

his salary, his contributions on salary in excess of \$200 per month on a *comparable dollar basis* will add approximately 1/4th as much as his salary not in excess of \$200 per month. As an example, an employe 35 years of age has elected to pay on all of his salary, which is \$300 per month. Based on the first \$200 per month of such salary, each year of current service will add approximately 1/30th of half pay or 1/30th of \$100, or \$3.33. By paying on the extra \$100 of his salary, he will add 1/4th more, or 1/4th of \$3.33, or 83 cents. Thus, each year of current service will add approximately \$4.16 to his monthly pension. If his salary is only \$250 per month, an extra \$50 would provide 1/2 of the 83 cents, or approximately 42 cents, which added to his \$3.33 (produced by his contribution on the first \$200 of salary) would make a total of \$3.75 per month for each year of current service.

Chart Difficult to Compile

"The difficulty in attempting to work out a chart which would show all of these things is the fact that while the objective of the act is to provide any one with 30 years or more of current service with a pension amounting to approximately half-pay, based on salary not exceeding \$200 per month, the pension he will actually receive will be based on the amount of money standing to his credit on our books when he reaches retirement age. Salary changes, loss of time, and many other factors will affect his final over-all pension."

Some Fears Assuaged

In commenting on some of the misunderstandings that have arisen in administering the act, Mr. Sayler comments on some of these matters as follows: "A good many people have experienced concern over the fact that during the major portion of their lives they may be employed at fairly decent salaries but for some reason or other during the last few years of their employment their salaries would be con-

siderably less. They fear that they may be retired on half of this lesser or reduced salary. THIS IS NOT THE CASE, because the pension will be based on the individual's contributions throughout the years which, most of the time, were based on the larger salary. On the other hand, one who works most of his life at an average salary and then during the last few years, for some reason or other, is employed at a great deal higher salary, will not be able to receive as a pension 1/2 of the larger salary, since the amount standing to his credit on our books will have been made up of his contributions based largely on the smaller salary."

Pensions Being Paid

It is reported that there are now about two dozen disability cases who are receiving disability benefits. By the end of July there were about 640 employes receiving superannuation (retirement at age 65) pensions. Mr. Sayler indicates that between now and December 31st of this year there will be approximately 1,500 more employes eligible for pension, making an approximate total of 2150 that may be drawing pensions by the end of the year.

Regular Pay Days

The editor is in receipt of a letter from a state employe in Eugene, in which our remarks in earlier issues of this magazine about "regular early pay days" and "some improvement is noted" are questioned. We quote parts of the letter—"I have worked in the field for a good many years and I haven't seen any improvement yet. In fact we have, once in a blue moon, received our checks as early as the third of the month. From there on up as late as the twenty-first. If this is improvement, I hope we don't get much of it. With due apologies to the gentleman who wrote the article, I would like to say he either has a poor memory or else he never was in the