

up any more lunches for me!" he added.

A worker on one of the highway bridge crews thinks that he would rather stay on but does not feel too badly about abiding by the rules. "The cold is hard to take anyway and I'd like to work in summer and not all winter," he added. Another man is glad to retire because of ill health. A woman who is leaving voluntarily on July 1 is financially independent and has hobbies to occupy her time.

Typical of the spirit of the retire-

ment system is the comment of one highway department employee. "My own reaction is favorable," he said, "and I have been looking forward to retirement since the law was passed. We who are now retiring, either voluntarily or otherwise, will not receive the full benefits which the system will eventually afford. But we are thankful for the small help we will receive and contemplate with satisfaction the security offered to those who will follow us in the years to come."

## Employees Retirement Contributions On New Basis; Changes Explained

*The staff is indebted to Mr. Jerry Sayler, executive secretary of the Public Employees' Retirement System, for the following explanation of the new basis for employees' contributions to the system.*

Of special interest to employees is the amendment to the Retirement Act enacted by the 1947 legislature which requires all members of the retirement system to contribute on the first \$2400 of salary or wages earned during the fiscal year from July 1 to June 30 following. This amendment, among others, was sponsored by the retirement board after consultation with many officials and department heads, as well as school clerks and officials, throughout the state.

Owing to the fact that school employees and especially teachers receive their compensation in a variety of ways, there being no uniformity of pay plan as between the various school districts of the state, the retirement board had found it difficult to apply the \$200 per month provision of the original retirement act. Some districts were found to be paying on a 12 months basis, others on a 10 months basis, some on a 9 months basis, some for 8½ months, some every 28 days, etc. The original act required the em-

ployer (the school district) to match the employee's contributions on \$200 per month of earnings. Some districts, who had previously been paying on a 12 months basis, reverted to the 9 months plan in order that the district would be required to match only the employee's contributions on \$1800 per year or \$200 per month for 9 months. Thus the teacher earning \$2400 per year and being paid on a 12 months basis would have been matched by the employer on her contributions for the entire \$2400 but when the district changed the payment plan to the 9 months basis, the district then was required to match the first \$200 received by the teacher in each of the 9 months only, which meant that the district was matching the teacher's contribution on only \$1800. Under the amendment this will no longer be the case, as regardless of the pay plan the teacher is required to contribute on the first \$2400 per fiscal year of salary and of salary, the employer will not match any contributions made thereafter by the employee during the fiscal year. For those employees receiving more than \$2400 per year, this will necessitate, on the employer's part, an accumulation of salary and at some time the employer is required to match her contributions on this basis. The only