California's Employees to Get Still Higher Pay Schedule

In the August-September issue of *The California State Employee* the new pay schedule for California state employees was discussed.

"Although it was felt that the adoption of a systematic uniform pay range plan was a step in the right direction and in line with CSEA's long range salary campaign," the article states, "it did not provide uniformity in the pay grades" for two ranges "in that only four steps were included, whereas other grades contained five steps. Disappointment was felt also in the fact that the lower salary ranges were not given graduated increases so that the employee with the longer service in a class would receive a larger increase.

"Despite imperfections, which are bound to occur in such a large undertaking, the general reaction to the State Personnel Board plan has been favorable. A number of employees have been affected adversely by the mechanics of the change and the Association is working with the Board and its staff in the correction of these discrepancies."

CSEA Sponsors Measures

The pay increases provided by this plan were made possible by the CSEA sponsored SB 437. This measure appropriated $10,655,700 out of the general fund and necessary amounts out of the special funds to finance salary increases for all employees. All of the July-approved increases will be retroactive to April, 1947. There is a small balance of funds still available in this fund for salary increases. It is expected that this money will be available for further necessary adjustments.

The old salary ranges had inequitable range spreads; some ranges gave as little as a 16.67 per cent increase from the minimum to the maximum, while others gave as much as 26 per cent. Employees in the $240-$280 received only 16.67 per cent range increase, while the next step covered a 26 per cent spread from $250 to $310.

The old salary range had overlapping and uneven steps which resulted in inequities. Upon promotion some employees received between one-half and one-step increases in salary; others received as much as a step and one-half increases.

These salary increases will become a permanent part of the salary range and are not considered an "emergency" salary adjustment. Approximately 90 per cent of state civil service employees are employed in ranges having entrance salaries below $300 a month. They will receive approximately 90 per cent of the money required for these salary increases.

Pay Adjusted to Service

Following are a few of the salary changes printed in the "Conversion Table," by which an employee can figure his new salary range in relation to his present one. Those now receiving $120-$150 will increase to $140-$170; $150-$190 will advance to $170-$210; $200-$230 salaries go to $220-$268; $250-$310 will receive $268-$325; $325-$385 advance to $341-$415.

The State Personnel Board gives five basic objectives in adopting this new pay schedule. 1. To see that all state civil service employees receive a salary increase and that no employees receive an unjustifiably large increase. 2. To provide a reasonable salary increase in terms of *prevailing* rates. 3. To provide for equitable and uniform range spreads wherein each employee is eligible for an annual salary increase of approximately 5 per cent until he reaches his maximum. 4. To establish a sound structure upon which future adjustments in ranges or pay scales may be based. 5. To provide that, where possible within the new plan, employees with greater service receive the larger amounts of increase granted within any one range.