

State Pay Compared to Private Firms

In our last issue, we announced that our special wage survey committee, consisting of Floyd Query, Ellis H. Jones and E. H. Clymer, would soon have a report ready for O.S.E.A. members.

Under date of July 21, the committee reported and copies of the report have been mailed to the Chapters.

An analysis of the report, which compares the state's average pay for nine representative classifications, with the same classes of positions in private industry; both in May, 1946; and May, 1947; reveals the following interesting facts:

1. The per cents of increase in the average earnings during the year reported on, by private industry and the state, appear to be:

Classification	% Increase	
	Pri. Ind.	State
Unskilled Labor	13.6	10.3
Laundry Worker	22.4	8.9
Bookbinding Mach. Opr.	14.9	13.8
Bookkeeper	12.1	8.0
Stenographer	10.0	24.8
Store Clerk	9.6	4.0
Engrg. Chainman	12.0	None
Engrg. Instrumentman	10.0	8.8
Carpenter	12.5	6.2

2. In all cases except that of stenographer, it appears the state rates of pay are continuing to get more and more out of line, and less and less, in comparison with private industry.

3. In the case of stenographers, it appears that this class of employee is beginning to be appreciated as worthy of its hire. As an employer, the state now apparently appreciates that it is good business to try to decrease its present large employment turnover, in this class at least, by offering and paying a compensation more in line with private industry.

4. The above classifications are indicators of what is happening in all classifications in general.

The present state pay schedules were set up by the Civil Service Commission based on surveys made in the early part

of 1946, with slight modifications made therein in the latter part of the year by special requests of some of the department heads.

Employees came under these pay schedules March 1, 1947, at which time many well-trained, efficient employees with long service records began to receive the MINIMUM salary payable for the service which they had rendered the state for years! Many new employees hired since March 1, 1947, are getting the same pay as they! Salary advancements which are supposed to overcome this disparity are limited to a small portion of the employees and cannot be granted more often than once a year to the limited number!

In fairness to all employees it seems proper that Oregon's state salary problem receive the favorable attention of those whose responsibility lies in seeing that the public receive good service from its employees.

To us the problem appears to be one of merit and good business. Problems of revenues, disbursements, budgets and appropriations are financial matters of concern to all Oregon citizens and are capable of solution by brilliant minds, with which Oregon is freely blessed. However, the problems of employee morale, efficiency, fair treatment, reward of service and honesty—these are *personnel* matters which are not measurable in dollars. Loyalty, fidelity, integrity and other personal attributes are above price! When every employee feels that he is being treated fairly and is recognized as an individual worthy of appreciation, only then can the potential value of personal traits be fully contributed to the public service. A tangible token of appreciation can be shown by providing a fair compensation on a parity with that which industry is willing to pay. This does not seem an unreasonable expectation for a state employee to entertain.

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