

academic staff of the schools of higher education.

Sal. per Mo.	Number	Per Cent
100-199	5017	63.48
200-299	2450	31.00
300-399	382	4.83
400-499	42	.53
500-599	10	.13
600-699	2	.03

The average salary for these employees is \$191.50 per month.

The above does not include 1214 hourly paid employees of the highway department who are paid an average of \$1.07 per hour or about \$185 per month based on the 40-hour week.

#### Comparison with Private Industry

As of September 30, 1947, the following average salaries were being paid in private industry. The figures are taken from the February Statistical Bulletin of the State Unemployment Compensation Commission.

Construction	\$258.34 per mo.
Paper Manufacture	279.11 per mo.
Printing & Publ.	250.42 per mo.
Transportation	257.32 per mo.
Finance & Ins.	209.73 per mo.
Utilities	246.56 per mo.
Retailers	193.11 per mo.
Service	183.87 per mo.

#### Comparison with Other States

What are the neighboring states doing? Here are some typical examples. In Oregon the highway department's beginning salary for chainmen is \$165 per month, in Washington \$220 and California \$200. In Oregon, a resident engineer is offered a beginning salary of \$280 per month, in Washington \$350 and California \$395. The glaring difference is comparable in all classifications.

#### State Is Losing Valuable Employees

Day by day the cost of living continues to rise. Day by day more state workers are forced to find employment where returns for their labor is more commensurate with living costs. The Civil Service Commission furnished these figures: in October 545 people left the state service, in November 344, in December 350 and in January 486,

approximately a 20 per cent turnover.

#### Some Typical Cases

The city engineer of Salem is now augmenting his force of trained and skilled engineers by recruitment from the highway department. The state cannot hold its skilled draftsmen against such competition, as the city will pay \$20 per month more (as a starting salary) than the highway department will pay an engineering-draftsman after years of experience and faithful service.

The city of Corvallis has recently taken a skilled bridge designer from the highway department under similar circumstances.

A state employee with many years experience and specially skilled in structural research and design has recently left state service to take an important position in federal service at a starting salary of \$4900 a year, just \$630 more per year than the state will pay. There is no one available with the special skill and training to replace this essential employee!

Applicants for positions, by the score, come looking for jobs, but when told of the salary offered (always the minimum) they do not come back to take the job.

At present, a supervisory engineer in charge of a dozen skilled engineers, is working over a drafting board in an effort to help carry the burden forced on this department by recent resignations of men who have left to take better jobs.

These are illustrative of hundreds of cases. More than a thousand in the last four months!

#### Some Typical Effects

In the highway department, there is a serious shortage of engineering help. Many contractors wait many months before receiving final pay for work performed. This is because the engineers are overworked, there is a shortage of skilled helpers and consequently, the field engineering, inspection and computations of work performed do not get done.

The tax commission is endeavoring