

ment salary. We are asking that the employees be allowed to pay retirement on the first \$4200 of his salary and that the state match his payments to that amount. This request is in line with changes in the social security law recently made by Congress. We also are asking other changes in the retirement law which we feel are necessary and should be passed in order that our retirement law will be more in line with other retirement laws in effect across the nation.

The above points are the most important parts of our legislative program and I have listed the reasons why we feel they should be given favorable consideration by the legislator.

—E. F. Chidsey, President

Equalization Pay Schedule

By Forrest V. Stewart

Civil service employees, of the state of Oregon, as a group, are now working under better conditions and for better salaries than at any time in the history of the state.

The salary equalization plan now in effect is perhaps the most realistic approach ever made toward comparable pay with comparable positions in private industry. The equalization plan plus the ten dollar cost of living adjustment should, to a very large degree, stop the exodus from the state service. The monetary cost to the state during the past few months from the loss of hundreds of semi-skilled and skilled workers has been tremendous.

The Civil Service Commission did a splendid job in readjusting and equalizing the pay ranges for the 593 different job classifications. It was necessary to compare each classification and corresponding salary range with the results of the salary survey. (Tabulating the 119,000 individual returns from the survey was a task in itself.) The number of salary ranges were reduced from 120 down to 47 which will simplify future adjustment procedures.

The governor, his budget director, and the board of control realized the seriousness of the recent developments

in the employment situation when they adopted the equalization plan prepared by the civil service commission and recommended to the emergency board that funds be made available for immediate implementation of the plan. They are to be commended for their speedy and judicious action in meeting and solving this administrative problem.

The emergency board, composed of Senators Walsh, Belton and Walker, Representatives Van Dyke, Chadwick, Semon and Rudie Wilhelm, Jr., a most conservative group, approached the problem warily but acted with wisdom and dispatch once the full significance of the emergency was brought into focus.

The Oregon State Employees Association is grateful for the salary adjustments thus provided. The association has been very close to the whole salary problem and played an important part in its solution. Representatives of the association were mindful of the magnitude of the problem and cooperated in every way possible with those branches of the state government which holds jurisdiction over such governmental functions.

Modesty prevents us from saying more about the part OSEA played in bringing about this salary adjustment. Good taste dictates that we say nothing about the infantine mouthings of a malign minority employee organization which came within a measurable degree of defeating the entire salary adjustment program.

State Civil Service

"Department heads are seldom happy with civil service. They prefer to do the hiring themselves. And employees themselves are sometimes disgruntled over the way the system of job classification works. These feelings broke out last week in some published protests from unidentified state personnel.

We are confident, however, that the great majority of state employees prefer to work under civil service. They have security in their jobs — one can easily imagine what nervousness there would be, with an election coming on,

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