

will appreciate the principle that if the *immediate* benefits in *individual* cases are somewhat limited at this time that *all* employees will eventually receive the *long term advantages* which are gainable under the pay plan.

Recognized Imperfections

One of the less desirable features of the installation process was its effect of equalizing salary rates as between older and newer employees in many instances. This resulted because the new pay levels and minimum rates were considerably higher than previous scales for many employments. Funds were not available to provide blanket readjustments of salaries within the new ranges. Again, the Commission believed that within existing financial limitations the overall benefits to employees in higher ranges more than outweighed this current difficulty. Suggestion was made by the Commission that older employees whose work was meritorious should be given first consideration in making future salary adjustments.

Facts and Figures

As an indication of results, employees should bear in mind that merely to adjust to new minimum rates, about 2600 monthly employees were automatically raised and an additional 1000 employees on flat hourly rates also received adjustments. The total cost of this adjustment alone approximates one and one quarter million dollars for the next biennium. Approximately one half million dollars additionally was required to place the pay plan into effect in March rather than July. In addition to the above figures of course, are costs of other merit adjustments which will continue to be made within the new ranges.

The formalized procedure outlined for approval of salary advancements may appear restrictive in many respects. The necessity for maintaining necessary controls in connection with expenditure of some \$60,000,000 in salaries over the next biennium, as well as, guaranteeing equitable treatment of

all of the some 9,000 employees requires that such a system be adhered to.

Long Term Benefits

Under the new scales, beginning salaries for lower classes are higher than ever before enjoyed by state employees. Maximum salaries to be reached in a position with conscientious effort and merit are likewise higher than ever before and promotional opportunities for employees have been greatly broadened. The plan is one which now, as well as later, will bring significant benefits to employees. The attainment of these and other benefits will always be conditioned however, on the quality and sincerity of the services which are given by employees to the public of this state.

Retirement Date Set

On April 7, Mr. Jerry S. Saylor, Executive Secretary of the Public Employees Retirement System, issued a letter regarding the effective dates for retirement of public employees.

"On December 31, 1946 the President of the United States proclaimed that hostilities of World War II had ceased. The proclamation as it affects retirement of members of the Public Employees Retirement System is explained below.

"Any member of the retirement system classified as a police officer or fireman, who on July 1, 1947 is 60 years of age or older," and

"Any member of the retirement system other than a police officer or fireman, who on July 1, 1947 is 65 years of age or older may be retired on that date, or any subsequent date before December 31, 1947, by action of the employer, and *must* be retired on December 31, 1947 unless prior to that date the employer and the retirement board have mutually agreed that the retention of such over-age employees is in the public interest.

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