the state-wide or composite of all reports submitted. The proposed pay plan is based on this salary study.

The Civil Service Commission in setting up the Pay Plan disregarded the lowest 25 percent and the highest 25 percent and based the plan on the middle 50 percent.

STATE OF OREGON STATE CIVIL SERVICE COMMISSION

Title	No. Employed	Min.	Rates Reported			Max.
			Q1	Med.	Q3	
Junior Clerk	1746	70	114	132	148	282
Senior Clerk	1610	91	151	170	199	440
Chief Clerk	568	113	203	243	297	500
Junior Typist	735	78	123	137	153	300
Jr. Stenographer	623	75	135	149	164	225
Secretarial-Stenographer	835	92	157	177	204	290
Bookkeeper	1022	68	144	166	202	390
Accountant	310	94	213	248	276	500
Sr. Accountant	191	115	254	304	358	700
Store Clerk	1161	69	114	153	202	300
Buyer	162	125	194	228	279	440
Cashier	624	85	144	164	188	413
Switchboard Operator	1337	71	129	136	146	230
Bookkeeping Machine Operator ..	508	90	127	145	159	240
Key Punch Operator	130	100	128	142	155	225
Tabulating Machine Operator ..	76	109	155	182	214	265

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