

to check tax returns against the relentless passage of time. Skilled accountants are hard to find and keep. A loss of hundreds of thousands of dollars to state funds.

Practically every department and every institution is experiencing some labor difficulty.

One Reason for All Trouble

The one basic reason for the loss of trained personnel, the inability to obtain experienced replacements and the loss of efficiency in state functions is: **LOW PAY RATES and POOR USE OF THE SMALL SALARY ADVANCEMENTS WHICH ARE SPARINGLY GIVEN.**

Public Interest Needed

The merchants, who receive the large bulk of the state employees' income, should rightfully become interested in the employees' welfare.

The contractors who can't get paid

for work performed could ask the state to do its engineering job.

The legislators could properly be concerned with remedial legislation if required, and public expression of their belief in a policy of decent treatment for employees in the interest of the state's welfare.

The press has shown itself fair in giving voice to sympathetic expressions. It could continue to express editorially the seriousness of the state's problems and urge fair treatment for state employees.

The taxpayers could well afford to become interested in the problem as they come to realize the shamble of confusion and discontent that is growing in their public services, and as they wake up to the costs of the inefficiency that results directly from the state's present wage policy of low pay, slow advancement and hesitant approach to corrective measures.

Pay Revisions Affect Library, Print Shop and Tab Employees

Progress of examination schedules and the revision of pay ranges and classifications were major items of business at the Civil Service Commission meeting on February 20.

Salary and Classification Revisions

Several much needed salary and pay range revisions were made in the compensation plan. The position of milk control inspector was revised to include two positions. Milk control inspectors I and II, with salary ranges of \$230-\$290 and \$270-\$340 respectively, were provided for.

Tabulating machine operators and librarians received new pay range adjustments without change of classifications. The following tabulation shows the previous pay ranges and the recent revisions.

Tab. Mch. Oper. I	\$155-195	\$170-215
Tab. Mch. Oper. II	180-225	200-260
Tab. Mch. Sup. I	220-280	240-300

Tab. Mch. Sup. II	260-330	280-350
Archivist	270-340	300-380
Library Asst.	140-175	155-195
Librarian I	155-195	180-225
Librarian II	180-225	210-270
Librarian III	220-280	250-320
Librarian IV	260-330	300-380
Print. Plant Supt.	280-350	300-380
Milk Cont. Analyst	300-380	270-340

(A change in job analysis necessitated this salary revision.)

Livestock Theft

Investigator	200-260	230-290
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Hourly pay rates for employees in the Printing Department were revised to conform with local union wage scales.

	1	2	3	4
Proofreader I	1.40	\$1.40		
Proofreader II	1.65	1.90		
Stockcutter I	1.65	1.90		
Stockcutter II	1.74	1.95		

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